

Preface

The annual Analysis of Collective Agreements and Awards on Terms & Conditions (T&C) of Employment, 2015 which is in its 11th edition, provides comprehensive and insightful information for the human resource practitioners in comparing the compensation and benefits for unionized employees as well as for non-unionized employees. This Report enables benchmarking for unionized companies in the preparation for negotiations and can be used as an enabling reference tool during collective bargaining with the Unions.

The 2015 Report contains analysis of salaries and terms of employment in the 266 collective agreements (CAs) given cognizance by the Industrial Court in 2015 and 11 Industrial Court Awards on terms and conditions of employment handed down in 2015.

The articles in the CAs were analyzed in-depth by Union, Industry and Location related to the terms of employment, leaves entitlement, salary adjustment, annual increment, bonus, salary structure, allowances and benefits and salary data. A comparison of across-the-board salary adjustment from year 2011 to year 2015 is included for reference. In the second part of the Report, the analysis of the 11 Awards of terms and conditions of employment handed down by the Industrial Court in 2015, covers the across the-board salary adjustment, bonus and other articles in dispute before the Industrial Court.

