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## GOVERNMENT NOTICE

### DEPARTMENT OF LABOUR

No. R. 912

31 July 1999

LABOUR RELATIONS ACT, 1995

#### **LIQUOR, CATERING AND ACCOMMODATION TRADES, SOUTH COAST, NATAL: EXTENSION OF PROVIDENT FUND COLLECTIVE AGREEMENT 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 Liquor, Catering and Accommodation Trades, South Coast, Natal, 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 9 August 1999, and for the period ending 30 June 2000.

**M. M. S. MDLADLANA**

Minister of Labour

### UMNYANGO WEZEMISEBENZI

No. R. 912

31 July 1999

UMTHETHO WEZEMISEBENZI KA 1995

#### **UHWEBU LWEZOPHUZO OLUDAKAYO, IZINDAWO ZOKUDLA NOKULALA, OGWINI OLUSENINGIZIMU NE NATAL: UKWELULWA KWESIVUMELWANO SOKUQALA SOKUCHIBIYELA ESIBUTHELA ABASEZINHLANGANWENI SELULELWA KULABO ABANGEWONA AMALUNGU**

Mina, Membathisi Mphumzi Shepherd Mdladlana, uNgqongqoshe wezemiSebenzi, ngokwesigaba 32 (2) soMthetho wobuDiehlwano kwezemiSebenzi, ka 1995 (Labour Relations Act, 1995), ngiyamemezela ukuthi iSivumelwano sokuChibiyela esibuthela ndawonye abasezinhlanganweni esivelayo kwiSheduli yesiNgisi exhunywe lapha, esenziwa emkhandlwini woKwenza izivumelwano kubasebenzi boHwebu Lwezophuzo Oludakayo, izindawo zokudla nokulala, Ogwini Oluseningizimu

ne Natal (Bargaining Council for the Liquor, Catering and Accommodation Trades, South Coast, Natal) futhi esibabophayo ngokwesigaba 31 soMthetho wobuDlelwano kwezemiSebenzi ka 1995 (Labour Relations Act, 1995) kulawo maqembu enza isivumelwano esichibiyelayo, sizoba yisibopho nakwabanye abaqashi nabaqashwa abakulowo mkhakha wezimboni, kusukela ngomhlaka 9 August 1999 Kuze kube mhla ziwu 30 June 2000.

**M. M. S. MDLADLANA**

**Ungqogqoshe wezemiSebenzi**

*Qaphela:* Amakhophi esiZulu alesivumelwano ayatholakala kumKhandlu wokuvumelana ophethe Uhwebo Lwezophuzo Oludakayo, Izindawo Zokudla Nokulala, Ogwini Oluseningizimu ne Natal.

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## SCHEDULE

### BARGAINING COUNCIL FOR THE LIQUOR, CATERING AND ACCOMMODATION TRADES, SOUTH COAST, NATAL

#### PROVIDENT FUND COLLECTIVE AGREEMENT

The parties to this Agreement are Natal South Coast Accommodation Association, Natal Liquor and Catering Trades Employees' Union and Hotel and Allied Restaurant Workers' Union of South Africa.

This Agreement incorporates two different sectors, being—

1. the Private Hotel and Boarding House Trade, consisting of the Natal South Coast Accommodation Association representing the employers, and Natal Liquor and Catering Trades Employees' Union representing the employees; and
2. the Liquor and Catering Trade, consisting of the Natal South Coast Accommodation Association representing the employers and Natal Liquor and Catering Trades Employees' Union and Hotel and Allied Restaurant Workers' Union of South Africa, representing the employees.

In accordance with the provisions of the Labour Relations Act, 1995, this Agreement is entered into between the Natal South Coast Accommodation Association, representing the employers in the Private Hotel and Boarding House Trade (hereinafter referred to as "the employers" or the "employers' organisation") and the Natal Liquor and Catering Trades Employees' Union, representing the employees in the Private Hotel and Boarding House Trade (hereinafter referred to as the "employees" or the "trade union") of the first part; and of the second part the Natal South Coast Accommodation Association, representing the employers in the Liquor and Catering Trade (hereinafter referred to as "the employers" or the "employers' organisation") and the Natal Liquor and Catering Trades Employees' Union and the Hotel and Allied Restaurant Workers' Union of South Africa, representing the employees in the Liquor and Catering Trade (hereinafter referred to as "the employees" or the "trade unions") being the parties to the Bargaining Council for the Liquor, Catering and Accommodation Trades, South Coast, Natal.

