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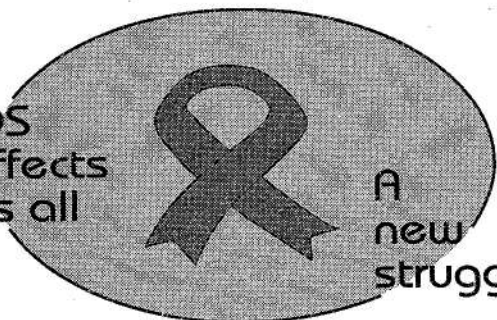
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PRETORIA, 22 OCTOBER
OKTOBER 1999

No. 20547

We all have the power to prevent AIDS

AIDS
affects
us all



A
new
struggle

Prevention is the cure

**AIDS
HELPLINE**

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DEPARTMENT OF HEALTH

GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF AGRICULTURE DEPARTEMENT VAN LANDBOU

No. R. 1241**22 October 1999**

AGRICULTURAL PRODUCT STANDARDS ACT, 1990 (ACT No. 119 OF 1990)

STANDARDS AND REQUIREMENTS REGARDING CONTROL OF THE EXPORT OF PLUMS AND PRUNES: AMENDMENT

I, Ebenhaezer Rademeyer, appointed as Executive Officer in terms of section 2 (1) of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), hereby give notice under section 4 (3) (c) of the said Act, that—

- (a) the standards and requirements regarding the control of the export of plums and prunes as stipulated in Government Notice No R. 1983 of 23 August 1991 and promulgated by Government Notice No. 2632 of 30 October 1998, are hereby amended; and
- (b) the amendments mentioned in paragraph (a)—
 - (i) shall be available for inspection at the office of the Executive Officer: Agricultural Product Standards, Dirk Uys Building, Hamilton Street, Arcadia, Pretoria;
 - (ii) may be obtained from the Executive Officer: Agricultural Product Standards, Department of Agriculture, Private Bag X258, Pretoria, 0001. Tel. (012) 319-6048 or fax (012) 319-6055, on payment of the prescribed fees; and
 - (iii) shall come into operation seven days after publication of this notice.

E. RADEMEYER**Executive Officer: Agricultural Product Standards****No. R. 1241****22 Oktober 1999**

WET OP LANDBOUPRODUKSTANDAARDE, 1990 (WET No. 119 VAN 1990)

STANDAARDE EN VEREISTES BETREFFENDE BEHEER OOR DIE UITVOER VAN PRUIE EN PRUIMEDANTE: WYSIGING

Ek, Ebenhaezer Rademeyer, ingevolge artikel 2 (1) van die Wet op Landbouprodukstandaarde, 1990 (Wet No. 119 van 1990), as Uitvoerende Beampte aangewys, gee hiermee kragtens artikel 4 (3) (c) van die vermelde Wet, kennis dat—

- (a) die standaarde en vereistes betreffende beheer oor die uitvoer van pruie en pruimedante, soos vasgestel in Goewermentskennisgewing No. R. 1983 van 23 Augustus 1991 en afgekondig in Goewermentskennisgewing No. R. 2632 van 30 Oktober 1998, hiermee gewysig word; en
- (b) die wysigings in paragraaf (a) vermeld—
 - (i) ter insae beskikbaar is by die kantoor van die Uitvoerende Beampte: Landbouprodukstandaarde, Dirk Uysgebou, Hamiltonstraat, Arcadia, Pretoria;
 - (ii) teen betaling van die voorgeskrewe bedrag vanaf die Uitvoerende Beampte: Landbouprodukstandaarde, Departement van Landbou, Privaatsak X258, Pretoria, 0001. Tel. (012) 319-6048 of faks (012) 319-6055, verkrygbaar is; en
 - (iii) sewe dae na publikasie van hierdie kennisgewing in werking tree.

