

**TABLE 1: AREA A**

**Metropolitan and Local Municipality of:**

Bergrivier , Breederivier, Buffalo City, Cape Agulhas, Cederberg, City of Cape Town, City of Johannesburg Metropolitan Municipality, City of Tshwane, Drakenstein, Ekurhuleni, Emalahleni, Emfuleni, EtheKwini Metropolitan Unicity, Gamagara, George, Hibiscus Coast, Karoo Hoogland, Kgatelopele, Khara Hais, Knysna, Kungwini, Kouga, Langeberg, Lesedi, Makana, Mangaung, Matzikama, Metsimaholo, Middelburg, Midvaal, Mngeni, Mogale, Mosselbaai, Msunduzi, Mtubatuba, Nama Khoi, Nelson Mandela, Nokeng tsa Taemane, Oudtshoorn, Overstrand, Plettenbergbaai, Potchefstroom, Randfontein, Richtersveld, Saldanha Bay, Sol Plaatjie, Stellenbosch, Swartland, Swellendam, Theewaterskloof, Umdoni, uMhlathuze and Witzenberg.

CATEGORY	01/02/2010 to 31/01/2011				01/02/2011 to 31/01/2012				01/02//2012 to 31/01/2013				
	R.p.h	R.p.w	R.p.m	27 Hours R.p.h	R.p.h.	R.p.w	R.p.m	27 Hours R.p.h	R.p.h	R.p.w	R.p.m	27 Hours R.p.h	
Assistant Manager	23.30	1,048.46	4,542.96	24.28	24.14	1,086.30	4,706.94	25.01	25.68	1,155.60	5,007.21	26.61	
Cashier	13.58	611.10	2,647.90	14.17	14.07	633.10	2,743.22	14.58	14.97	673.65	2,918.93	15.51	
Clerk	16.10	724.50	3,139.26	16.79	16.68	750.58	3,252.27	17.28	17.75	798.75	3,460.98	18.39	
Displayer	16.72	752.40	3,260.15	17.44	17.32	779.49	3,377.51	17.94	18.43	829.35	3,593.57	19.09	
Driver	Gross Vehicle mass: < 3 500 kg	12.27	552.15	2,392.47	12.79	12.71	572.03	2,478.59	13.17	13.52	608.40	2,636.20	14.01
	Gross Vehicle mass: 3 501 <9 000kg	14.84	667.80	2,893.58	15.49	15.37	691.84	2,997.75	15.92	16.35	735.75	3,188.00	16.94
	Gross Vehicle mass: 9 0001 <16 000kg	16.20	729.00	3,158.76	16.89	16.78	755.24	3,272.47	17.38	17.85	803.25	3,480.48	18.49
	Gross Vehicle mass: 16 001kg >	17.80	801.00	3,470.73	18.56	18.44	829.84	3,595.68	19.10	19.62	882.90	3,825.61	20.32
Forklift operator	11.68	525.60	2,277.42	12.18	12.10	544.52	2,359.41	12.54	12.87	579.15	2,509.46	13.34	
General Assistant	10.69	481.05	2,084.39	11.14	11.08	498.37	2,159.43	11.48	11.79	530.55	2,298.87	12.21	
Manager	25.54	1,149.30	4,979.92	26.62	26.46	1,190.67	5,159.19	27.41	28.15	1,266.75	5,488.83	29.16	
Merchandiser	12.75	573.75	2,486.06	13.28	13.21	594.41	2,575.56	13.69	14.06	632.70	2,741.49	14.57	
Security Guard	10.88	489.60	2,121.44	11.45	11.27	507.23	2,197.81	11.68	11.99	539.55	2,337.87	12.43	
Sales Assistant	16.10	724.50	3,139.26	16.79	16.68	750.58	3,252.27	17.28	17.75	798.75	3,460.98	18.39	
Sales Person	16.10	724.50	3,139.26	16.79	16.68	750.58	3,252.27	17.28	17.75	798.75	3,460.98	18.39	
Shop Assistant	12.75	573.75	2,486.06	13.28	13.21	594.41	2,575.56	13.69	14.06	632.70	2,741.49	14.57	
Supervisor	19.81	891.45	3,862.65	20.65	20.52	923.54	4,001.71	21.26	21.83	982.35	4,256.52	22.62	
Trainee Manager	21.39	962.55	4,170.73	22.29	22.16	997.20	4,320.88	22.96	23.58	1,061.10	4,597.75	24.43	