### 1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Liquor Trade, the Catering Trade and the Private Hotel and Boarding House Trade—

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions;
- (b) in the Magisterial Districts of Port Shepstone, Umzinto and Durban (excluding the area within a radius of 16 kilometres from the General Post Office, Durban).

(2) Clauses 1 (1) 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 such a date fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force until 30 June 2000.

### 3. DEFINITIONS

Any expression used in this Agreement which is defined in the Act shall have the same meaning as in that Act and references to an Act shall include any amendments to such Act. Further, where the context so admits, words importing the singular shall include the plural, words importing the masculine gender shall include the feminine gender and the following words and expressions shall have the following meanings:

**"Act"** means the Labour Relations Act, 1995 (Act No. 66 of 1995);

**"Annexure A"** means Annexure A to this Agreement, setting out the scale of contributions and life assurance benefits for the Liquor and Catering Trades;

**"Annexure B"** means Annexure B to this Agreement, setting out the scale of contributions and life assurance benefits for the Accommodation and Private Hotel and Boarding House Trades;

**"Assurance Company"** means Fedsure Life Assurance Limited;

**"beneficiary/beneficiaries"** means the dependant(s) and/or person(s) nominated by a member in terms of clause 6;

**"casual employee"** means an employee who is engaged for a period not exceeding four days in a week and specifically includes an employee engaged for a special function or a seasonal period;

**"Catering Trade"** means the trade carried on by an employer in terms of the Restaurant, Refreshment or Tearoom Keepers' Licence under item 20 of Part 1 of the Second Schedule to the Licences Act, 1962 and his employees engaged in the activities authorised under such licence; and where the said employer is also the holder of a liquor licence under the Liquor Act, 1989 (Act No. 27 of 1989), permitting the supply of liquor in his restaurant, refreshment or tearoom, it includes such supply to the customers therein by such employer and his employees;

**"commencement date"** means the date of coming into operation of this Agreement;

**"contribution wage"** means—

- (i) in the case of employees who are paid weekly, the weekly wage multiplied by  $4\frac{1}{3}$ ; or
- (ii) in the case of employees who are paid monthly, the monthly wage;

**"Council"** means the Bargaining Council for the Liquor, Catering and Accommodation Trades, South Coast, Natal;

**"dependant"** in relation to a member means—

- (a) a person in respect of whom the member is legally liable for maintenance;
- (b) a person in respect of whom the member is not legally liable for maintenance if such person is, at the time of the member's death—
  - (i) in the opinion of the Council in fact dependent on the member for maintenance;
  - (ii) the spouse of a member, including a party to a customary union according to Black law and custom or to a union recognised as a marriage under the tenets of any Asiatic religion;
  - (iii) a child of a member, including a posthumous child, an adopted child and an illegitimate child;
- (c) a person in respect of whom the member would have become legally liable for maintenance has the member not died;

**"entry date"** means the first day of the month in which an employee becomes a member of the Fund in terms of clause 5;

**"Fund"** means the Liquor, Catering and Accommodation Trades, South Coast, Natal, Provident Fund referred to in clause 4 of this Agreement;

**"Liquor Trade"** means the trade carried on by employers and employees, other than employees the major portion of whose time is spent in or in connection with the Catering Trade, when conducting, whether temporarily or permanently, a business where the sale of liquor is carried on and in connection with which one or more of the following licences issued under the provisions of the Liquor Act, 1928, are held:



Restaurant Liquor Licence;  
 Hotel Liquor Licence;  
 Wine and Malt Liquor Licence;  
 Theatre or Sports Ground Liquor Licence;  
 Temporary Liquor Licence;  
 Late Hours Occasional Licence;  
 Meal Time Wine and Malt Licence; and  
 Special Authority Licence issued in terms of section 100*bis* of the Liquor Act, 1928.

