

MANUFACTURING

**SUBSTANTIVE WAGE AGREEMENT**

**ENTERED INTO BETWEEN TWO PARTIES, BEING:**

**QUANTUM FOODS (PTY) LTD t/a NULOID, SONGLOED FARM**

**(Employer)**

**And**

**FOOD AND ALLIED WORKERS UNION**

**(Union)**

**A representative union for Nuloid, Broncon Farm's employees**

1. The parties agree that the contents of this document is a final outcome of the negotiation process concluded on 5 March 2014
2. This agreement will be in force from 1 March 2014 up to and including 28 February 2015.

3 Wages

- 3.1 With regard to the wage increases applicable as from 1 March 2014, see attached schedule
- 3.2 That a wage increase as an amount or % for 2014 is forfeited to accommodate the closure of gaps
- 3.3 That the increases as reflected on the attached schedule for March 2014 will be paid as an ex-gratia with the payment for April 2014

4 Closure Of Gaps

- 4.1 The closure of gaps will or can be accommodated through any settlement reached by both parties regarding wage increases being it an amount or a % ATB
- 4.2 The closure of gaps to be finalized in 2016, should the wage increases being settled on by both parties prior to 2016 and 2016 included, accommodated such

*Dr Motu*

*Dr Motu*

*Dr Motu*

*Dr Motu*

final closure of gaps

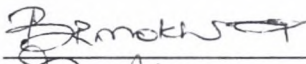
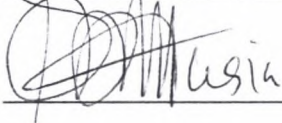
5 Conditions Of Employment


5.1 Status quo regarding the conditions as stipulated by Pioneer Foods (Pty) Ltd

Thus signed at BROOKHURSTSPRUIT on the 12 day of MARCH  
2014

WITNESSES:

COMPANY



1   
2 

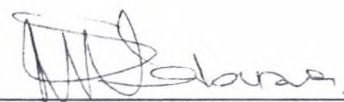
  
Who warrants his/her authority to sign

Thus signed at BROOKHURSTSPRUIT on the 12 day of MARCH  
2014

WITNESSES:

FAWU

1   
2 

  
Who warrants his/her authority to sign

27.01.2014

WAGE TYPE STATEMENT FOR 11/2014

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## Classification:

Payroll area	FO	Wages Payroll
Company code	7065	Nulaid
Personnel area	AEQG	Agri-Eggs
Pers. subarea	NBR0	Broncon breed

## INDIVIDUAL WT EVALUATION

in period 01.01.2014 - 31.01.2014 :

Currency ZAR

Vals from RT

Wage type	Pers.no. Name	PP/YYYY	Number	Amount	INCREASE	TOTAL
0160 Cash Amount						
	10632774 Botlholo Abolelang	11/2014	0.00	3,188.97	158-00	3,346.97
	10633921 Hlanu Mampkifitile	11/2014	0.00	2,756.97	278-00	3,034.97
	10618045 Kgopa Modupi Jonas	11/2014	0.00	4,165.67	105-00	4,270.67
	10632772 Leboko Morongoa Vi	11/2014	0.00	3,196.30	158-00	3,354.30
	10631474 Mabuela Kwena Cair	11/2014	0.00	3,196.32	158-00	3,354.32
	10631788 Mabye Tlou Solomon	11/2014	0.00	3,196.49	158-00	3,354.49
	10632534 Mashabela Mokgaetj	11/2014	0.00	3,196.30	158-00	3,354.30
	10634527 Maswazi Randani Th	11/2014	0.00	2,756.97	158-00	2,914.97
	10618048 Matjila Angelina	11/2014	0.00	4,052.95	278-00	4,330.95
	10641301 Mavuso Sizwe Willy	11/2014	0.00	2,806.12	278-00	3,084.12
	10625955 Mazenze Nozinja El	11/2014	0.00	3,465.42	278-00	3,743.42
	10632773 Modiba Maphuti Wal	11/2014	0.00	3,196.30	158-00	3,354.30
	10631777 Mokganyetsi Katleg	11/2014	0.00	3,196.49	158-00	3,354.49
	10631807 Mokoena Calvin Mal	11/2014	0.00	3,196.49	158-00	3,354.49
	10618047 Maiza Adam	11/2014	0.00	4,049.80	278-00	4,327.80
	10642623 Mthimunya Bathini	11/2014	0.00	2,587.49	447-00	3,034.49
	10618057 Mtshali Phikwa Sim	11/2014	0.00	4,165.67	105-00	4,270.67
	10629321 Ndlovu Charles Thu	11/2014	0.00	2,756.97	278-00	3,034.97
	10638926 Nelufule Thinawang	11/2014	0.00	4,326.60	278-00	4,604.60
	10631778 Ngobeni McDonald M	11/2014	0.00	3,196.49	158-00	3,354.49
	10629329 Ngxongo Thembisile	11/2014	0.00	2,756.97	278-00	3,034.97
	10618054 Pandelani Nthambel	11/2014	0.00	4,165.67	105-00	4,270.67
	10629577 Phaahla Ngwanamale	11/2014	0.00	2,756.97	278-00	3,034.97
	10631903 Ramashala Malesela	11/2014	0.00	3,196.30	158-00	3,354.30
	10632775 Sebanyoni Magareth	11/2014	0.00	3,196.30	158-00	3,354.30
	10631779 Thobejane Joseph P	11/2014	0.00	3,196.49	158-00	3,354.49
	10631177 Tshukelele Rinah	11/2014	0.00	2,756.97	278-00	3,034.97
	10632776 Tshukelele Thabiso	11/2014	0.00	3,196.30	158-00	3,354.30
****Total for w.type	0160		0.00	91,872.75	28	5501-00
****Total for sort group			0.00	91,872.75	28	

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