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GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF HEALTH DEPARTEMENT VAN GESONDHEID

No. R. 150

12 February 1999

PHARMACY ACT, 1974 (ACT No. 53 OF 1974)

REGULATIONS RELATING TO THE FEES PAYABLE BY AND TO THE COUNCIL UNDER THE PHARMACY ACT, 1974: AMENDMENT

The Minister of Health has, in consultation with the Interim Pharmacy Council of South Africa, in terms of section 49 of the Pharmacy Act, 1974 (Act No. 53 of 1974), made the regulations in the Schedule.

SCHEDULE

1. In these Regulations "the Regulations" means the regulations published under Government Notice No. R. 35 of 7 January 1994, as amended by Government Notices Nos. R. 85 of 27 January 1995, R. 1990 of 29 December 1995, R. 344 of 1 March 1996, R. 621 of 19 April 1996, R. 25 of 10 January 1997, R. 364 of 7 March 1997 and R. 807 of 19 June 1998.

Amendment of the heading of the Regulations

2. The heading of the Regulations is hereby amended by the deletion of the expression "BY AND" after the expression "PAYABLE".

Amendment of regulation 2 of the Regulations**3. Regulation 2 of the Regulations is hereby amended—**

- (a) by the substitution in subregulation (1) (a) (i) for the expression "R27,00" of the expression "R29,00";
- (b) by the substitution in subregulation (1) (a) (ii) for the expression "R27,00" of the expression "R29,00";
- (c) by the substitution in subregulation (1) (a) (iii) for the expression "R19,00" of the expression "R21,00";
- (d) by the substitution in subregulation (1) (b) (ii) for the expression "R144,00" of the expression "R156,00";
- (e) by the substitution in subregulation (1) (c) for the expression "R324,00" of the expression "R350,00";
- (f) by the substitution in subregulation (1) (d) (i) for the expression "R97,00" of the expression "R105,00";
- (g) by the substitution in subregulation (1) (d) (ii) for the expression "R33,00" of the expression "R40,00";
- (h) by the substitution in subregulation (1) (d) (iii) for the expression "R97,00" of the expression "R105,00";
- (i) by the substitution in subregulation (1) (e) (i) for the expression "R200,00" of the expression "R216,00";
- (j) by the substitution in subregulation (1) (e) (ii) for the expression "R73,00" of the expression "R79,00";
- (k) by the substitution in subregulation (1) (e) (iii) for the expression "R73,00" of the expression "R79,00";
- (l) by the substitution in subregulation (1) (e) (iv) for the expression "R97,00" of the expression "R105,00";
- (m) by the substitution in subregulation (1) (f) (i) for the expression "R324,00" of the expression "R350,00";
- (n) by the substitution in subregulation (1) (f) (ii) for the expression "R156,00" of the expression "R168,00";
- (o) by the substitution in subregulation (1) (f) (iii) for the expression "R144,00" of the expression "R156,00";
- (p) by the substitution in subregulation (1) (f) (iv) for the expression "R144,00" of the expression "R156,00";
- (q) by the substitution in subregulation (1) (f) (v) for the expression "R72,00" of the expression "R78,00";
- (r) by the substitution in subregulation (1) (f) (vi) for the expression "R324,00" of the expression "R350,00";
- (s) by the substitution in subregulation (1) (f) (vii) (aa) for the expression "R1 554,00" of the expression "R1 678,00";
- (t) by the substitution in subregulation (1) (f) (vii) (bb) for the expression "R603,00" of the expression "R651,00";
- (u) by the substitution in subregulation (1) (f) (vii) (cc) for the expression "R121,00" of the expression "R131,00";
- (v) by the substitution in subregulation (1) (f) (viii) for the expression "R570,00" of the expression "R616,00";
- (w) by the substitution in subregulation (1) (f) (ix) for the expression "R428,00" of the expression "R462,00";
- (x) by the substitution in subregulation (1) (f) (x) (aa) for the expression "R121,00" of the expression "R131,00";
- (y) by the substitution in subregulation (1) (f) (x) (bb) for the expression "R993,00" of the expression "R1 072,00";
- (z) by the substitution in subregulation (1) (f) (x) (cc) for the expression "R993,00" of the expression "R1 072,00";
- (aa) by the substitution in subregulation (1) (f) (xi) for the expression "R359,00" of the expression "R388,00";
- (bb) by the substitution in subregulation (1) (g) (i) for the expression "R1 425,00" of the expression "R1 539,00";
- (cc) by the substitution in subregulation (1) (g) (ii) for the expression "R570,00" of the expression "R616,00";
- (dd) by the substitution in subregulation (1) (g) (iii) (aa) for the expression "R40,00" of the expression "R43,00";
- (ee) by the substitution in subregulation (1) (g) (iii) (bb) for the expression "R40,00" of the expression "R43,00";
- (ff) by the substitution in subregulation (1) (h) (i) for the expression "R1 425,00" of the expression "R1 539,00";
- (gg) by the substitution in subregulation (1) (h) (ii) for the expression "R570,00" of the expression "R616,00";
- (hh) by the substitution in subregulation (1) (h) (iii) (aa) for the expression "R40,00" of the expression "R43,00";
- (jj) by the substitution in subregulation (1) (h) (iii) (bb) for the expression "R40,00" of the expression "R43,00";
- (kk) by the substitution in subregulation (1) (i) (i) for the expression "R445,00" of the expression "R481,00";
- (ll) by the substitution in subregulation (1) (i) (ii) for the expression "R2 543,00" of the expression "R2 746,00";
- (mm) by the substitution in subregulation (1) (i) (iii) for the expression "R519,00" of the expression "R561,00";
- and
- (nn) by the substitution of subregulation (4) with the following subregulation:

"(4) A fee of R140,00 is payable to the council by any person for the issuing of a duplicate registration certificate in terms of section 27 of the Act."

4. Regulation 3 of the Regulations is hereby repealed.**N. C. DLAMINI ZUMA****Minister of Health**

Date: 99-01-28

No. R. 150

12 Februarie 1999

WET OP APTEKERS, 1974 (WET No. 53 VAN 1974)

REGULASIES BETREFFENDE DIE GELDE WAT KRAGTENS DIE WET OP APTEKERS, 1974, AAN EN DEUR DIE RAAD BETAALBAAR IS: WYSIGING

Die Minister van Gesondheid het kragtens artikel 49 van die Wet op Aptekers, 1974 (Wet No. 53 van 1974), in konsultasie met die Interim Aptekersraad van Suid-Afrika, die regulasies in die Bylae uitgevaardig.

BYLAE

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermenskennisgewing No. R. 35 van 7 Januarie 1994, soos gewysig by Goewermenskennisgewings Nos. R. 85 van 27 Januarie 1995, R. 1990 van 29 Desember 1995, R. 344 van 1 Maart 1996, R. 621 van 19 April 1996, R. 25 van 10 Januarie 1997, R. 364 van 7 Maart 1997 en R. 807 van 19 Junie 1998.

Wysiging van die opskrif van die Regulasies

2. Die opskrif van die Regulasies word hierby gewysig deur die uitdrukking "EN DEUR" na die uitdrukking "AAN" te skrap.

Wysiging van regulasie 2 van die Regulasies

3. Regulasie 2 van die Regulasies word hierby gewysig—

- (a) deur in subregulasie (1) (a) (i) die uitdrukking "R27,00" deur die uitdrukking "R29,00" te vervang;
- (b) deur in subregulasie (1) (a) (ii) die uitdrukking "R27,00" deur die uitdrukking "R29,00" te vervang;
- (c) deur in subregulasie (1) (a) (iii) die uitdrukking "R19,00" deur die uitdrukking "R21,00" te vervang;
- (d) deur in subregulasie (1) (b) (ii) die uitdrukking "R144,00" deur die uitdrukking "R156,00" te vervang;
- (e) deur in subregulasie (1) (c) die uitdrukking "R324,00" deur die uitdrukking "R350,00" te vervang;
- (f) deur in subregulasie (1) (d) (i) die uitdrukking "R97,00" deur die uitdrukking "R105,00" te vervang;
- (g) deur in subregulasie (1) (d) (ii) die uitdrukking "R33,00" deur die uitdrukking "R40,00" te vervang;
- (h) deur in subregulasie (1) (d) (iii) die uitdrukking "R97,00" deur die uitdrukking "R105,00" te vervang;
- (i) deur in subregulasie (1) (e) (i) die uitdrukking "R200,00" deur die uitdrukking "R216,00" te vervang;
- (j) deur in subregulasie (1) (e) (ii) die uitdrukking "R73,00" deur die uitdrukking "R79,00" te vervang;
- (k) deur in subregulasie (1) (e) (iii) die uitdrukking "R73,00" deur die uitdrukking "R79,00" te vervang;
- (l) deur in subregulasie (1) (e) (iv) die uitdrukking "R97,00" deur die uitdrukking "R105,00" te vervang;
- (m) deur in subregulasie (1) (f) (i) die uitdrukking "R324,00" deur die uitdrukking "R350,00" te vervang;
- (n) deur in subregulasie (1) (f) (ii) die uitdrukking "R156,00" deur die uitdrukking "R168,00" te vervang;
- (o) deur in subregulasie (1) (f) (iii) die uitdrukking "R144,00" deur die uitdrukking "R156,00" te vervang;
- (p) deur in subregulasie (1) (f) (iv) die uitdrukking "R144,00" deur die uitdrukking "R156,00" te vervang;
- (q) deur in subregulasie (1) (f) (v) die uitdrukking "R72,00" deur die uitdrukking "R78,00" te vervang;
- (r) deur in subregulasie (1) (f) (vi) die uitdrukking "R324,00" deur die uitdrukking "R350,00" te vervang;
- (s) deur in subregulasie (1) (f) (vii) (aa) die uitdrukking "R1 554,00" deur die uitdrukking "R1 678,00" te vervang;
- (t) deur in subregulasie (1) (f) (vii) (bb) die uitdrukking "R603,00" deur die uitdrukking "R651,00" te vervang;
- (u) deur in subregulasie (1) (f) (vii) (cc) die uitdrukking "R121,00" deur die uitdrukking "R131,00" te vervang;
- (v) deur in subregulasie (1) (f) (viii) die uitdrukking "R570,00" deur die uitdrukking "R616,00" te vervang;
- (w) deur in subregulasie (1) (f) (ix) die uitdrukking "R428,00" deur die uitdrukking "R462,00" te vervang;
- (x) deur in subregulasie (1) (f) (x) (aa) die uitdrukking "R121,00" deur die uitdrukking "R131,00" te vervang;
- (y) deur in subregulasie (1) (f) (x) (bb) die uitdrukking "R993,00" deur die uitdrukking "R1 072,00" te vervang;
- (z) deur in subregulasie (1) (f) (x) (cc) die uitdrukking "R993,00" deur die uitdrukking "R1 072,00" te vervang;
- (aa) deur in subregulasie (1) (f) (xi) die uitdrukking "R359,00" deur die uitdrukking "R388,00" te vervang;
- (bb) deur in subregulasie (1) (g) (i) die uitdrukking "R1 425,00" deur die uitdrukking "R1 539,00" te vervang;
- (cc) deur in subregulasie (1) (g) (ii) die uitdrukking "R570,00" deur die uitdrukking "R616,00" te vervang;
- (dd) deur in subregulasie (1) (g) (iii) (aa) die uitdrukking "R40,00" deur die uitdrukking "R43,00" te vervang;
- (ee) deur in subregulasie (1) (g) (iii) (bb) die uitdrukking "R40,00" deur die uitdrukking "R43,00" te vervang;
- (ff) deur in subregulasie (1) (h) (i) die uitdrukking "R1 425,00" deur die uitdrukking "R1 539,00" te vervang;
- (gg) deur in subregulasie (1) (h) (ii) die uitdrukking "R570,00" deur die uitdrukking "R616,00" te vervang;
- (hh) deur in subregulasie (1) (h) (iii) (aa) die uitdrukking "R40,00" deur die uitdrukking "R43,00" te vervang;