**"Main Agreement"** means the latest Agreement of the Council published in terms of the Act, which prescribes wages for employees employed in the Trade;

**"member"** means an employee who is eligible for or who has been admitted to membership of the Fund and in respect of whom contributions are made;

**"Private Hotel and Boarding House Trade"** means the trade of letting flats or rooms, hotelkeeper, boarding or lodging house keeper carried on by persons who are required to hold the licence specified under item 4 of Part 1 of the Second Schedule to the Licences Act, 1962 (excluding establishments in respect of which a licence is held under the provisions of the Liquor Act, 1928);

**"retirement date"** means the last day of the month in which the member retires from working in the Liquor and Catering Trades and the Private Hotel and Boarding House Trade as notified to the Assurance Company and in terms of the Rules of the Fund;

**"secretary"** means the Secretary of the Bargaining Council;

**"wage"** means the minimum laid down wage as prescribed in the Main Agreement and does not include commission, bonus or gratuity.

#### 4. CONTINUATION AND OBJECT OF THE FUND

(1) The Fund established in terms of the Agreement published under Government Notice R. 1494 of 24 September 1964 and known as the Liquor, Catering and Accommodation Trades, South Coast, Natal, Provident Fund, is hereby continued.

(2) The Fund shall be governed by its rules and regulations in force from time to time, and the benefits under the Fund are assured under Policy RS 190292, Life Assurance Policy XS 181820 and Funeral Policy OS 192853 issued by the Assurance Company.

(3) The objects of the Fund shall be to—

- (a) provide members on retirement at or after the normal retirement date with a cash benefit or an annuity;
- (b) provide payment to a member's dependants/nominated beneficiary/beneficiaries on the death of a member prior to retirement;
- (c) provide members on their retirement before the normal retirement date with certain benefits at the discretion of the Bargaining Council;
- (d) provide payment to members who before the age 65 sustain an injury or illness that renders him totally or permanently incapable of engaging in his own or similar occupation for remuneration;
- (e) provide a funeral benefit to each member on the death of each member, his spouse, his stillborn children and his children up to age 21, his children who are full-time students up to age 24 and his handicapped children; and
- (f) provide a housing loan facility.

#### 5. MEMBERSHIP

(1) Membership of the Fund shall be compulsory for all employees who on the commencement date or at any time thereafter have completed three months' continuous employment, other than in a temporary or casual capacity, with the same employer in the Liquor Trade, the Catering Trade and in the Private Hotel and Boarding House Trade and who have attained their 16th birthday and who have not attained their 70th birthday: Provided that an employee who leaves any of the Trades or who is temporarily unemployed shall resume his membership of the Fund from the date he is re-employed in the Trade if such re-employment commences within three months from the date he so left the Trade or become unemployed.

(2) A member's identify/reference number must be quoted on all forms relating to his membership.

(3) Membership of the Fund shall, however, not be compulsory in respect of an employee who on 20 May 1968 was, or who thereafter became, a participant in and member of any other Fund that on the said date provided pension or provided benefits, that was in existence on the said date and in which the employer of the employee was on the said date a participant, or in respect of the employer of such employee during such period only as such other Fund continues to operate and both employer and employee participate therein, if in the opinion of the Council the benefits of such other Fund are, on the whole, not less favourable than the benefits provided by this Fund.

(4) (a) Every employee eligible to become a member of the Fund shall, on entering the Trade for the first time, and all existing members shall, when requested to do so by the Council, supply the information so requested.

- (b) The Council shall issue a membership card to every member of the Fund.
- (c) Every employer shall, on engaging an employee, demand from the said employee the membership card issued by the Council and the said employee shall, if he is or was a member of the Fund, produce the said card.
- (d) The membership card shall be retained by the employer in safekeeping and returned to the member on the termination of his employment.
- (e) The employer shall when an employee who is a member leaves his service, complete the employment details on the membership card:
  - (i) Employers must enter the particulars in respect of all new employees on the copy of the monthly contribution schedule issued by the Assurance Company before returning same to the Council.
  - (ii) Employers compiling their own contribution schedules must likewise supply the particulars of new employees and must in addition submit the Provident Fund membership number and name of each member whose service was terminated during the month to which the schedule refers.

