

3 February 2026

**INDUSTRY CIRCULAR**

**Reminder: Minimum Wage Increases, Across-the-Board Increases, and Allowances (Effective 1 March 2026)**

This circular serves as a reminder to all employers and stakeholders in the Road Freight and Logistics Industry that the minimum wage increases, across-the-board increases, and allowances applicable for the period 1 March 2026 to 28 February 2027 will be implemented with effect from 1 March 2026.

Stakeholders may also refer to the relevant Government Gazette, available on the Council's website: [Click here](#)

**1. GENERAL FREIGHT AND FURNITURE REMOVAL SECTORS MINIMUM WAGES: GRADES 1 TO 6: 1 MARCH 2026 UNTIL 28 FEBRUARY 2027.**

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Current Minimum Wage per week ending 28 February 2026	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2026 to 28 February 2027 for employers and employees of the industry
1 42 3 27	General worker..... General worker, repair shop..... Packer/Loader, grade I..... Security guard.....	1.	ABand ABand A Band A Band	R2142.27	6%	R2270.81
5 6 2 22 24 46	Motorcycle/Motor Tricycle Driver... Light Motor Vehicle Driver..... Checker, grade I..... Loader Operator, grade II..... Mobile Hoist Operator, grade II..... Packer/Loader, grade II.....	2.	B1 B1 B1 B1 B1 B1	R2353.80	6%	R2495.03

7	Medium motor vehicle driver (articulated).....	3.	B2			
8	Medium Motor Vehicle Driver (rigid)..		B2			
44	Artisan Assistant.....		B2			
19	Gantry Crane Operator, grade I.....		B1	R2845.37	6%	R3016.09
23	Mobile Hoist Operator, grade I.....		B2			
47	Checker, grade II.....		B2			
21	Loader Operator, grade I.....		B1			
20	Gantry Crane Operator, grade II.....		B2			
26	Storeman (workshop).....		B2			
15	Team Leader.....		B2			
10	Heavy Motor Vehicle Driver (articulated).....	4.	B3			
11	Heavy Motor Vehicle Driver (rigid)...		B3			
12	Extra-heavy Motor Vehicle Driver (articulated).....		B3	R3191.86	6%	R3383.37
13	Extra-heavy Motor Vehicle Driver (rigid).....		B3			
18	Dispatch Clerk.....		B3			
14	Ultra-heavy Motor Vehicle Driver...	5.	B4			
45	Semi-skilled Artisan.....		B4	R3803.42	6%	R4031.63
49	Storeman (warehouse).....		B4			
52	Basic Rigger Driver.....		B4			
16	Abnormal Load Driver.....	6.		R4631.32		R4909.20
53	Petroleum Tanker Driver .....		C1	R3879.87	6%	R4112.66

**APPLICATION OF WAGE INCREASES FOR THE PERIOD FROM 1 MARCH 2026 TO 28 FEBRUARY 2027 FOR GRADES 1 – 6**

- (a) Across-the-board increases of 6% on actual wages shall be awarded to all employees, mentioned in grades 1 to 6 above, who were in the employ of an employer prior 1 March 2026.
- (b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

## 2. COURIER SECTOR MINIMUM WAGES AND WAGE INCREASES: GRADES

### 1 TO 5: FROM 1 MARCH 2026 UNTIL 28 FEBRUARY 2027

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Current Minimum Wage per week ending 28 February 2026	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2026 to 28 February 2027 For employers and employees of the industry
1 42 3 27	General worker..... General worker, repair shop..... Packer/Loader, grade I..... Security guard.....	1.	A Band A Band A Band A Band	R2142.27	6%	R2270.80
5 6 2 22 24 46	Motorcycle/Motor Tricycle Driver.... Light Motor Vehicle Driver..... Checker, grade I..... Loader Operator, grade II..... Mobile Hoist Operator, grade II..... Packer/Loader, grade II.....	2.	B1 B1 B1 B1 B1 B1	R2336.77	6%	R2476.98
7 8 44 19 23 47 21 20 26 15	Medium motor vehicle driver (articulated)..... Medium Motor Vehicle Driver (rigid)... Artisan Assistant..... Gantry Crane Operator, grade I..... Mobile Hoist Operator, grade I..... Checker, grade II..... Loader Operator, grade I..... Gantry Crane Operator, grade II.... Storeman (workshop)..... Team Leader.....	3.	B2 B2 B2 B1 B2 B2 B1 B2 B2	R2828.36	6%	R2998.06
10 11 12 13 18	Heavy Motor Vehicle Driver (articulated)..... Heavy Motor Vehicle Driver (rigid) Extra-heavy Motor Vehicle Driver (articulated)..... Extra-heavy Motor Vehicle Driver (rigid)..... Dispatch Clerk.....	4.	B3 B3 B3 B3 B3	R3191.86	6%	R3383.37
14 45 49	Ultra-heavy Motor Vehicle Driver.... Semi-skilled Artisan..... Storeman (warehouse).....	5.	B4 B4 B4	R3803.42	6%	R4031.63

**APPLICATION OF WAGE INCREASES FOR THE PERIOD FROM 1 MARCH 2026 ENDING 28 FEBRUARY 2027 FOR GRADES 1 – 5**

- a) Across-the-board increases of 6% on actual wages shall be awarded to all employees, mentioned in grades 1 to 5 above, who were in the employ of an employer prior to 1 March 2026.
- b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