- (jj) deur in subregulasie (1) (h) (iii) (bb) die uitdrukking "R40,00" deur die uitdrukking "R43,00" te vervang;
- (kk) deur in subregulasie (1) (i) (i) die uitdrukking "R445,00" deur die uitdrukking "R481,00" te vervang;
- (ll) deur in subregulasie (1) (i) (ii) die uitdrukking "R2 543,00" deur die uitdrukking "R2 746,00" te vervang;
- (mm) deur in subregulasie (1) (i) (iii) die uitdrukking "R519,00" deur die uitdrukking "R561,00" te vervang; en
- (nn) deur subregulasie (4) te vervang deur die volgende subregulasie:

"(4) 'n Bedrag van R140,00 is aan die raad betaalbaar deur enige persoon vir die uitreik van 'n duplikaat-registrasiesertifikaat kragtens artikel 27 van die Wet."

4. Regulasie 3 van die Regulasie word hierby herroep.

N. C. DLAMINI ZUMA

Minister van Gesondheid

Datum: 99-01-28

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 160

12 February 1999

LABOUR RELATIONS ACT, 1995

METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL: RENEWAL OF LIFT ENGINEERING COLLECTIVE AGREEMENT

I, Membathisi Mphumzi Shepherd Mdlalana, Minister of Labour, hereby, in terms of section 32 (6) (a) (ii) of the Labour Relations Act, 1995, declare the provisions of Government Notice No. R. 405 of 31 March 1998, to be effective from the date of publication of this notice and for the period ending 30 June 1999.

M. M. S. MDLALANA

Minister of Labour

No. R. 160

12 Februarie 1999

WET OP ARBEIDSVERHOUDINGE, 1995

METAAL- EN INGENIEURSNYWERHEDE BEDINGINGSRAAD: HERNUWING VAN HYSBAKINGENIEURS KOLLEKTIEWE OOREENKOMS

Ek, Membathisi Mphumzi Shepherd Mdlalana, Minister van Arbeid, verklaar hierby kragtens artikel 32 (6) (a) (ii) van die Wet op Arbeidsverhoudinge, 1995, dat die bepalings van Goewermenskennisgewing No. R. 405 van 31 Maart 1998, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1999 eindig.

M. M. S. MDLALANA

Minister van Arbeid

No. R. 161

12 February 1999

LABOUR RELATIONS ACT, 1995

METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL: EXTENSION OF LIFT ENGINEERING COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES

I, Membathisi Mphumzi Shepherd Mdlalana, Minister of Labour, hereby, in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the collective amending agreement which appears in the Schedule hereto, which was concluded in the Metal and Engineering Industries Bargaining Council and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the amending agreement, shall be binding on the other employers and employees in that Industry, with effect from 12 February 1999 and for the period ending 30 June 1999.

M. M. S. MDLALANA

Minister of Labour

No. R. 161

12 Februarie 1999

WET OP ARBEIDSVERHOUDINGE, 1995

**METAAL- EN INGENIEURSNYWERHEDE BEDINGINGSRAAD: UITBREIDING VAN HYSBAKINGENIEURS
KOLLEKTIEWE WYSIGINGSOOREENKOMS NA NIE-PARTYE**

Ek, Membathisi Mphumzi Shepherd Mdlalana, Minister van Arbeid, verklaar hierby kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die kollektiewe wysigingsooreenkoms wat in die Bylae hiervan verskyn en wat in die Metaal- en Ingenieursnywerhede Bedingingsraad aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die wysigingsooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 12 Februarie 1999 en vir die tydperk wat op 30 Junie 1999 eindig.

M. M. S. MDLALANA**Minister van Arbeid**

Nota: 'n Afrikaanse vertaling van die ooreenkoms by die Engelse kennisgewing is beskikbaar by die Raad.

SCHEDULE**METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL****LIFT ENGINEERING COLLECTIVE AMENDING AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995, made and entered into by and between the

Lift Engineering Association of South Africa

(hereinafter referred to as the "employers" or the "employers' organisation"), of the one part, and the

Metal and Electrical Workers' Union of South Africa**National Employees' Trade Union****National Union of Metalworkers of South Africa****South African Electrical Workers' Association**

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being parties to the Metal and Engineering Industries Bargaining Council, to amend the Agreement published under Government Notice No. R. 405 of 31 March 1998.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) Any reference in this Agreement to the Republic of South Africa and/or the Provinces of the Cape of Good Hope, the Transvaal, Natal and the Orange Free State shall be deemed to be the Magisterial Districts of those areas and/or Provinces as they existed immediately prior to the coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993), and the terms of this Agreement shall be observed—

- (a) in the Iron, Steel, Engineering and Metallurgical Industry throughout the Republic of South Africa;
- (b) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions,

in respect of the maintenance and/or assembly and/or installation and/or repair of electrical and hydraulic lifts, escalators, moving walkways and goods lifts.

(2) The provisions of clauses 1 (1) (b) and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade unions, respectively.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on the date fixed by the Minister of Labour to be the effective date from which the Agreement shall be extended to become binding on non-parties and the Agreement shall remain in force until 30 June 1999.

3. CLAUSE 6: STANDBY DUTIES AND CALL-OUTS

Substitute the following for the existing paragraphs (d), (e) and (f) of subclause (1):

- "(d) An employee who is required to be on standby on Monday to Friday shall receive a standby allowance of R14,80 per day, excluding Saturdays, Sundays and public holidays.
- (e) An employee who is required to be on standby on a Saturday shall receive a standby allowance of R22,23 per day.
- (f) An employee who is required to be on standby on a Sunday or public holiday shall receive a standby allowance of R29,64 per day."

4. CLAUSE 9: TOOL INSURANCE

(1) Substitute the following for the existing subclause (1):

- "(1) Every employer shall inaugurate a scheme to ensure that the personal tools and/or equipment of employees are insured against fire or theft for an amount of R2 000 per employee."

(2) Substitute the following for the existing subclause (3):

"(3) An employer shall reimburse an employee for lost or stolen tools on receipt of a valid, motivated first claim. In the event of subsequent losses being incurred by the employee, an excess payment shall be due by the employee as follows:

(a) Second claim: R300,00.

Third claim: R600,00.

(b) Any employee who has assumed responsibility of company tools whose value is in excess of R1 000,00 and loses them, shall be liable to pay excess as follows:

Second reported loss: R100,00

Third reported loss and thereafter: R250,00."

(3) Add the following new subclause (4):

"(4) Employees employed with the same employer shall, in terms of subclause (3) above, qualify for a no-claim incentive (i.e. no excess payment required) if no claim has been submitted within a five-year cycle, commencing from the date of the previous claim.

5. CLAUSE 19: ALLOWANCES

Substitute the following for the existing subclauses (3), (4) and (5):

"(3) *Subsistence*: Where an employee is required to live away from his usual place of domicile, hotel accommodation, including meals, shall be provided. Alternatively, by mutual consent, a subsistence allowance of R106,97 per day shall be payable.

(4) *Out-of-pocket expenses*: Employers shall pay an amount of R14,19 per day to employees to compensate them for additional non-recoverable expenses incurred where the work assignment entails overnight stay. This amount shall be payable irrespective of whether or not the employer pays full accommodation and board and lodging. Mutually agreed legitimate expenses over and above the R14,19 per day shall be reimbursed upon presentation of receipts.

(5) *Dirt allowance*: A dirt allowance of R10,50 per shift shall be paid to lift mechanics engaged on the dismantling of existing installations and/or stripping of lifts and escalators for modernising and/or the changing of main hoisting and compensating ropes."

6. CLAUSE 33: TECHNOLOGICAL CHANGES AND WORK RE-ORGANISATION

1. Delete the existing clause 33 (3) and renumber clauses 33 (4), (5), (6) and (7) to read 33 (3), (4), (5) and (6).

2. Add the following new subclauses (7) and (8):

"(7) *Technological changes and work organisation*: Ergonomic committee—an ergonomic committee shall be established at plant level, comprising representative trade union(s), any employee representative body and a designated management representative or representatives. This Committee shall be given the power to review the ergonomic implications of the technological changes and take decisions in relation to how workers interact with all aspects of their work environment, including the task, tools and equipment used, and work organisation. In an event where an agreement cannot be reached, the provisions of the industry dispute resolution procedure shall be applicable. This shall not prevent management from implementing the proposed changes. This Committee shall also consult in an endeavour to reach agreement on the following issues:

(a) The training or retraining of employees whose jobs are adversely affected or who may be displaced from their jobs as a result of the technological change and/or work reorganisation, and

(b) the impact on the health and safety and work environment of workers as a consequence of such technological change.

(8) *Outsourcing and insourcing*: (a) Notification—where an employer intends to outsource or insource a part of the enterprise's activities he shall notify the regional council and the trade unions representing the affected employees not less than 42 days prior to the implementing date of this outsourcing or insourcing. This notice shall be given in writing and shall contain the following information:

(i) The proposed date of outsourcing and/or insourcing;

(ii) the reason(s) for the outsourcing or insourcing; and

(iii) any other relevant information relating to the such outsourcing or insourcing.

(b) Retrenchments or redundancies—Where the introduction of the outsourcing or insourcing will result in retrenchments or redundancies, the security of employment provisions of clause 34 shall be observed."

7. CLAUSE 34: SECURITY OF EMPLOYMENT AND SEVERANCE PAYMENT

Add the following new subclause (12):

"(12) *Employee lay-off*—A lay-off may not continue beyond a maximum period of six weeks unless otherwise agreed between the employer and representatives of the trade unions representing the affected employees."

8. CLAUSE 36: WAGES

Substitute the following for subclause (1):

"(1) No employer shall pay to any employee engaged on work classified in the Schedules to this Agreement wages lower than those stipulated and no employees shall accept wages lower than those stipulated, namely—

- (a) Category 1: R29,02 per hour,
Category 2: R21,30 per hour,
Category 3: R13,58 per hour,
Category 4: R11,00 per hour,

(b) Apprentices:

- First year: R10,16 per hour,
Second year: R11,61 per hour,
Third year: R14,53 per hour,
Fourth year: R23,21 per hour."