E. RADEMEYER**Uitvoerende Beampte: Landbouprodukstandaarde****No. R. 1242****22 October 1999**

AGRICULTURAL PRODUCT STANDARDS ACT, 1990 (ACT No. 119 OF 1990)

STANDARDS AND REQUIREMENTS REGARDING CONTROL OF THE EXPORT OF TABLE GRAPES: AMENDMENT

I, Ebenhaezer Rademeyer, appointed as Executive Officer in terms of section 2 (1) of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), hereby give notice under section 4 (3) (c) of the said Act, that—

- (a) the standards and requirements regarding the control of the export of table grapes as stipulated in Government Notice No R. 1983 of 23 August 1991 and promulgated by Government Notice No. 1266 of 9 October 1998, are hereby amended; and

(b) the amendments mentioned in paragraph (a)—

- (i) shall be available for inspection at the office of the Executive Officer: Agricultural Product Standards, Dirk Uys Building, Hamilton Street, Arcadia, Pretoria;
- (ii) may be obtained from the Executive Officer: Agricultural Product Standards, Department of Agriculture, Private Bag X258, Pretoria, 0001. Tel. (012) 319-6048 or fax (012) 319-6055, on payment of the prescribed fees; and
- (iii) shall come into operation seven days after publication of this notice.

E. RADEMEYER

Executive Officer: Agricultural Product Standards

No. R. 1242

22 Oktober 1999

WET OP LANDBOUPRODUKSTANDAARDE, 1990 (WET No. 119 VAN 1990)

STANDAARDE EN VEREISTES BETREFFENDE BEHEER OOR DIE UITVOER VAN TAFELDRIUWE: WYSIGING

Ek, Ebenhaezer Rademeyer, ingevolge artikel 2 (1) van die Wet op Landbouprodukstandaarde, 1990 (Wet No. 119 van 1990), as Uitvoerende Beamppte aangewys, gee hiermee kragtens artikel 4 (3) (c) van die vermelde Wet, kennis dat—

- (a) die standaarde en vereistes betreffende beheer oor die uitvoer van tafeldriuwe, soos vasgestel in Goewermentskenningsgewing No. R. 1266 van 9 Oktober 1998, hiermee gewysig word; en
- (b) die wysigings in paragraaf (a) vermeld—
 - (i) ter insae beskikbaar is by die kantoor van die Uitvoerende Beamppte: Landbouprodukstandaarde, Dirk Uysgebou, Hamiltonstraat, Arcadia, Pretoria;
 - (ii) teen betaling van die voorgeskrewe bedrag vanaf die Uitvoerende Beamppte: Landbouprodukstandaarde, Departement van Landbou, Privaatsak X258, Pretoria, 0001. Tel. (012) 319-6048 of faks (012) 319-6055, verkrygbaar is; en
 - (iii) sewe dae na publikasie van hierdie kennisgewing in werking tree.

E. RADEMEYER

Uitvoerende Beamppte: Landbouprodukstandaarde

No. R. 1243

22 October 1999

AGRICULTURAL PRODUCT STANDARDS ACT, 1990 (ACT No. 119 OF 1990)

PROPOSED DRY BEANS GRADING REGULATIONS

The Executive Officer: Agricultural Product Standards, intends to request the Minister of Agriculture to make regulations under section 15, read in conjunction with section 3 (1), of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1999), relating to the grading of dry beans intended for sale in the Republic of South Africa.

The proposed regulations are available for inspection and copies can be obtained from the Executive Office: Agricultural Product Standards, Dirk Uys Building, 30 Hamilton Street, Arcadia, Pretoria, or Private Bag X258, Pretoria, 0001; telephone (012) 319-6028; fax (012) 319-6055.

Interested parties who wish to comment or make representations regarding the draft regulations are invited to furnish such comments or representations in writing to the Executive Officer at the above address, not later than 30 November 1999.

