

Dear Valued Stakeholder

The Transnet and UNTU negotiating teams met at the Bargaining Council earlier today to formally engage on the improved wage offer made by Transnet. The offer ranges between 3% and 4% on pensionable salary as follows:

- For levels G and H, the increase is 3%;
- For levels I and J, the increase is 3,5%;
- For levels K and L, the increase is 4%.

In addition to the above increase, Transnet has offered an ex-gratia payment of R5000.00 (before tax) to all employees. This reformulation of the improved offer was in response to discussions with UNTU to address the issue of affordability amongst workers.

The discussions which have taken place at the Transnet Bargaining Council from midday to midnight have unfortunately not yielded an agreement. Transnet has once more made a fair, reasonable, and improved offer in the face of severe financial constraints.

As stated before, Transnet will be receiving financial assistance from industry and has bolstered the wage offer, on condition that there is no strike action. Therefore, any strike action means that the offer from industry is withdrawn, thus reducing the wage offer that is currently on the table.

Transnet also raised with UNTU that its strike note served on the organisation on 3 October 2022 is defective in law. This means that any form of strike action by UNTU members or any other employee would be legally unprotected. Transnet is thus applying to the Labour Court for an urgent interdict of the strike.

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TRANSNET HAS A 'ZERO GIFTS' POLICY. NO EMPLOYEE IS ALLOWED TO ACCEPT GIFTS, FAVOURS OR BENEFITS

Whilst we endeavor to resolve this impasse amicably, Transnet has emphasised the importance of UNTU complying with the requirements of the law relating to strike action, including negotiation, and agreeing picketing rules before embarking on any form of industrial action.

Transnet is activating its business continuity plans to ensure operations are minimally impacted by the illegal strike action.

We will continue to provide regular updates on this matter.



Yolisa Kani (Ms)

Chief Business Development Officer

Date: 06 October 2022