Substitute the following for subclause (2):

"(2) Every employee who on the date of coming into operation of this Agreement is employed by an employer on work classified in this Agreement shall, while in the employ of the same employer and whether or not his actual rate of pay immediately prior to the said date was in excess of the rate specified for his class of work in this Agreement, be paid not less than the actual rate he was receiving immediately prior to the said date, plus an additional amount for his wage group as follows:

<i>Class of work</i>	<i>Amount per hour</i>
(a) Category 1 employees	177
Category 2 employees	130
Category 3 employees	83
Category 4 employees	67
(b) Apprentices:	
First year	62
Second year	71
Third year	89
Fourth year	142

OR

6.5% of the actual hourly rate of pay he was receiving on 30 June 1998, whichever additional amount is the greater:
Provided that:

- (i) The additional amount payable in terms of this subclause to an employee for his class of work may be reduced by the amount of any increase granted to such employee on or subsequent to 1 July 1998: Provided that any employee to whom no increase or only a part of the prescribed increase was granted on or after 1 July 1998, shall be remunerated by the payment of an amount within 16 weeks after the date of coming into operation of this Agreement on the basis stated below:

Amount per hour for the
employee's class of work
as prescribed above

} less,
if
any

Amount per hour of day
increase granted to the
employee on or after 1 July 1998,

multiplied by the number of hours for which the employees concerned was entitled to payment of this wage for the period from the start of the first shift on or after 1 July 1998 to the first shift for which the amount per hour of the employee's class of work as prescribed above is paid or the date of coming into operation of this Agreement, whichever is the later.

- (ii) An employee who was engaged after 1 July 1998 at a rate of pay not less than the rate of pay prescribed for his class of work as at the rate of coming into operation of this Agreement shall not be entitled to be paid the additional amount specified in this subclause for his class of work.
- (iii) No employer shall reduce the rate of pay of any employee to whom an increase in excess of the additional amount specified in this subclause for his class of work was awarded on or subsequent to 1 July 1998 and no employee shall be paid wages at a rate less than the rate for his class of work specified in this Agreement.

- (iv) An employer who intends to grant increases to all employees or to a particular category or employees in excess of the guaranteed personal minimum increases provided for above at the date of coming into operation of this Agreement shall consult the trade unions of which the employees concerned are members. Where an employer, following such consultation, grants such increases over and above those provided for in this Agreement, the Bargaining Council shall be above those provided for in this Agreement, the Bargaining Council shall be notified of the increases granted."

Signed at Johannesburg, for and on behalf of the parties, this 1st day of October 1998.

L. E. DE WELZIM

Member

L. TRENTINI

Member

D. G. LEVY

General Secretary

No. R. 162

12 February 1999

LABOUR RELATIONS ACT, 1995

GAUTENG BUILDING BARGAINING COUNCIL: EXTENSION OF AMENDMENT OF COLLECTIVE AGREEMENT FOR THE NORTH WEST REGION TO NON-PARTIES

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the Bargaining Council for the Building Industry and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry, with effect from 22 February 1999 and for the period ending 13 October 2000.

M. M. S. MDLADLANA

Minister of Labour

SCHEDULE

GAUTENG BUILDING BARGAINING COUNCIL: AMENDMENT OF COLLECTIVE AGREEMENT FOR THE NORTH WEST REGION

in accordance with the provisions of the Labour Relations Act, 1995 (Act No. 66 of 1995), this agreement was made and entered into by and between the

Gauteng Master Builders Association

(hereinafter referred to as the "employers" or the "employers' organisation") of the one part, and the

Amalgamated Union of Building Trade Workers of South Africa

Bouwerkersvakbond

Building Construction and Allied Workers' Union

Construction and Allied Workers' Union

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Gauteng Building Bargaining Council, to amend the Agreement published under Government Notice No. R. 247 of 20 February 1998.

1. SCOPE OF AGREEMENT

- 1.1 The terms of this Agreement shall be observed in the Building and Dimensional Stone Industries—
 - 1.1.1 by all employers who are members of the employers' organisation and by all employees who are members of the trade unions;
 - 1.1.2 in the magisterial districts of Potchefstroom and Klerksdorp.
- 1.2 Notwithstanding the provisions of clause 1.1, the terms of this Agreement shall—
 - 1.2.1 apply only to those categories of employees for whom wages are prescribed in this Agreement;
 - 1.2.2 apply to apprentices and trainees;
 - 1.2.3 apply to foremen and general foremen;
 - 1.2.4 not apply to clerical employees and administrative staff;
 - 1.2.5 not apply to persons who are engaged in the installation or wiring of lighting, heating or other permanent electrical fixtures in buildings or the repair or maintenance of lifts in buildings when such work is undertaken by an employer falling under the jurisdiction of another bargaining council;
 - 1.2.6 not apply to university or technikon students and graduates in building science, or to construction supervisors, construction surveyors and other such persons doing practical work in the completion of their academic training;

- 1.2.7 not include the Iron, Steel, Engineering and Metallurgical Industries as defined in the Certificate of Registration of the Metal and Engineering Industries Bargaining Council;
- 1.2.8 be subject to the provisions of any determination by the Industrial court in relation to the Building and Dimensional Stone Industries and the Furniture Industry; and
- 1.2.9 not apply to employers and employees engaged in the Building and Dimensional Stone Industries on new housing of less than 50 metres. However, this clause shall not apply to mass-housing contracts; and
- 1.2.10 not apply to non-parties in respect of clause 1.1.1.

2. CHAPTER 1: CLAUSE 1: SCOPE OF AGREEMENT

Substitute the following for subclause 1.2.10:

"1.2.10 not apply to non-parties in respect of clauses 1.1, 2, 13.2, 14.6.4.4, 14.9, 21, 23, 24.2 and 25.2 of Chapter 1."

3. CHAPTER 1: CLAUSE 5: PAYMENT OF WAGES, ALLOWANCES AND OVERTIME

Substitute the following for subclause 5.3:

"5.3 Remuneration particulars:

Every employer shall at the date of payment issue the employee with a statement setting out in detail how the gross remuneration has been calculated, what deductions have been made and the nett remuneration payable, and the value of contributions which the employer has paid over to the Council and the cumulative number of contributions up to and including the last date in respect of each payment made. **Every employer shall maintain a proper record of the details contained in this statement, which record must be kept by the employer for a period of three (3) years."**

4. CHAPTER 1: CLAUSE 24: PROHIBITION OF DISPUTES AND/OR DEADLOCKS

Substitute the following for subclause 24.1:

"24.1 Subject to the applicable provisions of the Labour Relations Act, 1995 and the Constitution of this Council, any party or person bound by this Agreement, whether he/she/it is a natural or juristic person may declare a dispute or deadlock against any other party or person bound by this Agreement, whether he/she/it is a natural or juristic person, provided that no action in relation thereto is instituted earlier than six (6) months prior to the expiry of this Agreement, and if it is extended, the expiry of the extension period."

5. CHAPTER 1: CLAUSE 25: PROHIBITION OF STRIKES AND/OR LOCKOUTS

Substitute the following for subclause 25.1:

"25.1 Subject to the applicable provisions of the Labour Relations Act, 1995 any party or person bound by this Agreement whether he/she/it is a natural or juristic person may participate in legal actions of strike or lockout, provided that no action in relation thereto is instituted earlier than six (6) months prior to the expiry of this Agreement, and if it is extended, the expiry of the extension period."

6. CHAPTER 5: CLAUSE 2: CONTRIBUTIONS AND LEVIES

Substitute the following for subclause 2.2:

"2.2 Every employer shall deduct weekly from the remuneration of an employee, whose actual wage rate falls in any of the undermentioned wage bands and who has worked for three full working days or more during any week, the amounts as set out in the Schedule hereunder, which shall be the employee's contributions to the Pension/Provident Fund, Medical Aid Fund, **Benefit Fund**, Tool Insurance Fund, Council Levy, Dispute Resolution Levy and Employee Parties Levy.

COLUMN: A = Pension/Provident Fund contributions.

B = Medical Aid Fund contributions.

C = **Benefit Fund contributions.**

D = Tool Insurance Fund contributions.

E = Council Levies.

F = Dispute Resolution Levy.

G = Employee Parties Levy.

H = Total deductions."

SCHEDULE**EMPLOYEE'S WEEKLY CONTRIBUTIONS UNTIL 10 OCTOBER 1999**

	A	B	C	D	E	F	G	H
Wage band min. to max. Rate per hour	Pension/ Provident Fund	Medical Aid Fund	Benefit Fund	Tool Insurance Fund	Council Levies	Dispute Resolution Levy	Employee Parties Levy Fund	Total value
Skilled and semi-skilled employee:								
26,00 and above	81,20	75,60	9,60	0,46	0,75	0,75	3,70	172,06
24,00 to 25,99	75,20	70,00	8,80	0,46	0,75	0,75	3,70	159,66
22,00 to 23,99	69,20	64,40	8,00	0,46	0,75	0,75	3,70	147,26
20,00 to 21,99	63,20	58,80	7,20	0,46	0,75	0,75	3,70	134,86
18,00 to 19,99	57,20	53,20	6,40	0,46	0,75	0,75	3,70	122,46
16,00 to 17,99	51,20	47,60	5,60	0,46	0,75	0,75	3,70	110,06
14,00 to 15,99	45,20	42,00	4,80	0,46	0,75	0,75	3,70	97,66
12,00 to 13,99	39,20	36,40	4,00	0,46	0,75	0,75	3,70	85,26
10,00 to 11,99	33,20	30,80	3,20	0,46	0,75	0,75	3,70	72,86
9,00 to 9,99	28,40	26,80	2,80	0,46	0,75	0,75	3,70	63,66
8,00 to 8,99	25,60	24,00	2,40	0,46	0,75	0,75	3,70	57,66
7,00 to 7,99	22,40	21,20	2,00	0,46	0,75	0,40	3,70	50,91
6,00 to 6,99	19,60	18,40	1,60	0,46	0,75	0,40	3,70	44,91
5,00 to 5,99	16,40	15,60	1,20	0,46	0,75	0,40	3,70	38,51
General worker (including medical aid):								
7,00 and above	22,40	21,20	2,80	—	0,15	0,40	2,50	49,45
6,00 to 6,99	19,60	18,40	2,40	—	0,15	0,40	2,50	43,45
5,00 to 5,99	16,40	15,60	2,00	—	0,15	0,40	2,50	37,05
4,00 to 4,99	13,60	12,80	1,60	—	0,15	0,40	2,50	31,05
3,00 to 3,99	10,40	10,00	1,20	—	0,15	0,40	2,50	24,65
General worker (excluding medical aid):								
7,00 and above	22,40	—	2,80	—	0,15	0,40	2,50	28,25
6,00 to 6,99	19,60	—	2,40	—	0,15	0,40	2,50	25,05
5,00 to 5,99	16,40	—	2,00	—	0,15	0,40	2,50	21,45
4,00 to 4,99	13,60	—	1,60	—	0,15	0,40	2,50	18,25
3,00 to 3,99	10,40	—	1,20	—	0,15	0,40	2,50	14,65
New general worker:								
3,94 and above	—	—	—	—	0,15	0,40	2,50	3,05