## 6. BENEFICIARIES

- (1) Every member shall inform the Council of the name of his beneficiary.
- (2) For the purpose of subclause (1) of this clause, the following shall be considered to be beneficiaries:
  - (a) A member's dependants; and
  - (b) any other person approved by the Council and nominated by the member in terms of subclause (1).
- (3) Should a member have no dependant who he can nominate as a beneficiary in terms of subclause (1), he may nominate any other person, provided he has signed and submitted to the Council a declaration that he has no dependants.
- (4) In the event of a member failing to make a nomination in terms of subclause (1), the Council shall pay the benefit into the deceased's estate.
- (5) If within one year of the death of the member, or within such longer period as the Council, in terms of the rules of the Fund, may allow, no claim is made by a beneficiary, the Council shall pay the benefit into the deceased's estate and thereafter there shall be no further claim against the Fund.
- (6) Should the beneficiary or his nominated guardian be under the age of 21 years, or a person who, in the opinion of the Council, would not be capable of handling money judiciously, the Council shall have the right to retain the benefits due in trust and pay it to the beneficiary or his guardian in a manner that shall be decided upon by the Council.

## 7. CONTRIBUTIONS

- (1) Each member shall contribute monthly a sum determined in accordance with the scales of contributions set out in Annexure A.
- (2) The contributions referred to in subclause (1) shall be reflected through the wage records each and every month.
- (3) Every employer shall contribute monthly an amount equal to the contributions referred to in subclause (1) in respect of each member in his employ.
- (4) The Assurance Company shall compile premium schedules, which shall be submitted to the Council before the 15th of each month. The Council shall forward the relevant premium schedule to each employer.
- (5) Every employer shall forward the total members' and employers' contributions for the relevant month together with the premium schedules for that month to the Secretary of the Bargaining Council for the Liquor, Catering and Accommodation Trades, South Coast, Natal, P.O. Box 1590, Port Shepstone, 4240, so as to reach that office not later than the 15th day of the month following that in respect of which deductions were made.

## 8. ADMINISTRATION OF THE FUND

- (1) The administration, management and control of the Fund and the payment of benefits from the Fund shall be vested in the Bargaining Council as laid down in the Constitution of the Fund's Board.
- (2) (a) The Council shall have the power to make, alter and amend its own rules of procedure and to make, amend and alter rules governing the administration of the Fund: Provided that such rules or any amendment thereof shall not be inconsistent with the provisions of this Agreement or with the provisions of any other law.
- (b) A copy of the Fund Rules and any amendment thereto shall be furnished to the Director-General of Labour.
- (c) A copy of the Rules and any amendment thereto shall be available for inspection by any employer or contributor at the office of the Secretary of the Council during office hours.

## 9. FINANCIAL CONTROL

- (1) All moneys received on account of the Fund shall be paid within seven days into the Council's banking account and shall be transmitted to the Assurance Company not later than the last day of the month during which it was received.

(2) The whole of the expenses in connection with or incidental to the management or administration of the Fund and the investment of its monies, including the cost of audit, shall be paid by the Fund.

(3) Payments by the Fund in terms of subclause (1) shall be by cheque drawn by the Assurance Company in the name of the member.

(4) The Council shall appoint a registered public accountant or accountants to conduct an annual audit of the accounts of the Fund and the payments to the Assurance Company for the period ending 31 December each year. The audited statement and balance sheet shall be certified by the auditor of the Council and countersigned by the Chairman of the Council and shall thereafter lie for inspection at the office of the Council. Copies thereof shall be transmitted to the Registrar of Labour Relations within three months after the aforementioned date.

(5) Surplus funds shall not be invested otherwise than in—

- (a) savings accounts, permanent shares or fixed deposits in any registered bank or financial institution;
- (b) internal registered stock as contemplated in section 21 of the Exchequer Act, 1975 (Act No. 66 of 1975);
- (c) a registered unit trust; or
- (d) any other manner approved by the Registrar.

#### 10. INDEMNITY

(1) The members and Secretary of the Council shall not be held responsible for any act which may result in loss to the Fund where such act was done in good faith and shall not be liable for the debts and liabilities of the Fund, and they are hereby indemnified the Fund against all losses and expenses incurred by them in or about the bona fide discharge of their duties.

(2) The Council shall not be held responsible for any contributions deducted and any contributions due and payable by the employer not paid into the Fund, on sequestration or liquidation of the employer's estate or at all.

#### 11. INTERPRETATION, APPLICATION AND ENFORCEMENT OF BARGAINING COUNCIL AGREEMENT

(1) The Bargaining Council shall be the body responsible for the administration of this Agreement and may issue expressions of opinion not inconsistent with the provisions thereof for the guidance of the employer and employees.

