

**WAGE AGREEMENT ENTERED INTO AND BETWEEN
CROSS BORDER ROAD TRANSPORT AGENCY**

(Hereinafter referred to as the C-BRTA)

AND

POLICE AND PRISONS CIVIL RIGHTS UNION

(Hereinafter referred to as POPCRU)

Herein after referred to as Parties



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OBJECTIVES OF THE AGREEMENT

The objectives of this agreement are to provide for annual salary adjustment for the financial year 2017/2018 FY and reach consensus on the following:

1. Outstanding labour issues;

2015/2016 Performance Bonus and Pay Progression

2. Investigation on 2011/2012 wage agreement;
3. 2017/2018 FY wage increase.

INTERPRETATION AND DEFINITION

In the event of any conflict in the interpretation and or implementation of the provisions of this agreement, the provisions of the Labour Relations Act, as amended, will prevail.

Definitions

In this agreement, the following words and expressions shall have the meanings assigned to them below and derivative expressions and words have a corresponding meaning, unless inconsistent with or otherwise indicated by the context:

"C-BRTA" means Cross Border Road Transport Agency established in terms of the Cross Border Road Transport Act, Act 4 of 1998;

"POPCRU" means Police and Prisons Civil Rights Union;

"Wage Agreement" means this agreement concluded between the POPCRU and C-BRTA;

"Parties" means POPCRU and/or the C-BRTA as the context indicates;

"CCMA" means Commission for Conciliation Mediation and Arbitration.



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PARTIES TO THE AGREEMENT

The agreement is applicable and binding to:

- i) The Cross Border Road Transport Agency (C-BRTA), as the employer.
- ii) The employees of the C-BRTA who are members of POPCRU who are part of the bargaining unit;
- iii) The employees of the C-BRTA who are not members of POPCRU who are part of the bargaining unit;
- iv) Parties agree that this is agreement in respect of the salary adjustment.

COMMENCEMENT DURATION AND TERMINATION

This agreement will come into effect on the date of signature and will remain in force unless terminated or amended by written agreement between the parties.

If either party wishes to terminate this agreement they can either elect to wait for it to terminate automatically or they can terminate by giving the other party (30) thirty days written notice.

THE PARTIES HERETO AGREE:

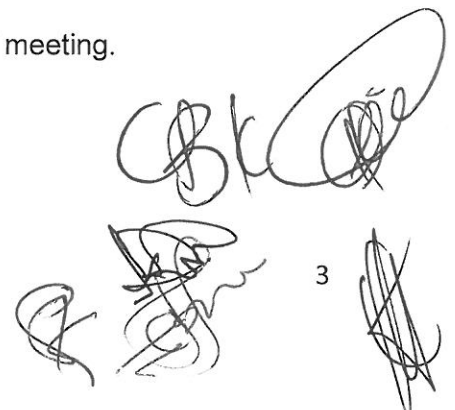
1. Salary Adjustment

The annual salary adjustment for 2017/2018 shall be 8.5 % across the board.

2. C-BRTA will conduct investigations on 2011/2012 salary adjustment

3. 2015/2016 Performance Bonuses & Pay Progression

Parties agree that the two matters will be dealt with in the next LCF meeting.



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AMENDMENTS AND VARIATION

No amendments and variation to this agreement shall be in force unless reduced to writing and agreed upon by both Parties.

BREACH

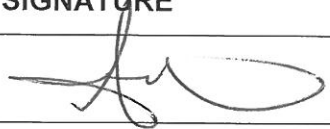

That failure by both parties to implement this agreement within 30 days after signing, all processes in terms of the legislatives prescripts will apply.

DISPUTE RESOLUTION

In the event of a breach arising from this agreement any party may engage further on the matter for resolution and if the matter is not resolved within a reasonable time, the aggrieved party may refer the matter to the CCMA for resolution.

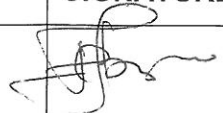

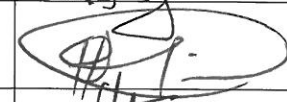
THIS DONE AND SIGNED AT WENGLYN ON THIS 11 DAY OF APRIL 2017

ON BEHALF OF THE EMPLOYER

	NAME & SURNAME	SIGNATURE
CHIEF EXECUTIVE OFFICER	Sipho G. Khumalo	
EXECUTIVE MANAGER HUMAN RESOURCES & ADMINISTRATION	Kelafatle Mabele	



ON BEHALF OF POPCRU

	NAME & SURNAME	SIGNATURE
POPCRU CHAIRPERSON	FLORENCE LEBYANE	
POPCRU OFFICIAL	M.K. MACANI	
POPCRU SHOPSTEWARD	RH GALANE	
POPCRU SHOPSTEWARD	LP Mcanyangwa	