SCHEDULE**EMPLOYEE'S WEEKLY CONTRIBUTIONS WITH EFFECT FROM 11 OCTOBER 1999**

	A	B	C	D	E	F	G	H
Wage band min. to max rate per hour	Pension/ Provident Fund	Medical Aid Fund	Benefit Fund	Tool Insurance Fund	Council Levies	Dispute Resolution Levy	Employee Parties Levy Fund	Total Value
Skilled and semi-skilled employee:								
28,00 and above	87,20	81,20	10,40	0,46	0,75	0,75	3,70	184,46
26,00 to 27,99	81,20	75,60	9,60	0,46	0,75	0,75	3,70	172,06
24,00 to 25,99	75,20	70,00	8,80	0,46	0,75	0,75	3,70	159,66

Wage band min. to max rate per hour	A Pension/ Provident Fund	B Medical Aid Fund	C Benefit Fund	D Tool Insurance Fund	E Council Levies	F Dispute Resolution Levy	G Employee Parties Levy Fund	H Total Value
22,00 to 23,99.....	69,20	64,40	8,00	0,46	0,75	0,75	3,70	147,26
20,00 to 21,99.....	63,20	58,80	7,20	0,46	0,75	0,75	3,70	134,86
18,00 to 19,99.....	57,20	53,20	6,40	0,46	0,75	0,75	3,70	122,46
16,00 to 17,99.....	51,20	47,60	5,60	0,46	0,75	0,75	3,70	110,06
14,00 to 15,99.....	45,20	42,00	4,80	0,46	0,75	0,75	3,70	97,66
12,00 to 13,99.....	39,20	36,40	4,00	0,46	0,75	0,75	3,70	85,26
10,00 to 11,99.....	33,20	30,80	3,20	0,46	0,75	0,75	3,70	72,86
9,00 to 9,99.....	28,40	26,80	2,80	0,46	0,75	0,75	3,70	63,66
8,00 to 8,99.....	25,60	24,00	2,40	0,46	0,75	0,75	3,70	57,66
7,00 to 7,99.....	22,40	21,20	2,00	0,46	0,75	0,40	3,70	50,91
6,00 to 6,99.....	19,60	18,40	1,60	0,46	0,75	0,40	3,70	44,91
General worker (including medical aid):								
8,00 and above.....	25,60	24,00	3,20	—	0,15	0,40	2,50	55,85
7,00 to 7,99.....	22,40	21,20	2,80	—	0,15	0,40	2,50	49,45
6,00 to 6,99.....	19,60	18,40	2,40	—	0,15	0,40	2,50	43,45
5,00 to 5,99.....	16,40	15,60	2,00	—	0,15	0,40	2,50	37,05
4,00 to 4,99.....	13,60	12,80	1,60	—	0,15	0,40	2,50	31,05
General worker (excluding medical aid):								
8,00 and above.....	25,60	—	3,20	—	0,15	0,40	2,50	31,85
7,00 to 7,99.....	22,40	—	2,80	—	0,15	0,40	2,50	28,25
6,00 to 6,99.....	19,60	—	2,40	—	0,15	0,40	2,50	25,05
5,00 to 5,99.....	16,40	—	2,00	—	0,15	0,40	2,50	21,45
4,00 to 4,99.....	13,60	—	1,60	—	0,15	0,40	2,50	18,25
New general worker 4,42 and above.....	—	—	—	—	0,15	0,40	2,50	3,05

Signed at Johannesburg on this 10th day of December 1998.

C. DE KOCK

Gauteng Master Builders Association

J. M. DE CASTRO

Amalgamated Union of Building Trade Workers of South Africa

I. J. ELS

Bouwerkersvakbond

N. MOLOTO

Building Construction and Allied Workers' Union

J. RABOTHATA

Construction and Allied Workers' Union

(being the parties to the Gauteng Building Bargaining Council), in the presence of W. de J. Stapelberg.

W. DE J. STAPELBERG

General Secretary

No. R. 162

12 Februarie 1999

WET OP ARBEIDSVERHOUDINGE, 1995

**GAUTENG BOUBEDINGINGSRAAD: UITBREIDING VAN WYSIGING VAN KOLLEKTIEWE OOREENKOMS
VIR DIE NOORDWESSTREEK NA NIE-PARTYE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, die kollektiewe ooreenkoms wat in die Bylae hiervan verskyn, en wat in die Bedingingsraad vir die Bounywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 22 Februarie 1999 en vir die tydperk wat op 13 Oktober 2000 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

BYLAE

GAUTENG BOUBEDINGINGSRAAD: WYSIGING TOT KOLLEKTIEWE OOREENKOMS VIR DIE NOORDWES STREEK
ooreenkomstig die bepalings van die Wet op Arbeidsverhoudinge, 1995 (Wet 66 van 1995), gesluit deur en aangegaan tussen die

Gauteng Meesterbouersassosiasie

(hierna die "werkgewers" of "werkgewersorganisasie" genoem), aan die een kant en die

Amalgamated Union of Building Trade Workers of South Africa**Bouwerkersvakbond****Building Construction and Allied Workers' Union****Construction and Allied Workers' Union**

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat partye is by die Gauteng Boubedingsraad, om die Ooreenkoms, gepubliseer by Goewermentskennisgewing No. R. 247 van 20 Februarie 1998 te wysig.

1. BESTEK VAN OOREENKOMS

1.1 Hierdie Ooreenkoms moet in die Bou- en Dimensionele Klipnywerhede nagekom word—

1.1.1 deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakverenigings.

1.1.2 in die landdrostdistrikte van Potchefstroom en Klerksdorp.

1.2 Ondanks klousule 1.1 is hierdie Ooreenkoms—

1.2.1 slegs van toepassing op dié kategorieë van werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word;

1.2.2 van toepassing op vakleerlinge en kwekelinge;

1.2.3 van toepassing op voormanne en algemene voormanne;

1.2.4 nie van toepassing op klerke en administratiewe personeel nie;

1.2.5 nie van toepassing nie op persone wat betrokke is by die installering en/of bedrading van elektriese lig, verwarmings- of ander permanente vaste elektriese toebehore in geboue, of die herstel of onderhoud van hysers in geboue wanneer sodanige werk deur 'n werkgewer onderneem word wat onder die jurisdiksie van 'n ander Bedingsraad val;

1.2.6 nie van toepassing nie op universiteitstudente of teknikonstudente en gegradueerdes in die bouwetenskap, of op konstruksietoeshouers, konstruksieopmeters en ander persone wat besig is met praktiese werk ter voltooiing van hul akademiese opleiding;

1.2.7 nie van toepassing nie op die Yster- Staal-, Ingenieurs- en Metallurgiese Nywerheid soos omskryf in die Registrasiesertifikaat van die Bedingsraad vir Metaal- en Ingenieursnywerheid;

1.2.8 onderworpe aan die bepalings van alle vasstellings gemaak deur die Nywerheidshof met betrekking tot die Bou- en Dimensionele Klipnywerhede en die Meubelnywerheid; en

1.2.9 nie van toepassing nie op werkgewers en werknemers wat in die Bou- en Dimensionele Klipnywerhede betrokke is by die oprigting van nuwe behuising van minder as 50 vierkante meter. Hierdie klousule is egter nie van toepassing op massabehuisingkontrakte nie; en

1.2.10 nie van toepassing op nie-partye nie met betrekking tot klousule 1.1.1.

2. HOOFSTUK 1: KLOUSULE 1: BESTEK VAN OOREENKOMS

Vervang subklousule 1.2.10 met die volgende:

"1.2.10 nie van toepassing op nie-partye nie met betrekking tot klousules 1.1, 2, 13.2, 14.6.4.4, 14.9, 21, 23, 24.2 en 25.2 van Hoofstuk 1."

3. HOOFSTUK 1: KLOUSULE 5: BETALING VAN LONE, TOELAES EN OORTYDVERDIENSTE

Vervang subklousule 5.3 met die volgende:

"5.3 Besoldigingsbesonderhede:

Elke werkgewer moet op die datum van elke betaling 'n staat aan die werknemer uitreik waarop besonderhede is van hoe die bruto besoldiging bereken is, watter aftrekkings gemaak is en die netto besoldiging betaalbaar, en sowel die waarde van die bydraes aandui wat die werkgewer aan die raad oorbetaal het, as die opgehoopte aantal bydraes tot en met die laaste dag ten opsigte van elke betaling gemaak. **Elke werkgewer moet 'n behoorlike rekord hou van die besonderhede bevat in hierdie mededeling, waarvan rekord gehou moet word deur die werkgewer vir 'n periode van drie jaar."**

4. HOOFSTUK 1: KLOUSULE 24: VERBOD OP GESKILLE EN/OF DOOIE PUNTE

Vervang subklousule 24.1 met die volgende:

- "24.1 Behoudens die toepaslike bepalings van die Wet op Arbeidsverhoudinge, 1995 en die Konstitusie van hierdie Raad, mag enige party of persoon wat aan hierdie Ooreenkoms onderworpe is, hetsy hy/sy/dit 'n natuurlike- of regspersoon is, 'n geskil of dooie punt verklaar teen enige ander party of persoon wat aan hierdie Ooreenkoms onderworpe is, hetsy hy/sy/dit 'n natuurlike of regspersoon is, met dien verstande dat geen sodanige aksie ingestel mag word, vroeër as ses (6) maande voor die verstryking van hierdie Ooreenkoms, en indien dit uitgebrei word, die verstryking van die uitbreidings periode."

5. HOOFSTUK 1: KLOUSULE 25: VERBOD OP STAKINGS EN/OF UITSLUITINGS

Vervang klousule 25.1 met die volgende:

- "25.1 Behoudens die toepaslike bepalings van die Wet op Arbeidsverhoudinge, 1995 mag enige party of persoon wat aan hierdie Ooreenkoms onderworpe is, hetsy hy/sy/dit 'n natuurlike of regspersoon is, aan wettige aksies van staking of uitsluiting deelneem, met dien verstande dat geen sodanige aksie ingestel mag word, vroeër as ses (6) maande voor die verstryking van hierdie Ooreenkoms, en indien dit uitgebrei word, die verstryking van die uitbreidingsperiode."

6. HOOFSTUK 5: KLOUSULE 2: BYDRAES EN HEFFINGS

Vervang subklousule 2.2 met die volgende:

- "2.2 Elke werkgewer moet weekliks die bedrae soos in die Bylae hieronder uiteengesit, aftrek van die besoldiging van 'n werknemer wie se werklike loonskaal in enige van ondergenoemde loonbande val en wat drie volle werkdade of meer in een week gewerk het, en dié bedrae is die werknemer se bydrae tot die Pensioen-voorsorgfonds, Mediese Fonds, **Bystandfonds** Gereedskapsversekeringsfonds, Raadsheffings, Geskilsbeslegtingsheffing en Werknemerpartyeheffing.

KOLOM: A = Pensioen-Voorsorgfondsbydraes.

B = Mediese fondsebydraes.

C = **Bystandfondsbydraes.**

D = Gereedskapversekeringsbydraes.

E = Raadsheffings.

F = Geskilbeslegtingsheffing.

G = Werknemerpartyeheffing.

H = Totale waarde van bydraes."