**TABLE 2: AREA B**

**Metropolitan and local municipalities not mentioned in Area A.**

CATEGORY	01/02/2010 to 31/01/2011				01/02/2011 to 31/01/2012				01/02//2012 to 31/01/2013				
	R.p.h	R.p.w	R.p.m	27 Hours R.p.h	R.p.h	R.p.w	R.p.m	27 Hours R.p.h	R.p.h	R.p.w	R.p.m	27 Hours R.p.h	
Assistant Manager	19.17	862.65	3,737.86	19.99	19.86	893.71	3,872.43	20.71	21.13	950.85	4,120.03	22.04	
Cashier	11.15	501.75	2,174.08	11.63	11.55	519.81	2,252.35	12.05	12.29	553.05	2,396.37	12.82	
Clerk	13.33	599.85	2,599.15	13.91	13.81	621.44	2,692.72	14.41	14.69	661.05	2,864.33	15.33	
Displayer	12.86	578.70	2,507.51	13.40	13.32	599.53	2,597.78	13.89	14.17	637.65	2,762.94	14.77	
Driver	Gross Vehicle mass: < 3 500 kg	9.93	446.85	1,936.20	10.35	10.29	462.94	2,005.90	10.72	10.95	492.75	2,135.09	11.40
	Gross Vehicle mass: 3 501 <9 000kg	12.01	540.45	2,341.77	12.52	12.44	559.91	2,426.07	12.97	13.24	595.80	2,581.60	13.80
	Gross Vehicle mass: 9 0001 <16	14.52	653.40	2,831.18	15.14	15.04	676.92	2,933.10	15.69	16.00	720.00	3,119.76	16.69
	Gross Vehicle mass: 16 001kg >	15.99	719.55	3,117.81	16.66	16.57	745.45	3,230.05	17.26	17.63	793.35	3,437.59	18.37
Forklift operator	9.37	421.65	1,827.01	9.78	9.71	436.83	1,892.78	10.13	10.33	464.85	2,014.20	10.78	
General Assistant	9.33	419.85	1,819.21	9.71	9.67	434.96	1,884.70	10.06	10.29	463.05	2,006.40	10.70	
Manager	20.79	935.55	4,053.74	21.69	21.54	969.23	4,199.67	22.47	22.92	1,031.40	4,469.06	23.91	
Merchandiser	10.48	471.60	2,043.44	10.92	10.86	488.58	2,117.01	11.31	11.56	520.20	2,254.03	12.04	
Security Guard	10.53	473.85	2,053.19	10.98	10.91	490.91	2,127.11	11.38	11.61	522.45	2,263.78	12.11	
Sales Assistant	13.33	599.85	2,599.15	13.91	13.81	621.44	2,692.72	14.41	14.69	661.05	2,864.33	15.33	
Sales Person	13.33	599.85	2,599.15	13.91	13.81	621.44	2,692.72	14.41	14.69	661.05	2,864.33	15.33	
Shop Assistant	10.48	471.60	2,043.44	10.92	10.86	488.58	2,117.01	11.31	11.56	520.20	2,254.03	12.04	
Supervisor	16.28	732.60	3,174.36	16.96	16.87	758.97	3,288.63	17.57	17.95	807.75	3,499.98	18.69	
Trainee Manager	17.40	783.00	3,392.74	18.14	18.03	811.19	3,514.88	18.80	19.18	863.10	3,739.81	20.00	
					Previous years wages increased by CPI (EOER) which came in at 3.6% for both Table 1 and Table 2				Previous years wages increased by CPI (EOER) which came in at 6.4% for both Table 1 and Table 2				