(2) Any person or party in writing may refer a complaint concerning the interpretation, application or enforcement of any collective agreement concluded by the Council to the Secretary.

(3) The Secretary must initiate an investigation into the complaint and may require a designated agent to investigate the complaint.

(4) For the purpose of any investigation, a designated agent has all the powers referred to in section 33 (3) of the Act.

(5) A designated agent who after having investigated a complaint has reasonable grounds to believe that an employer or employee has not complied with a provision of a collective agreement—

- (a) must endeavour to secure compliance with the agreement through conciliation;
- (b) after affording the party allegedly in breach of the collective agreement an opportunity to comment upon a proposed order, may issue an order calling upon the party to comply in a specific manner with the provisions of the agreement.

(6) The designated agent must submit a written report to the secretary which—

- (a) records the steps taken to secure compliance and whether these steps have been successful; or
- (b) if the complaint remains unresolved, make recommendations for resolving the complaint, which may include a recommendation that the dispute be referred for further conciliation.

(7) A party to a complaint that is not resolved within 30 days of referral to the Secretary in terms of subclause (2) may refer the dispute to the CCMA, for arbitration.

(8) The Secretary may initiate an investigation into and may direct a designated agent to investigate a failure by an employer or employee to comply with any agreement concluded by the Council even if there has been no complaint. Subclauses (4) and (6) apply to the investigation in terms of this provision.

(9) If a matter which is investigated in terms of subclause (8) is not concluded within 30 days, the Secretary may refer the dispute to the CCMA for arbitration.

#### 12. EXPIRY OF AGREEMENT AND DISSOLUTION OF THE BARGAINING COUNCIL

(1) In the event of the expiry of this Agreement by effluxion of time or cessation for any other cause, and no subsequent Agreement being negotiated for the purpose of continuing the operation of the Fund and the Fund not being transferred by the Council to any other Fund constituted for the same purpose, the Fund shall continue to operate or be liquidated in terms of the Pension Funds Act, 1956 (Act No. 24 of 1956).

(2) In the event of the dissolution of the Council or in the event of its ceasing to function during any period in which this Agreement is binding, the members and alternates of the Fund's Board ("the Board") at the date on which the Council ceases to function or is dissolved shall continue to be members and alternates of the Board for the purpose of the management of the Fund and shall continue to manage the Fund: Provided that—



- (i) any vacancy occurring on the Board shall be filled by the Registrar of Labour Relations from employers or employees in the Liquor Trade, the Catering Trade and Private Hotel and Boarding House Trade, to ensure an equality of employer and employee representatives in the membership of the Board;
- (ii) in the event that the Fund is to be liquidated in terms of its rules, the liquidator approved by the Registrar of Pension Funds shall be deemed to be the Board during the Fund's liquidation.

### 13. AGENTS

The Bargaining Council shall request the Minister in terms of section 33 (1) of the Act to appoint one or more specified persons to assist in giving effect to the terms of the Agreement, and it shall be the duty of every employer and employee to permit such designated agents to institute such enquiries and to examine such books and/or documents and to interrogate such persons as may be necessary for this purpose.

### 14. EXEMPTIONS

- (1) Any application for exemption from this or a part of this Collective Agreement must be made in writing to the Council.
- (2) The procedures for consideration of applications for exemptions by the Council and the independent body are as follows:
  - (a) The applicant must furnish extensive details of the Provident Fund/Retirement Fund in favour of which he is seeking exemption.
  - (b) A document signed by the employees in the presence of the trade union concerned stating that they understand and agree with the application for exemption must accompany the application.
  - (c) The Secretary must serve a copy of each application on the employer and trade union parties to the Council.
  - (d) The parties to the Council may within 30 days of receipt of the application make written comments on the application.
  - (e) The Secretary must serve a copy of any comments made by the parties on the applicant, who may within 30 days make a written response to any comments made by a party to the Council.
  - (f) The Council must prepare a written decision on each application for an exemption. The Secretary must supply a copy of every decision of an exemption to the applicant and to the parties to the Council.
  - (g) If an exemption has been denied, applications from non-parties should then be forwarded to the independent body hereby appointed by the Council within 15 days for its consideration.
  - (h) The independent body must prepare a written decision within 30 days from the date of submission on each application for an exemption from non-parties. The Secretary must supply a copy of every decision on an application for exemption considered by the independent body to the applicant and to the parties of the Council.
- (3) The independent body may, having regard to the individual merits of each application, grant an exemption from this Agreement to an employer or an employee if—
  - (a) it is fair to both employer, its employees and other employers and employees in the sector;
  - (b) it does not undermine the Agreement;
  - (c) it will make a material difference to the viability of an applicant's business; and
  - (d) it will assist to overcome economic hardship occurring during the currency of the Agreement and will save unnecessary job loss.