**3. CASH IN TRANSIT CHAMBER MINIMUM WAGES: GRADES 3, 5 AND 6: FROM 1 MARCH 2026 UNTIL 28 FEBRUARY 2027:**

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Current Minimum Wage per week ending 28 February 2025	6 Across the board increase	7 Adjusted Minimum Wage per week on 01 March 2026 until 28 February 2027
50	Vehicle Guard.....	3.	B2	R4461.09	6%	R4728.76
51	Custodian.....	5.	B4	R5116.65	6%	R5423.65
41	Security Officer, III...	6.	B3	R3705.76		R3928.11
40	Security Officer, II...		B3	R4461.09	6%	R4728.76
39	Security Officer, I....		B4	R4461.09		R4728.76

**APPLICATION OF WAGE INCREASES FROM 1 MARCH 2025 OR DATE TO BE DETERMINED BY THE MINISTER, BUT NOT EARLIER THAN 1 MARCH 2025 UNTIL 28 FEBRUARY 2026 FOR GRADES 3, 5, AND 6**

- (a) Across-the-board increases of 6% on actual wage shall be awarded to all employees mentioned in grades 3,5, and 6 above, who were in the employ of an employer prior to 1 March 2026.

(b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

**4. EXTENDED BARGAINING UNIT EMPLOYEES MUST BE AWARDED THE FOLLOWING ACROSS THE BOARD INCREASES AS FROM 1 MARCH 2026 UNTIL 28 FEBRUARY 2027.**

<b>Employees</b>	<b>Across the Board Increase</b>
Current EBU up to Patterson Grading B4	6%
Current EBU Patterson Grading C1	5%

**Please note:**

The across-the-board increases referred to above for Extended Bargaining Unit Employees shall be granted on actual wage as from 1 March 2026.

**5. EXTENDED BARGAINING UNIT EMPLOYEES ENGAGED IN THE CASH IN TRANSIT SECTOR MUST BE AWARDED THE FOLLOWING ACROSS THE BOARD INCREASES AS FROM 1 MARCH 2026 UNTIL 28 FEBRUARY 2027:**

(a) 6 % in respect of all EBU employees up to Paterson Grade B4.

(b) 5 % in respect of all EBU employees in Paterson Grade C1.

**Please note:**

Across-the-board increases referred to above for Extended Bargaining Unit Employees engaged in the Cash in Transit Sector shall be granted on actual wages as from 1 March 2026.

**6. ALLOWANCES**

**(a) Night-shift allowance**

The following night-shift allowances shall be payable to employees for whom minimum wages are prescribed:



<b>Category of Employee</b>	<b>Period: From 1 March 2026 until 28 February 2027</b>
Employees who perform more than one hour of night work	An allowance of R18.73 beyond one hour and R3.37 for every hour in excess thereof; or by a reduction of ordinary hours of work

**(b) Consolidated allowance**

The consolidated allowance is payable in terms of clause 63 (7) of the Main Collective Agreement.

<b>Period: 1 March 2025 until 28 February 2026</b>	<b>Period: 1 March 2026 until 28 February 2027</b>
R127.48 per month	R135.13 per month

**(c) Subsistence Allowance**

The Subsistence allowance payable in terms of clause 36A of the Main Collective Agreement must be paid as per the schedule hereunder:

<b>Subsistence Allowance:</b> <b>Period: From 1 March 2026 until 28 February 2027 for employers and employees of the industry.</b>
(a) R67.83 for each period of absence within the borders of the Republic of South Africa (b) R58.60 for each of the three daily meal intervals during such absence Total (absence plus 3 meals) R243.63

**(d) Cross-Border Allowance**

The Cross Border allowance payable in terms of clause 36B of the Main Collective Agreement must be paid as per the schedule hereunder:



**Cross-Border Allowance:**

**Period: From 1 March 2026 until 28 February 2027 for employers and employees of the industry.**

(a) R170.70 for each period of absence outside the borders of the Republic of South Africa

(b) R105.45 for each of the three daily meal intervals during such absence.

Total (absence plus 3 meals) R487.05

**(e) Dangerous Goods Driver Limitation of Hours Allowance**

The allowance that must be paid to Dangerous Goods Drivers in terms of clause 60 of the Main Collective Agreement is:

(a) R156.46 if the client restricts the driver's hours of work to 12 hours or less. This amount is to be increased as follows:

(i) (From 1 March 2026 until 28 February 2027) R165.85

(b) R100.58 if the client restricts the driver's hours of work to 13 hours or less, but not less than 12. This amount is to be increased as follows:

(i) (From 1 March 2026 until 28 February 2027 for employers and employees of the industry) R106.61

(c) R55.88 if the client restricts the driver's hours of work to 14 hours or less, but not less than 13. This amount is to be increased as follows:

(i) (From 1 March 2026 until 28 February 2027 for employers and employees of the industry) R59.23

Please contact your local Designated Agent should you have any questions.

**Yours sincerely**

**Musa Ndlovu**  
**National Secretary**

**(This document has been sent electronically and is therefore not signed)**