BYLAE**WEEKLIKSE BYDRAES DEUR WERKNEMER TOT 10 OKTOBER 1999**

	A	B	C	D	E	F	G	H
Loonbande min. tot maks. tarief per uur	Pensioen/Voorsorgfonds	Mediese Fonds	Bystand Fonds	Gereedskapsversekerings Fonds	Raadsheffings	Geskilsbeslegtingsheffing	Werknemerpartyeheffing	Totale waarde
Geskoolde en halfgeskoolde werknemers:								
26,00 en meer.....	81,20	75,60	9,60	0,46	0,75	0,75	3,70	172,06
24,00 tot 25,99.....	75,20	70,00	8,80	0,46	0,75	0,75	3,70	159,66
22,00 tot 23,99.....	69,20	64,40	8,00	0,46	0,75	0,75	3,70	147,26
20,00 tot 21,99.....	63,20	58,80	7,20	0,46	0,75	0,75	3,70	134,86
18,00 tot 19,99.....	57,20	53,20	6,40	0,46	0,75	0,75	3,70	122,46
16,00 tot 17,99.....	51,20	47,60	5,60	0,46	0,75	0,75	3,70	110,06
14,00 tot 15,99.....	45,20	42,00	4,80	0,46	0,75	0,75	3,70	97,66
12,00 tot 13,99.....	39,20	36,40	4,00	0,46	0,75	0,75	3,70	85,26
10,00 tot 11,99.....	33,20	30,80	3,20	0,46	0,75	0,75	3,70	72,86
9,00 tot 9,99.....	28,40	26,80	2,80	0,46	0,75	0,75	3,70	63,66
8,00 tot 8,99.....	25,60	24,00	2,40	0,46	0,75	0,75	3,70	57,66
7,00 tot 7,99.....	22,40	21,20	2,00	0,46	0,75	0,40	3,70	50,91
6,00 tot 6,99.....	19,60	18,40	1,60	0,46	0,75	0,40	3,70	44,91
5,00 tot 5,99.....	16,40	15,60	1,20	0,46	0,75	0,40	3,70	38,51

	A	B	C	D	E	F	G	H
Loonbande min. tot maks. tarief per uur	Pensioen/ Voorsorg- fonds	Mediese Fonds	Bystand Fonds	Gereed- skapsver- sekerings Fonds	Raads- heffings	Geskil- beslegtings- heffing	Werk- nemer partye- heffing	Totale waarde
Algemene werker (mediese fonds ingesluit)								
7,00 en meer.....	22,40	21,20	2,80	—	0,15	0,40	2,50	49,45
6,00 tot 6,99.....	19,60	18,40	2,40	—	0,15	0,40	2,50	43,45
5,00 tot 5,99.....	16,40	15,60	2,00	—	0,15	0,40	2,50	37,05
4,00 tot 4,99.....	13,60	12,80	1,60	—	0,15	0,40	2,50	31,05
3,00 tot 3,99.....	10,40	10,00	1,20	—	0,15	0,40	2,50	24,65
Algemene werker (mediese fonds uitgesluit):								
7,00 en meer.....	22,40	—	2,80	—	0,15	0,40	2,50	28,25
6,00 tot 6,99.....	19,60	—	2,40	—	0,15	0,40	2,50	25,05
5,00 tot 5,99.....	16,40	—	2,00	—	0,15	0,40	2,50	21,45
4,00 tot 4,99.....	13,60	—	1,60	—	0,15	0,40	2,50	18,25
3,00 tot 3,99.....	10,40	—	1,20	—	0,15	0,40	2,50	14,65
Nuwe algemene werker:								
3,94 en meer.....	—	—	—	—	0,15	0,40	2,50	3,05

BYLAE

WEEKLIKSE BYDRAES DEUR WERKNEMER MET INGANG VAN 11 OKTOBER 1999

	A	B	C	D	E	F	G	H
Loonbande min. tot maks. tarief per uur	Pensioen/ Voorsorg- fonds	Mediese Fonds	Bystand Fonds	Gereed- skapverse- kerings- fonds	Raads- heffings	Geskil- beslegtings- heffing	Werkne- mer- partye- heffing	Totale waarde
Geskoolde en halfgeskoolde werknemers:								
28,00 en meer.....	87,20	81,20	10,40	0,46	0,75	0,75	3,70	184,46
26,00 tot 27,99.....	81,20	75,60	9,60	0,46	0,75	0,75	3,70	172,06
24,00 tot 25,99.....	75,20	70,00	8,80	0,46	0,75	0,75	3,70	159,66
22,00 tot 23,99.....	69,20	64,40	8,00	0,46	0,75	0,75	3,70	147,26
20,00 tot 21,99.....	63,20	58,80	7,20	0,46	0,75	0,75	3,70	134,86
18,00 tot 19,99.....	57,20	53,20	6,40	0,46	0,75	0,75	3,70	122,46
16,00 tot 17,99.....	51,20	47,60	5,60	0,46	0,75	0,75	3,70	110,06
14,00 tot 15,99.....	45,20	42,00	4,80	0,46	0,75	0,75	3,70	97,66
12,00 tot 13,99.....	39,20	36,40	4,00	0,46	0,75	0,75	3,70	85,26
10,00 tot 11,99.....	33,20	30,80	3,20	0,46	0,75	0,75	3,70	72,86
9,00 tot 9,99.....	28,40	26,80	2,80	0,46	0,75	0,75	3,70	63,66
8,00 tot 8,99.....	25,60	24,00	2,40	0,46	0,75	0,75	3,70	57,66
7,00 tot 7,99.....	22,40	21,20	2,00	0,46	0,75	0,40	3,70	50,91
6,00 tot 6,99.....	19,60	18,40	1,60	0,46	0,75	0,40	3,70	44,91
Algemene werker (mediese fonds ingesluit):								
8,00 en meer.....	25,60	24,00	3,20	—	0,15	0,40	2,50	55,85
7,00 tot 7,99.....	22,40	21,20	2,80	—	0,15	0,40	2,50	49,45
6,00 tot 6,99.....	19,60	18,40	2,40	—	0,15	0,40	2,50	43,45
5,00 tot 5,99.....	16,40	15,60	2,00	—	0,15	0,40	2,50	37,05
4,00 tot 4,99.....	13,60	12,80	1,60	—	0,15	0,40	2,50	31,05

Loonbande min. tot maks. tarief per uur	A Pensioen/ Voorsorg- fonds	B Mediese Fonds	C Bystand Fonds	D Gereed- skapverse- kerings- fonds	E Raads- heffings	F Geskil- beslegtings- heffing	G Werkne- mer- partye- heffing	H Totale waarde
Algemene werker (mediese fonds uitgesluit):								
8,00 en meer.....	25,60	—	3,20	—	0,15	0,40	2,50	31,85
7,00 tot 7,99.....	22,40	—	2,80	—	0,15	0,40	2,50	28,25
6,00 tot 6,99.....	19,60	—	2,40	—	0,15	0,40	2,50	25,05
5,00 tot 5,99.....	16,40	—	2,00	—	0,15	0,40	2,50	21,45
4,00 tot 4,99.....	13,60	—	1,60	—	0,15	0,40	2,50	18,25
Nuwe algemene werker:								
4,42 en meer.....	—	—	—	—	0,15	0,40	2,50	3,05

Geteken te Johannesburg op hierdie 10de dag van Desember 1998.

C. DE KOCK

Gauteng Meesterbouersassosiasie

J. M. DE CASTRO

Amalgamated Union of Building Trade Workers of South Africa

I. J. ELS

Bouwerkersvakbond

N. MOLOTO

Building Construction and Allied Workers' Union

J. RABOTHATA

Construction and Allied Workers' Union

(wat partye is tot die Gauteng Boubedingingsraad), in die teenwoordigheid van W. de J. Stapelberg,

W. DE J. STAPELBERG

Hoofsekretaris

No. R. 163

12 February 1999

LABOUR RELATIONS ACT, 1995

GAUTENG BUILDING BARGAINING COUNCIL: EXTENSION OF AMENDMENT OF COLLECTIVE AGREEMENT FOR THE GAUTENG PROVINCE TO NON-PARTIES

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the Bargaining Council for the Building Industry and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry, with effect from 22 February 1999 and for the period ending 13 October 2000.

M. M. S. MDLADLANA

Minister of Labour

SCHEDULE

GAUTENG BUILDING BARGAINING COUNCIL: AMENDMENT OF COLLECTIVE AGREEMENT FOR GAUTENG

in accordance with the provisions of the Labour Relations Act, 1995 (Act No. 66 of 1995), this agreement was made and entered into by and between the

Gauteng Master Builders Association

(hereinafter referred to as the "employers" or the "employers' organisation") of the one part, and the

Amalgamated Union of Building Trade Workers of South Africa

Bouwerkersvakbond

Building Construction and Allied Workers' Union

Construction and Allied Workers' Union

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Gauteng Building Bargaining Council, to amend the Agreement published under Government Notice No. R. 246 of 20 February 1998.

1. SCOPE OF AGREEMENT

- 1.1 The terms of this Agreement shall be observed in the Building and Dimensional Stone Industries—
- 1.1.1 by all employers who are members of the employers' organisation and by all employees who are members of the trade unions;
 - 1.1.2 in the Province of Gauteng.
- 1.2 Notwithstanding the provisions of clause 1.1, in terms of this Agreement shall—
- 1.2.1 apply only to those categories of employees for whom wages are prescribed in this Agreement;
 - 1.2.2 apply to apprentices and trainees;
 - 1.2.3 apply to foremen and general foremen;
 - 1.2.4 not apply to clerical employees and administrative staff;
 - 1.2.5 not apply to persons who are engaged in the installation or writing of lighting, heating or other permanent electrical fixtures in buildings or the repair or maintenance of lifts in buildings when such work is undertaken by an employer falling under the jurisdiction of another bargaining council;
 - 1.2.6 not apply to university or technikon students and graduates in building science, or to construction supervisors, construction surveyors and other such persons doing practical work in the completion of their academic training;
 - 1.2.7 not include the Iron, Steel, Engineering and Metallurgical Industries as defined in the Certificate of Registration of the Metal and Engineering Industries Bargaining Council;
 - 1.2.8 be subject to the provisions of any determination by the Industrial court in relation to the Building and Dimensional Stone Industries and the Furniture Industry; and
 - 1.2.9 not apply to employers and employees engaged in the Building and Dimensional Stone Industries on new housing of less than 50 square metres. However, this clause shall not apply to mass-housing contracts; and
 - 1.2.10 not apply to non-parties in respect of clause 1.1.1.

2. CHAPTER 1: CLAUSE 1: SCOPE OF AGREEMENT

Substitute the following for subclause 1.2.10:

"1.2.10 not apply to non-parties in respect of clauses 1.1, 2, 13.2, 14.6.4.4, 14.9, 21, 23, 24.2 and 25.2 of Chapter 1."