### 15. EXHIBITION OF AGREEMENT

Every employer within the area of jurisdiction of the Council shall affix or keep affixed in some conspicuous place upon his premises a copy of this Agreement so as to be accessible to members of the Fund.

Signed at Port Shepstone this 16th day of April 1999.

**D. G. COMINOS**

Chairperson of the Council

**L. REDDY**

Vice-Chairperson of the Council

**S. E. BEZUIDENHOUT**

Secretary of the Council

## ANNEXURE A

## SCALE OF CONTRIBUTIONS IN THE LIQUOR AND CATERING TRADE

Contribution Wage	Monthly member 4%	Monthly employer 4%
R400 to R499,99 inclusive .....	18,00	18,00
R500 to R599,99 inclusive .....	22,00	22,00
R600 to R699,99 inclusive .....	26,00	26,00
R700 to R799,99 inclusive .....	30,00	30,00
R800 to R899,99 inclusive .....	34,00	34,00
R900 to R999,99 inclusive .....	38,00	38,00
R1 000 to R1 099,99 inclusive .....	42,00	42,00
R1 100 to R1 199,99 inclusive .....	46,00	46,00
R1 200 to R1 299,99 inclusive .....	50,00	50,00
R1 300 to R1 399,99 inclusive .....	54,00	54,00
R1 400 to R1 499,99 inclusive .....	58,00	58,00
R1 500 to R1 599,99 inclusive .....	62,00	62,00
R1 600 to R1 699,99 inclusive .....	66,00	66,00
R1 700 to R1 799,99 inclusive .....	70,00	70,00
R1 800 to R1 899,99 inclusive .....	74,00	74,00
R1 900 to R1 999,99 inclusive .....	78,00	78,00
R2 000 to R2 099,99 inclusive .....	82,00	82,00
R2 100 to R2 199,99 inclusive .....	86,00	86,00
R2 200 to R2 299,99 inclusive .....	90,00	90,00
R2 300 to R2 399,99 inclusive .....	94,00	94,00
R2 400 to R2 499,99 inclusive .....	98,00	98,00
R2 500 to R2 599,99 inclusive .....	102,00	102,00
R2 600 to R2 699,99 inclusive .....	106,00	106,00
R2 700 to R2 799,99 inclusive .....	110,00	110,00
R2 800 to R2 899,99 inclusive .....	114,00	114,00
R2 900 to R2 999,99 inclusive .....	118,00	118,00
R3 000 to R3 099,99 inclusive .....	122,00	122,00
R3 100 to R3 199,99 inclusive .....	126,00	126,00
R3 200 to R3 299,99 inclusive .....	130,00	130,00
R3 300 to R3 399,99 inclusive .....	134,00	134,00
R3 400 to R3 499,99 inclusive .....	138,00	138,00
R3 500 to R3 599,99 inclusive .....	142,00	142,00
R3 600 to R3 699,99 inclusive .....	146,00	146,00
R3 700 to R3 799,99 inclusive .....	150,00	150,00
R3 800 to R3 899,99 inclusive .....	154,00	154,00
R3 900 to R3 999,99 inclusive .....	158,00	158,00
R4 000 to R4 099,99 inclusive .....	162,00	162,00
R4 100 to R4 199,99 inclusive .....	166,00	166,00
R4 200 to R4 299,99 inclusive .....	170,00	170,00
R4 300 to R4 399,99 inclusive .....	174,00	174,00
R4 400 to R4 499,99 inclusive .....	178,00	178,00
R4 500 to R4 599,99 inclusive .....	182,00	182,00