E. RADEMEYER

Executive Officer: Agricultural Product Standards

No. R. 1243

22 Oktober 1999

WET OP LANDBOUPRODUKSTANDAARDE, 1990 (WET No. 119 VAN 1990)

VOORGESTELDE DROËBONE GRADERING REGULASIES

Die Uitvoerende Beamppte: Landbouprodukstandaarde, is van voorneme om die Minister van Landbou te versoek om regulasies kragtens artikel 15, gelees met artikel 3 (1), van die Wet op Landbouprodukstandaarde, 1990 (Wet No. 119 van 1990), betreffende die gradering van droëbone bestem vir die verkoop in die Republiek van Suid-Afrika uit te vaardig.

Die voorgestelde regulasies is ter insae beskikbaar by en afskrifte kan bestel word vanaf die Uitvoerende Beamppte: Landbouprodukstandaarde, Dirk Uysgebou, Hamiltonstraat 30, Arcadia, Pretoria, of Privaatsak X258, Pretoria, 0001; telefoon (012) 319-6028; faks (012) 319-6055.

Belanghebbende persone word versoek om nie later nie as 30 November 1999 skriftelike kommentaar of vertoë wat hulle in verband met die voorgestelde regulasies wil lewer, aan die Uitvoerende Beamppte by bogenoemde adres voor te lê.

E. RADEMEYER

Uitvoerende Beamppte: Landbouprodukstandaarde

No. R. 1244**22 October 1999****AGRICULTURAL PRODUCT STANDARDS ACT, 1990 (ACT No. 119 OF 1990)****STANDARDS AND REQUIREMENTS REGARDING CONTROL OF EXPORT OF PEACHES AND NECTARINES: AMENDMENT**

I, Ebenhaezer Rademeyer, appointed as Executive Officer in terms of section 2 (1) of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), hereby give notice under section 4 (3) (c) of the said Act, that—

- (a) the standards and requirements regarding the control of the export of peaches and nectarines as stipulated by Government Notice No. R.1983 of 23 August 1991 and promulgated in Government Notice No. 1265 of 9 October 1998, as amended by Government Notice No. 19873 of 1 April 1999, are hereby further amended; and
- (b) the amendments mentioned in paragraph (a)—
 - (i) shall be available for inspection at the office of the Executive Officer: Agricultural Product Standards, Dirk Uys Building, Hamilton Street, Arcadia, Pretoria;
 - (ii) may be obtained from the Executive Officer: Agricultural Product Standards, Department of Agriculture, Private Bag X258, Pretoria, 0001. Tel. (012) 319-6023 or fax (012) 319-6055, on payment of the prescribed fees; and
 - (iii) shall come into operation seven days after publication of this notice.

E. RADEMEYER**Executive Officer: Agricultural Product Standards****No. R. 1244****22 Oktober 1999****WET OP LANDBOUPRODUKSTANDAARDE, 1990 (WET No. 119 VAN 1990)****STANDAARDE EN VEREISTES BETREFFENDE BEHEER OOR DIE UITVOER VAN PERSKES EN NEKTARIENE: WYSIGING**

Ek, Ebenhaezer Rademeyer, ingevolge artikel 2 (1) van die Wet op Landbouprodukstandaarde, 1990 (Wet No. 119 van 1990), as Uitvoerende Beampte aangewys, gee hiermee kragtens artikel 4 (3) (c) van die vermelde Wet, kennis dat—

- (a) die standaarde en vereistes betreffende beheer oor die uitvoer van perskes en nektariene, soos vasgestel deur Goewermentskennisgewing No. R. 1983 van 23 August 1991 en afgekondig in Goewermentskennisgewing No. 1265 van 9 Oktober 1998, soos gewysig deur Goewermentskennisgewing No. R. 19873 van 1 April 1999, hiermee verder gewysig word; en
- (b) die wysigings in paragraaf (a) vermeld—
 - (i) ter insae beskikbaar is by die kantoor van die Uitvoerende Beampte: Landbouprodukstandaarde, Dirk Uysgebou, Hamiltonstraat, Arcadia, Pretoria;
 - (ii) teen betaling van die voorgeskrewe bedrag vanaf die Uitvoerende Beampte: Landbouprodukstandaarde, Departement van Landbou, Privaatsak X258, Pretoria, 0001. Tel. (012) 319-6023, faks (012) 319-6055, verkrygbaar is; en
 - (iii) sewe dae na publikasie van hierdie kennisgewing in werking tree.