3. CHAPTER 1: CLAUSE 5: PAYMENT OF WAGES, ALLOWANCES AND OVERTIME

Substitute the following for subclause 5.3:

"5.3 Remuneration particulars:

Every employer shall at the date of payment issue the employee with a statement setting out in detail how the gross remuneration has been calculated, what deductions have been made and the nett remuneration payable, and the value of contributions which the employer has paid over to the Council and the cumulative number of contributions up to and including the last date in respect of each payment made. **Every employer shall maintain a proper record of the details contained in this statement, which record must be kept by the employer for a period of three (3) years.**"

4. CHAPTER 1: CLAUSE 24: PROHIBITION OF DISPUTES AND/OR DEADLOCKS

Substitute the following for subclause 24.1:

"24.1 Subject to the applicable provisions of the Labour Relations Act, 1995 and the Constitution of this Council, any party or person bound by this Agreement, whether he/she/it is a natural or juristic person may declare a dispute or deadlock against any other party or person bound by this Agreement, whether he/she/it is a natural or juristic person, provided that no action in relation thereto is instituted earlier than six (6) months prior to the expiry of this Agreement, and if it is extended, the expiry of the extension period."

5. CHAPTER 1: CLAUSE 25: PROHIBITION OF STRIKES AND/OR LOCKOUTS

Substitute the following for subclause 25.1:

"25.1 Subject to the applicable provisions of the Labour Relations Act, 1995 any party or person bound by this Agreement whether he/she/it is a natural or juristic person may participate in legal actions of strike or lockout, provided that no action in relation thereto is instituted earlier than six (6) months prior to the expiry of this Agreement, and if it is extended, the expiry of the extension period."

6. CHAPTER 5: CLAUSE 2: CONTRIBUTIONS AND LEVIES

Substitute the following for subclause 2.2:

"2.2 Every employer shall deduct weekly from the remuneration of an employee, whose actual wage rate falls in any of the undermentioned wage bands and who has worked for three full working days or more during any week, the amounts as set out in the Schedule hereunder, which shall be the employee's contributions to the Pension/Providend Fund, Medical Aid Fund, **Benefit Fund**, Tool Insurance Fund, Council Levy, Dispute Resolution Levy and Employee Parties Levy.

COLUMN: A = Pension/Providend Fund contributions.

B = Medical Aid Fund contributions.

C = **Benefit Fund contributions.**

D = Tool Insurance Fund contributions.

E = Council Levies.

F = Dispute Resolution Levy.

G = Employee Parties Levy.

H = Total deductions.

SCHEDULE

EMPLOYEE'S WEEKLY CONTRIBUTIONS UNTIL 10 OCTOBER 1999

Wage band min. to max. rate per hour	A Pension/ Provident Fund	B Medical Aid Fund	C Benefit Fund	D Tool Insurance Fund	E Council Levies	F Dispute Resolution Levy	G Employee Parties Levy Fund	H Total value
Skilled and semi-skilled employee:								
26,00 and above	81,20	75,60	9,60	0,46	0,75	0,75	3,70	172,06
24,00 to 25,99	75,20	70,00	8,80	0,46	0,75	0,75	3,70	159,66
22,00 to 23,99	69,20	64,40	8,00	0,46	0,75	0,75	3,70	147,26
20,00 to 21,99	63,20	58,80	7,20	0,46	0,75	0,75	3,70	134,86
18,00 to 19,99	57,20	53,20	6,40	0,46	0,75	0,75	3,70	122,46
16,00 to 17,99	51,20	47,60	5,60	0,46	0,75	0,75	3,70	110,06
14,00 to 15,99	45,20	42,00	4,80	0,46	0,75	0,75	3,70	97,66
12,00 to 13,99	39,20	36,40	4,00	0,46	0,75	0,75	3,70	85,26
10,00 to 11,99	33,20	30,80	3,20	0,46	0,75	0,75	3,70	72,86
9,00 to 9,99	28,40	26,80	2,80	0,46	0,75	0,75	3,70	63,66
8,00 to 8,99	25,60	24,00	2,40	0,46	0,75	0,75	3,70	57,66
7,00 to 7,99	22,40	21,20	2,00	0,46	0,75	0,40	3,70	50,91
General worker (including medical aid):								
7,00 and above	22,40	21,20	2,80	—	0,15	0,40	2,50	49,45
6,00 to 6,99	19,60	18,40	2,40	—	0,15	0,40	2,50	43,45
5,00 to 5,99	16,40	15,60	2,00	—	0,15	0,40	2,50	37,05
General worker (excluding medical aid):								
7,00 and above	22,40	—	2,80	—	0,15	0,40	2,50	28,25
6,00 to 6,99	19,60	—	2,40	—	0,15	0,40	2,50	25,05
5,00 to 5,99	16,40	—	2,00	—	0,15	0,40	2,50	21,45
New general worker:								
5,66 and above	—	—	—	—	0,16	0,40	2,50	3,05

SCHEDULE

EMPLOYEE'S WEEKLY CONTRIBUTIONS WITH EFFECT FROM 11 OCTOBER 1999

Wage band min. to max. rate per hour	A Pension/ Provident Fund	B Medical Aid Fund	C Benefit Fund	D Tool Insurance Fund	E Council Levies	F Dispute Resolution Levy	G Employee Parties Levy Fund	H Total Value
Skilled and semi-skilled employee:								
28,00 and above	87,20	81,20	10,40	0,46	0,75	0,75	3,70	184,46
26,00 to 27,99	81,20	75,60	9,60	0,46	0,75	0,75	3,70	172,06
24,00 to 25,99	75,20	70,00	8,80	0,46	0,75	0,75	3,70	159,66
22,00 to 23,99	69,20	64,40	8,00	0,46	0,75	0,75	3,70	147,26
20,00 to 21,99	63,20	58,80	7,20	0,46	0,75	0,75	3,70	134,86
18,00 to 19,99	57,20	53,20	6,40	0,46	0,75	0,75	3,70	122,46

Wage band min. to max. rate per hour	A Pension/ Provident Fund	B Medical Aid Fund	C Benefit Fund	D Tool Insurance Fund	E Council Levies	F Dispute Resolution Levy	G Employee Parties Levy Fund	H Total Value
16,00 to 17,99	51,20	47,60	5,60	0,46	0,75	0,75	3,70	110,06
14,00 to 15,99	45,20	42,00	4,80	0,46	0,75	0,75	3,70	97,66
12,00 to 13,99	39,20	36,40	4,00	0,46	0,75	0,75	3,70	85,26
10,00 to 11,99	33,20	30,80	3,20	0,46	0,75	0,75	3,70	72,86
9,00 to 9,99	28,40	26,80	2,80	0,46	0,75	0,75	3,70	63,66
8,00 to 8,99	25,60	24,00	2,40	0,46	0,75	0,75	3,70	57,66
General worker (including medical aid):								
8,00 and above	25,60	24,00	3,20	—	0,15	0,40	2,50	55,85
7,00 to 7,99	22,40	21,20	2,80	—	0,15	0,40	2,50	49,45
6,00 to 6,99	19,60	18,40	2,40	—	0,15	0,40	2,50	43,45
General worker (excluding medical aid):								
8,00 and above	25,60	—	3,20	—	0,15	0,40	2,50	31,85
7,00 to 7,99	22,40	—	2,80	—	0,15	0,40	2,50	28,25
6,00 to 6,99	19,60	—	2,40	—	0,15	0,40	2,50	25,05
New general worker:								
6,28 and above	—	—	—	—	0,15	0,40	2,50	3,05

Signed at Johannesburg on this 10th day of December 1998.

C. DE KOCK

Gauteng Master Builders Association

J. M. DE CASTRO

Amalgamated Union of Building Trade Workers of South Africa

I. J. ELS

Bouwerkersvakbond

N. MOLOTO

Building Construction and Allied Workers' Union

J. RABOTHATA

Construction and Allied Workers' Union

(being the parties to the Gauteng Building Bargaining Council), in the presence of W. de J. Stapelberg.

W. DE J. STAPELBERG

General Secretary

No. R. 163

12 Februarie 1999

WET OP ARBEIDSVERHOUDINGE, 1995

GAUTENG BOUBEDINGINGSRAAD: UITBREIDING VAN WYSIGING VAN KOLLEKTIEWE OOREENKOMS VIR DIE PROVINSIE GAUTENG NA NIE-PARTYE

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby kragtens artikel 32(2) van die Wet op Arbeidsverhoudinge, 1995, die kollektiewe ooreenkoms wat in die Bylae hiervan verskyn, en wat in die Bedingingsraad vir die Bounywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 22 Februarie 1999 en vir die tydperk wat op 31 Oktober 2000 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

BYLAE**GAUTENG BOUBEDINGINGSRAAD: WYSIGING TOT KOLLEKTIEWE OOREENKOMS VIR GAUTENG**

ooreenkomstig die bepalings van die Wet op Arbeidsverhoudinge, 1995 (Wet 66 van 1995) gesluit deur en aangegaan tussen die

Gauteng Meesterbouersassosiasie

(hierna die "werkgewers" of "werkgewersorganisasie" genoem), aan die een kant en die

Amalgamated Union of Building Trade Workers of South Africa**Bouwerkersvakbond****Building Construction and Allied Workers' Union****Construction and Allied Workers' Union**

(hierna die "werknemer" of the "vakverenigings" genoem), aan die ander kant,

wat partye is by die Gauteng Boubedingingsraad, om die Ooreenkoms, gepubliseer by Goewermentskennisgewing No. R. 246 van 20 Februarie 1998, te wysig.

1. BESTEK VAN OOREENKOMS

1.1 Hierdie Ooreenkoms moet in die Bou- en Dimensionele Klipnywerhede nagekom word—

1.1.1 deur alle werkgewers wat lede is van die werkgewersorganisasie en deur alle werknemers wat lede is van die vakverenigings;

1.1.2 in die provinsie Gauteng.

1.2 Ondanks klousule 1.1 is hierdie Ooreenkoms—

1.2.1 slegs van toepassing op dié kategorieë van werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word;

1.2.2 slegs van toepassing op vakleerlinge en kwekelinge;

1.2.3 slegs van toepassing op voormanne en algemene voormanne;

1.2.4 nie van toepassing op klerke en administratiewe personeel nie;

1.2.5 nie van toepassing op persone wat betrokke is by die installering en/of bedrading van elektriese lig, verwarmings- of ander permanente vaste elektriese toebehore in geboue, of die herstel of onderhoud van hysers in geboue wanneer sodanige werk deur 'n werkgewer onderneem word wat onder die jurisdiksie van 'n ander Bedingingsraad val;

1.2.6 nie van toepassing nie op universiteitstudente of teknikstudente en gegradueerdes in die bouwetenskap, of op konstruksietoesighouers, konstruksieopmeters en ander persone wat besig is met praktiese werk ter voltooiing van hul akademiese opleiding;

1.2.7 nie van toepassing nie op die Yster-, Staal-, Ingenieurs- en Metallurgiese Nywerheid soos omskryf in die Registrasiesertifikaat van die Bedingingsraad vir Metaal- en Ingenieursnywerheid;

1.2.8 onderworpe aan die bepalings van alle vasstellings gemaak deur die Nywerheidshof met betrekking tot die Bou- en Dimensionele Klipnywerhede en die Meubelnywerheid; en

1.2.9 nie van toepassing nie op werkgewers en werknemers wat in die Bou- en Dimensionele Klipnywerhede betrokke is by die oprigting van nuwe behuising van minder as 50 vierkante meter. Hierdie klousule is egter nie van toepassing op massabehuisingskontrakte nie; en

1.2.10 nie van toepassing op nie-partye nie met betrekking tot klousule 1.1.1.

