

3.4.1

	Hourly increase with effect from the coming into operation of this Agreement
Grade	
1	2.56
2	2.61
3	2.68
4	2.79
5	2.93

- 3.5 *Those employees who are employed in a higher grade than stipulated in sub-clause 3.2, who fall within this subsector's bargaining unit and who are not covered by other wage agreements resulting from collective bargaining, shall receive the maximum rand increase above to their actual wage rates, with effect from the coming into operation of this agreement and*
- 3.6 An employer who is paying less than the rates set out in clause 3.2 of this Annexure at the date *this Agreement* comes into effect, shall increase the wage rate paid to no less than that specified in clause 3.2 of this Annexure: Provided such wage increase is no lower than that specified in clause 3.4 of this Annexure.
- 3.7 All employees will be remunerated in line with sub-clauses 3.2 and 3.4 above and the entry rate will be scrapped.
- 3.8 The wage grading structure for this *sub-sector* shall be as follows:

G R A D E	GENERIC JOB CLASSIFICATION	DESCRIPTIVE/ DISTINGUISHING CRITERIA	COMPARABLE JOB CLASSIFICATION*			
			PAT	TSK	HAY	PE R
1	General Utility Worker	work of manual nature defined task: little or no discretion learning period <2 weeks Mainly physical activity/process.	A1	1	G1	17
			A2	2		18
						19
2	Attendant Assistant	discretion within defined limits learning period <4 weeks attends to process; does not control operation, semi repetitive Functional equivalent to numeracy and literacy of <i>Grade 7</i> education required.	A3	3	G2	15
			B1	4		16
3	Operator / Clerk	previous experience at G2 maybe required learning period up to six months before full competency achieved Functional equivalent to numeracy and literacy of <i>Grade 10</i> education required. discretion and judgment required in decision making The skills are acquired through a learning period and developed by a consistent ap-	B2	5	G3	14