Contribution Wage	Monthly member 4%	Monthly employer 4%
R4 600 to R4 699,99 inclusive .....	186,00	186,00
R4 700 to R4 799,99 inclusive .....	190,00	190,00
R4 800 to R4 899,99 inclusive .....	194,00	194,00
R4 900 to R4 999,99 inclusive .....	198,00	198,00
R5 000 to R5 099,99 inclusive .....	202,00	202,00

**ANNEXURE B****SCALE OF CONTRIBUTIONS FOR THE PRIVATE HOTEL AND BOARDING HOUSE TRADE and ACCOMMODATION TRADE**

Contribution Wage	Monthly member 6%	Monthly employer 6%
R400 to R499,99 inclusive .....	27,00	27,00
R500 to R599,99 inclusive .....	33,00	33,00
R600 to R699,99 inclusive .....	39,00	39,00
R700 to R799,99 inclusive .....	45,00	45,00
R800 to R899,99 inclusive .....	51,00	51,00
R900 to R999,99 inclusive .....	57,00	57,00
R1 000 to R1 099,99 inclusive .....	63,00	63,00
R1 100 to R1 199,99 inclusive .....	69,00	69,00
R1 200 to R1 299,99 inclusive .....	75,00	75,00
R1 300 to R1 399,99 inclusive .....	81,00	81,00
R1 400 to R1 499,99 inclusive .....	87,00	87,00
R1 500 to R1 599,99 inclusive .....	93,00	93,00
R1 600 to R1 699,99 inclusive .....	99,00	99,00
R1 700 to R1 799,99 inclusive .....	105,00	105,00
R1 800 to R1 899,99 inclusive .....	111,00	111,00
R1 900 to R1 999,99 inclusive .....	117,00	117,00
R2 000 to R2 099,99 inclusive .....	123,00	123,00
R2 100 to R2 199,99 inclusive .....	129,00	129,00
R2 200 to R2 299,99 inclusive .....	135,00	135,00
R2 300 to R2 399,99 inclusive .....	141,00	141,00
R2 400 to R2 499,99 inclusive .....	147,00	147,00
R2 500 to R2 599,99 inclusive .....	153,00	153,00
R2 600 to R2 699,99 inclusive .....	159,00	159,00
R2 700 to R2 799,99 inclusive .....	165,00	165,00
R2 800 to R2 899,99 inclusive .....	171,00	171,00
R2 900 to R2 999,99 inclusive .....	177,00	177,00
R3 000 to R3 099,99 inclusive .....	183,00	183,00
R3 100 to R3 199,99 inclusive .....	189,00	189,00
R3 200 to R3 299,99 inclusive .....	195,00	195,00
R3 300 to R3 399,99 inclusive .....	201,00	201,00
R3 400 to R3 499,99 inclusive .....	207,00	207,00
R3 500 to R3 599,99 inclusive .....	213,00	213,00
R3 600 to R3 699,99 inclusive .....	219,00	219,00

Contribution Wage	Monthly member 6%	Monthly employer 6%
R3 700 to R3 799,99 inclusive .....	225,00	225,00
R3 800 to R3 899,99 inclusive .....	231,00	231,00
R3 900 to R3 999,99 inclusive .....	237,00	237,00
R4 000 to R4 099,99 inclusive .....	243,00	243,00
R4 100 to R4 199,99 inclusive .....	249,00	249,00
R4 200 to R4 299,99 inclusive .....	255,00	255,00
R4 300 to R4 399,99 inclusive .....	261,00	261,00
R4 400 to R4 499,99 inclusive .....	267,00	267,00
R4 500 to R4 599,99 inclusive .....	273,00	273,00
R4 600 to R4 699,99 inclusive .....	279,00	279,00
R4 700 to R4 799,99 inclusive .....	285,00	285,00
R4 800 to R4 899,99 inclusive .....	291,00	291,00
R4 900 to R4 999,99 inclusive .....	297,00	297,00
R5 000 to R5 099,99 inclusive .....	303,00	303,00

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# THE WEATHER BUREAU HELPS FARMERS TO PLAN THEIR CROP



THE WEATHER BUREAU: DEPARTMENT OF ENVIRONMENTAL AFFAIRS & TOURISM  
DIE WEERBURO: DEPARTEMENT VAN OMGEWINGSAKE EN TOERISME

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