2. HOOFSTUK 1: KLOUSULE 1: BESTEK VAN OOREENKOMS

Vervang subklousule 1.2.10 met die volgende:

"1.2.10 nie van toepassing op nie-partye nie met betrekking tot klousules 1.1, 2, 13.2, 14.6.4.4, 14.9, 21, 23, 24.2 en 25.2 van Hoofstuk 1."

3. HOOFSTUK 1: KLOUSULE 5: BETALING VAN LONE, TOELAES EN OORTYDVERDIENSTE

Vervang subklousule 5.3 met die volgende:

"5.3 Besoldigingsbesonderhede:

Elke werkgewer moet op die datum van elke betaling 'n staat aan die werknemer uitreik waarop besonderhede is van hoe die bruto besoldiging bereken is, watter aftrekkings gemaak is en die netto besoldiging betaalbaar, en sowel die waarde van die bydraes aandui wat die werkgewer aan die raad oorbetaal het, as die opgehoopde aantal bydraes tot en met die laaste dag ten opsigte van elke betaling gemaak. **Elke werkgewer moet 'n behoorlike rekord hou van die besonderhede bevat in hierdie mededeling, waarvan rekord gehou moet word deur die werkgewer vir 'n periode van drie jaar."**

4. HOOFSTUK 1: KLOUSULE 24: VERBOD OP GESKILLE EN/OF DOOIE PUNTE

Vervang subklousule 24.1 met die volgende:

- "24.1 Behoudens die toepaslike bepalings van die Wet op Arbeidsverhoudinge, 1995 en die Konstitusie van hierdie Raad, mag enige party of persoon wat aan hierdie Ooreenkoms onderworpe is, hetsy hy/sy/dit 'n natuurlike- of regspersoon is, 'n geskik of dooie punt verklaar teen enige ander party of persoon wat aan hierdie Ooreenkoms onderworpe is, hetsy hy/sy/dit 'n natuurlike of regspersoon is, met dien verstande dat geen sodanige aksie ingestel mag word, vroeër as ses (6) maande voor die verstryking van hierdie Ooreenkoms, en indien dit uitgebrei word, die verstryking van die uitbreidingsperiode."

5. HOOFSTUK 1: KLOUSULE 25: VERBOD OP STAKINGS EN/OF UITSLUITINGS

Vervang klousule 25.1 met die volgende:

- "25.1 Behoudens die toepaslike bepalings van die Wet op Arbeidsverhoudinge, 1995 mag enige party of persoon wat aan hierdie Ooreenkoms onderworpe is, hetsy hy/sy/dit 'n natuurlike of regspersoon is, aan wettige aksies van staking of uitsluiting deelneem, met dien verstande dat geen sodanige aksie ingestel mag word, vroeër as ses (6) maande voor die verstryking van hierdie Ooreenkoms, en indien dit uitgebrei word, die verstryking van die uitbreidingsperiode."

6. HOOFSTUK 5: KLOUSULE 2: BYDRAES EN HEFFINGS

Vervang subklousule 2.2 met die volgende:

- "2.2 Elke werkgewer moet weekliks die bedrae soos in die Bylae hieronder uiteengesit, aftrek van die besoldiging van 'n werknemer wie se werklike loonskaal in enige van ondergenoemde loonbande val en wat drie volle werkdae of meer in een week gewerk het, en dié bedrae is die werknemer se bydrae tot die Pensioen-voorsorgfonds, Mediese Fonds, **Bystandfonds**, Gereedskapsversekeringsfonds, Raadsheffings, Geskilsbeslegtingsheffing en Werknemerpartyeheffing.

KOLOM: A = Pensioen-Voorsorgfondsbydraes.

B = Mediese fondsebydraes.

C = **Bystandfondsbydraes**.

D = Gereedskapversekeringsbydraes.

E = Raadsheffings.

F = Geskilbeslegtingsheffing.

G = Werknemerpartyeheffing.

H = Totale waarde van bydraes."

BYLAE**WEEKLIKSE BYDRAES DEUR WERKNEMERS TOT 10 OKTOBER 1999**

	A	B	C	D	E	F	G	H
Loonbande min. tot maks. tarief per uur	Pensioen/ Voorsorg- fonds	Mediese fonds	Bystand fonds	Gereed- skapverse- kerings fonds	Raads- heffings	Geskils- beslegtings- heffing	Werk- nemer partye- heffing	Totale waarde
Geskoolde en halfgeskoolde werknemers:								
26,00 en meer	81,20	75,60	9,60	0,46	0,75	0,75	3,70	172,06
24,00 tot 25,99	75,20	70,00	8,80	0,46	0,75	0,75	3,70	159,66
22,00 tot 23,99	69,20	64,40	8,00	0,46	0,75	0,75	3,70	147,26
20,00 tot 21,99	63,20	58,80	7,20	0,46	0,75	0,75	3,70	134,86
18,00 tot 19,99	57,20	53,20	6,40	0,46	0,75	0,75	3,70	122,46
16,00 tot 17,99	51,20	47,60	5,60	0,46	0,75	0,75	3,70	110,06
14,00 tot 15,99	45,20	42,00	4,80	0,46	0,75	0,75	3,70	97,66
12,00 tot 13,99	39,20	36,40	4,00	0,46	0,75	0,75	3,70	85,26
10,00 tot 11,99	33,20	30,80	3,20	0,46	0,75	0,75	3,70	72,86
9,00 tot 9,99	28,40	26,80	2,80	0,46	0,75	0,75	3,70	63,66
8,00 tot 8,99	25,60	24,00	2,40	0,46	0,75	0,75	3,70	57,66
7,00 tot 7,99	22,40	21,20	2,00	0,46	0,75	0,40	3,70	50,91
Algemene werker (mediese fondse ingesluit):								
7,00 en meer	22,40	21,20	2,80	—	0,15	0,40	2,50	49,45
6,00 tot 6,99	19,60	18,40	2,40	—	0,15	0,40	2,50	43,45
5,00 tot 5,99	16,40	15,60	2,00	—	0,15	0,40	2,50	37,05

Loonbande min. tot maks. tarief per uur	A Pensioen/ Voorsorg- fonds	B Mediese fonds	C Bystand- fonds	D Gereed- skapverse- kerings fonds	E Raads- heffings	F Geskil- beslegtings- heffing	G Werk- nemer partye- heffing	H Totale waarde
Algemene werker (mediese fonds uitgesluit):								
7,00 en meer	22,40	—	2,80	—	0,15	0,40	2,50	28,25
6,00 tot 6,99	19,60	—	2,40	—	0,15	0,40	2,50	25,05
5,00 tot 5,99	16,40	—	2,00	—	0,15	0,40	2,50	21,45
Nuwe algemene werker:								
5,66 en meer	—	—	—	—	0,16	0,40	2,50	3,05

BYLAE

WEEKLIKSE BYDRAES DEUR WERKNEMER MET INGANG VAN 11 OKTOBER 1999

Loonbande min. tot maks. Tarief per uur	A Pensioen/ Voorsorg- fonds	B Mediese- fonds	C Bystand- fonds	D Gereed- skapverse- kerings fonds	E Raads- heffings	F Geskil- beslegtings heffing	G Werknemer- partye- heffing	H Totale Waarde
Geskoolde en Halfgeskoolde werknemers:								
28,00 en meer	87,20	81,20	10,40	0,46	0,75	0,75	3,70	184,46
26,00 tot 27,99	81,20	75,60	9,60	0,46	0,75	0,75	3,70	172,06
24,00 tot 25,99	75,20	70,00	8,80	0,46	0,75	0,75	3,70	159,66
22,00 tot 23,99	69,20	64,40	8,00	0,46	0,75	0,75	3,70	147,26
20,00 tot 21,99	63,20	58,80	7,20	0,46	0,75	0,75	3,70	134,86
18,00 tot 19,99	57,20	53,20	6,40	0,46	0,75	0,75	3,70	122,46
16,00 tot 17,99	51,20	47,60	5,60	0,46	0,75	0,75	3,70	110,06
14,00 tot 15,99	45,20	42,00	4,80	0,46	0,75	0,75	3,70	97,66
12,00 tot 13,99	39,20	36,40	4,00	0,46	0,75	0,75	3,70	85,26
10,00 tot 11,99	33,20	30,80	3,20	0,46	0,75	0,75	3,70	72,86
9,00 tot 9,99	28,40	26,80	2,80	0,46	0,75	0,75	3,70	63,66
8,00 tot 8,99	25,60	24,00	2,40	0,46	0,75	0,75	3,70	57,66
Algemene werker (mediese fonds ingesluit):								
8,00 en meer	25,60	24,00	3,20	—	0,15	0,40	2,50	55,85
7,00 tot 7,99	22,40	21,20	2,80	—	0,15	0,40	2,50	49,45
6,00 tot 6,99	19,60	18,40	2,40	—	0,15	0,40	2,50	43,45
Algemene werker (mediese fonds uitgesluit):								
8,00 en meer	25,60	—	3,20	—	0,15	0,40	2,50	31,85
7,00 tot 7,99	22,40	—	2,80	—	0,15	0,40	2,50	28,25
6,00 tot 6,99	19,60	—	2,40	—	0,15	0,40	2,50	25,05
Nuwe algemene werker:								
6,28 en meer	—	—	—	—	0,15	0,40	2,50	3,05

Geteken te Johannesburg op hierdie 10de dag van Desember 1998.

C. DE KOCK

Gauteng Meesterbouersassosiasie

J. M. DE CASTRO

Amalgamated Union of Building Trade Workers of South Africa

I. J. ELS

Bouwerkersvakbond

N. MOLOTO

Building Construction and Allied Workers' Union

J. RABOTHATA

Construction and Allied Workers' Union

(wat partye is tot die Gauteng Boubedingingsraad), in die teenwoordigheid van W. de J. Stapelberg.

