

ATT Caecilien Morobane

**COLLECTIVE AGREEMENT ON WAGES AND OTHER
TERMS AND CONDITIONS OF EMPLOYMENT**

between

PANNAR SEED (PTY) LTD – DELMAS - DELMAS RESEARCH STATION
(the Company)

and

FOOD AND ALLIED WORKERS' UNION
(the Union)

2013

Whereas the Company and the Union have been engaged in negotiations on wages and other terms and conditions of employment, the parties have now agreed the following:

1. WAGE INCREASE

All hourly paid permanent employees will receive an across the board wage increase of R400.00 per month as at 1st December 2012 and a further across the board increase of R25.00 per month as at 1st June 2013.

2. OFF STATION ALLOWANCE

This will be adjusted to R55-00 per meal whilst on off station..

3. OTHER CONDITIONS OF SERVICE

All other terms and conditions of service will remain unchanged. The status quo will prevail.

4. IMPLEMENTATION DATE AND DURATION

This agreement will become effective on the 1st of December 2012 for a twelve (12) month period ending 30th November 2013.

5. NON-VARIATION

This agreement constitutes the full and final agreement between the parties and shall not be altered or amended in any way whatsoever without the prior written consent of both parties.

This agreement signed in Delmas on the 4th day of December 2012

WITNESSES:

1. Moussa Adabou

2. Belina Khlopo

[Signature]
for: **THE COMPANY**

[Signature]
for: **THE UNION**

Transmission Report

Date/Time 07-02-2014 12:16:32 Transmit Header Text
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WITNESSES:

1. Youssef Abdelaziz

2. Belinda Whilps

[Signature]
for: THE COMPANY

[Signature]
for: THE UNION

1

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Abbreviations:

HS: Host send
HR: Host receive
WS: Waiting send

PL: Polled local
PR: Polled remote
MS: Mailbox save

MP: Mailbox print
RP: Report
FF: Fax Forward

CP: Completed
FA: Fail
TU: Terminated by user

TS: Terminated by system
G3: Group 3
EC: Error Correct