

Preface

The **Analysis of Collective Agreements & Awards on Terms and Conditions of Employment, 2017** enables benchmarking for unionised companies in the preparation for collective bargaining negotiations . The thirteenth edition of this Report contains analysis of salaries and terms of employment of 263 collective agreements given cognisance by the Industrial Court in 2017 and 24 Industrial Court Awards in 2017 that disputed on terms and conditions of employment.

This essential reference guide for the unionised companies and IR/HR practitioners analysed in-depth the articles in the 263 CAs which included leaves entitlement, salary adjustment, annual increment, bonus, salary structure, allowances and benefits and salary data by Union, Industry and Location.

The second part of the Report on Awards on Terms and Conditions of Employment, 2017 analysed 24 Awards on Terms and Conditions (T & C) of employment handed down by the Industrial Court in 2017. The across the board salary adjustment, bonus, salary structure, minimum wages and service charges in dispute before the Industrial Court provide insight and current trends in Court decisions to employers faced with similar issues in their collective bargaining with unions.