W. DE J. STAPELBERG

Hoofsekretaris

**DEPARTMENT OF PUBLIC WORKS
DEPARTEMENT VAN OPENBARE WERKE**

No. R. 175

12 February 1999 No. R. 175

12 Februarie 1999

ARCHITECTS' ACT, 1970 (ACT No. 35 OF 1970)

WET OP ARGITEKTE, 1970 (WET No. 35 VAN 1970)

**NOTICE UNDER SECTION 7 (3) (b): AMENDMENT OF TARIFF OF
PROFESSIONAL FEES**

**KENNISGEWING KRAGTENS ARTIKEL 7 (3) (b): WYSIGING VAN
PROFESIONELE GELDETARIEF**

I, Jeffrey Thamsanqa Radebe, Minister of Public Works, hereby make known that, after consideration of relevant recommendations made by the South African Council for Architects, I have under section 7 (3) (b) of the Architects' Act, 1970 (Act No. 35 of 1970), amended Government Notice No. R. 227 of 19 February 1993, as amended by Government Notice No. R. 1064 of 25 June 1993, Government Notice No. R. 278 of 18 February 1994, Government Notice No. R. 716 of 19 May 1995, Government Notice No. R. 177 of 9 February 1996, Government Notice No. R. 829 of 20 June 1997 and Government Notice No. R. 1736 of 24 December 1997 by the substitution for Appendix 1 of the following Appendix:

Ek, Jeffrey Thamsanqa Radebe, Minister van Openbare Werke, maak hierby bekend dat ek, na oorweging van ter sake dienende aanbevelings deur die Suid-Afrikaanse Raad vir Argitekte gedoen, kragtens artikel 7 (3) (b) van die Wet op Argitekte, 1970 (Wet No. 35 van 1970), Goewermentskennisgewing No. R. 227 van 19 Februarie 1993, soos gewysig deur Goewermentskennisgewing No. R. 1064 van 25 Junie 1993, Goewermentskennisgewing No. R. 278 van 18 Februarie 1994, Goewermentskennisgewing No. R. 716 van 19 Mei 1995, Goewermentskennisgewing No. R. 177 van 9 Februarie 1996, Goewermentskennisgewing No. R. 829 van 20 Junie 1997 en Goewermentskennisgewing No. R. 1736 van 24 Desember 1997 gewysig het deur Aanhangsel 1 met die volgende Aanhangsel te vervang:

J. T. RADEBE

Minister of Public Works

J. T. RADEBE

Minister van Openbare Werke

APPENDIX 1

FEE FOR PROFESSIONAL SERVICES

Cost of works (in Rands excluding VAT)	Column A Fee for buildings other than simple or complex	Column B Fee for simple buildings	Column C Fee for complex buildings
0 to 463 000.....	R0,00 + 7,50% of cost.....	R0,00 + 6,50% of cost.....	R0,00 + 8,5% of cost
463 001 to 926 000.....	R2 315,00 + 7,00% of cost.....	R2 315,00 + 6,00% of cost.....	R2 315,00 + 8,00% of cost
926 001 to 1 852 000.....	R4 630,00 + 6,75% of cost.....	R4 630,00 + 5,75% of cost.....	R4 630,00 + 7,75% of cost
1 852 001 to 3 704 000.....	R9 260,00 + 6,50% of cost.....	R9 260,00 + 5,50% of cost.....	R9 260,00 + 7,50% of cost
3 704 001 to 7 408 000.....	R18 520,00 + 6,25% of cost.....	R18 520,00 + 5,25% of cost.....	R18 520,00 + 7,25% of cost
7 408 001 to 14 816 000.....	R37 040,00 + 6,00% of cost.....	R37 040,00 + 5,00% of cost.....	R37 040,00 + 7,00% of cost
14 816 001 to 29 632 000.....	R74 080,00 + 5,75% of cost.....	R74 080,00 + 4,75% of cost.....	R74 080,00 + 6,75% of cost
29 632 001 to 59 264 000.....	R148 160,00 + 5,50% of cost.....	R148 160,00 + 4,50% of cost.....	R148 160,00 + 6,50% of cost
59 264 001 to 118 528 000.....	R296 320,00 + 5,25% of cost.....	R296 320,00 + 4,25% of cost.....	R296 320,00 + 6,25% of cost
118 528 001 to 237 056 000.....	R592 640,00 + 5,00% of cost.....	R592 640,00 + 4,00% of cost.....	R592 640,00 + 6,00% of cost
Over 237 056 000.....	R0,00 + 5,25% of cost.....	R0,00 + 4,25% of cost.....	R0,00 + 6,25% of cost

This tariff of fees shall apply to all new projects and to those stages of a project not yet commenced at the date of publication hereof.

AANHANGSEL 1
GELDE VIR PROFESSIONELE DIENSTE

Koste van werke (in Rand BTW uitgesluit)	Kolom A Gelde vir ander as eenvoudige of komplekse geboue	Kolom B Gelde vir eenvoudige geboue	Kolom C Gelde vir komplekse geboue
0 tot 463 000.....	R0,00 + 7,50% van koste.....	R0,00 + 6,50% van koste.....	R0,00 + 8,5% van koste
463 001 tot 926 000.....	R2 315,00 + 7,00% van koste.....	R2 315,00 + 6,00% van koste.....	R2 315,00 + 8,00% van koste
926 001 tot 1 852 000.....	R4 630,00 + 6,75% van koste.....	R4 630,00 + 5,75% van koste.....	R4 630,00 + 7,75% van koste
1 852 001 tot 3 704 000.....	R9 260,00 + 6,50% van koste.....	R9 260,00 + 5,50% van koste.....	R9 260,00 + 7,50% van koste
3 704 001 tot 7 408 000.....	R18 520,00 + 6,25% van koste.....	R18 520,00 + 5,25% van koste.....	R18 520,00 + 7,25% van koste
7 408 001 tot 14 816 000.....	R37 040,00 + 6,00% van koste.....	R37 040,00 + 5,00% van koste.....	R37 040,00 + 7,00% van koste
14 816 001 tot 29 632 000.....	R74 080,00 + 5,75% van koste.....	R74 080,00 + 4,75% van koste.....	R74 080,00 + 6,75% van koste
29 632 001 tot 59 264 000.....	R148 160,00 + 5,50% van koste.....	R148 160,00 + 4,50% van koste.....	R148 160,00 + 6,50% van koste
59 264 001 tot 118 528 000.....	R296 320,00 + 5,25% van koste.....	R296 320,00 + 4,25% van koste.....	R296 320,00 + 6,25% van koste
118 528 001 tot 237 056 000.....	R592 640,00 + 5,00% van koste.....	R592 640,00 + 4,00% van koste.....	R592 640,00 + 6,00% van koste
Oor 237 056 000.....	R0,00 + 5,25% van koste.....	R0,00 + 4,25% van koste.....	R0,00 + 6,25% van koste

Hierdie geldetarief is van toepassing op alle nuwe projekte en op daardie stadiums van 'n projek wat nog nie op die datum van publikasie hiervan 'n aanvang geneem het nie.

SOUTH AFRICAN REVENUE SERVICE **SUID-AFRIKAANSE INKOMSTEDIENS**

No. R. 147

12 February 1999

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/966)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

G. MARCUS

Deputy Minister of Finance

SCHEDULE

Head= ing	Subheading	C. D	Article Description	Statistical Unit	Rate of Duty	Anno= tations
29.05			By the substitution for subheading No. 2905.43 of the following:			
	"2905.43	9	-- Mannitol	kg	free"	
29.15			By the substitution for subheading No. 2915.29 of the following:			
	"2915.29	0	-- Other	kg	free"	
29.18			By the substitution for subheadings Nos. 2918.22 and 2918.23 of the following:			
	"2918.22	7	-- O-Acetsalicylic acid, its salts and esters	kg	free	
	2918.23	3	-- Other esters of salicylic acid and their salts	kg	free"	
			By the substitution for subheading No. 2918.90 of the following:			
	"2918.90	6	- Other	kg	free"	
29.24			By the substitution for subheading No. 2924.29 of the following:			
	"2924.29	3	-- Other	kg	free"	
29.33			By the deletion of subheading No. 2933.40.20.			

Head= ing	Subheading	C. D .	Article Description	Statistical Unit	Rate of Duty	Anno= tations
29.34	"90	6	By the substitution for subheadings Nos. 2933.40.40, 2933.40.50 and 2933.40.90 of the following: - Other	kg	free"	
29.36	"90	0	By the substitution for subheading No. 2934.20.90 of the following: - Other	kg	free"	
29.41	"2936.29	1	By the substitution for subheading No. 2936.29 of the following: -- Nicotinamide	kg	free"	
	"2941.40	6	By the substitution for subheading No. 2941.40 of the following: - Chloraphenicol and its derivatives; salts thereof	kg	free"	

No. R. 147

12 Februarie 1999

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/966)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.

G. MARCUS

Adjunkminister van Finansies

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Anno= tasies
29.05			Deur subpos No. 2905.43 deur die volgende te vervang:			
	"2905.43	9	-- Mannitol	kg	vry"	
29.15			Deur subpos No. 2915.29 deur die volgende te vervang:			
	"2915.29	0	-- Ander	kg	vry"	
29.18			Deur subposte Nos. 2918.22 en 2918.23 deur die volgende te vervang:			
	"2918.22	7	-- O-Asetielsalisielsuur, soute en esters daarvan	kg	vry	
	2918.23	3	-- Ander esters van salisielsuur en soute daarvan	kg	vry"	
			Deur subpos No. 2918.90 deur die volgende te vervang:			
	"2918.90	6	- Ander	kg	vry"	
29.24			Deur subpos No. 2924.29 deur die volgende te vervang:			
	"2924.29	3	-- Ander	kg	vry"	
29.33			Deur subpos No. 2933.40.20 te skrap.			

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Anno = tasies
			Deur subposte Nos. 2933.40.40, 2933.40.50 en 2933.40.90 deur die volgende te vervang:			
29.34	“.90	6	- Ander	kg	vry	
			Deur subpos No. 2934.20.90 deur die volgende te vervang:			
29.36	“.90	0	- Ander	kg	vry	
			Deur subpos No. 2936.29 deur die volgende te vervang:			
	“2936.29	1	- - Nikotienamied	kg	vry	
29.41			Deur subpos No. 2941.40 deur die volgende te vervang:			
	“2941.40	6	- Chlooramfenikol en derivate daarvan; soute daarvan	kg	vry	

No. R. 148

12 February 1999

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/967)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

G. MARCUS

Deputy Minister of Finance

SCHEDULE

Head = ing	Subheading	C. D	Article Description	Statistical Unit	Rate of Duty	Anno = tations
73.26			By the deletion of subheading No. 7326.20.50.			

No. R. 148

12 Februarie 1999

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/967)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.

G. MARCUS

Adjunkminister van Finansies

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Anno = tasies
73.26			Deur subpos No. 7326.20.50 te skrap.			

No. R. 149

12 February 1999

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 3 (No. 3/418)

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

G. MARCUS

Deputy Minister of Finance

SCHEDULE

I		II			III	
Rebate Item	Tariff Heading	Rebate Code	C. D.	Description	Extent of Rebate	Anno= tations
306.02				By the substitution for tariff heading No. 29.18 of the following:		
	2915.21	01.06	66	Acetic acid	Full duty	
	2918.12	01.06	66	Tartaric acid	Full duty	
	2918.14	01.06	62	Citric acid	Full duty"	

No. R. 149

12 Februarie 1999

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 3 (No. 3/418)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 3 by genoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.

G. MARCUS

Adjunkminister van Finansies

BYLAE

I Korting= item	II				III Mate van Korting	Anno= taties
	Tarief= pos	Korting= kode	T. S.	Beskrywing		
306.02				Deur tariefpos No. 29.18 deur die volgende te vervang:		
	2915.21	01.06	66	Asynsuur	Volle reg	
	2918.12	01.06	66	Wynsteensuur	Volle reg	
	2918.14	01.06	62	Sitroensuur	Volle reg"	

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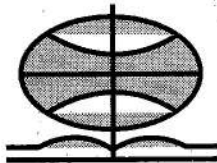
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LIVE IN HARMONY WITH NATURE



THE WEATHER BUREAU: DEPARTMENT OF ENVIRONMENTAL AFFAIRS AND TOURISM

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