E. RADEMEYER**Uitvoerende Beampte: Landbouprodukstandaarde****No. R. 1245****22 October 1999****AGRICULTURAL PRODUCT STANDARDS ACT (ACT No. 119 OF 1990)****STANDARDS AND REQUIREMENTS REGARDING CONTROL OF EXPORT OF APRICOTS: AMENDMENT**

I, Ebenhaezer Rademeyer, appointed as Executive Officer in terms of section 2 (1) of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990), hereby give notice under section 4 (3) (c) of the said Act, that—

- (a) the standards and requirements regarding the control of the export of Apricots as stipulated by Government Notice No. R.1983 of 23 August 1991 and promulgated in Government Notice No. 1267 of 9 October 1998 are hereby amended; and
- (b) the amendments mentioned in paragraph (a)—
 - (i) shall be available for inspection at the office of the Executive Officer: Agricultural Product Standards, Dirk Uys Building, Hamilton Street, Arcadia, Pretoria;
 - (ii) may be obtained from the Executive Officer: Agricultural Product Standards, Department of Agriculture, Private Bag X258, Pretoria, 0001. Tel. (012) 319-6023 or fax (012) 319-6055, on payment of the prescribed fees; and
 - (iii) shall come into operation seven days after publication of this notice.

E. RADEMEYER**Executive Officer: Agricultural Product Standards**

No. R. 1245

22 Oktober 1999

WET OP LANDBOUPRODUKSTANDAARDE (WET No. 119 VAN 1990)

STANDAARDE EN VEREISTES BETREFFENDE BEHEER OOR DIE UITVOER VAN APPELKOSE: WYSIGING

Ek, Ebenhaezer Rademeyer, ingevolge artikel 2 (1) van die Wet op Landbouprodukstandaarde, 1990 (Wet No. 119 van 1990), as Uitvoerende Beampete aangewys, gee hiermee kragtens artikel 4 (3) (c) van die vermelde Wet, kennis dat—

- (a) die standaarde en vereistes betreffende beheer oor die uitvoer van appeltose, soos vasgestel deur Goewermentskennisgewing No. R. 1983 van 23 August 1991 en afgekondig in Goewermentskennisgewing No. 1267 van 9 Oktober 1998 hiermee gewysig word; en
- (b) die wysigings in paragraaf (a) vermeld—
 - (i) ter insae beskikbaar is by die kantoor van die Uitvoerende Beampete: Landbouprodukstandaarde, Dirk Uysgebou, Hamiltonstraat, Arcadia, Pretoria;
 - (ii) teen betaling van die voorgeskrewe bedrag vanaf die Uitvoerende Beampete: Landbouprodukstandaarde, Departement van Landbou, Privaatsak X258, Pretoria, 0001. Tel. (012) 319-6023, faks (012) 319-6055, verkrygbaar is; en
 - (iii) sewe dae na publikasie van hierdie kennisgewing in werking tree.

E. RADEMEYER

Uitvoerende Beampete: Landbouprodukstandaarde

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 1216

22 October 1999

LABOUR RELATIONS ACT, 1995

CANCELLATION OF GOVERNMENT NOTICES

FURNITURE MANUFACTURING INDUSTRY, KWAZULU-NATAL: MAIN COLLECTIVE AGREEMENT

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of section 32 (7) of the Labour Relations Act, 1995, cancel Government Notices Nos. R. 685 of 18 May 1998, R. 1660 of 18 December 1998 and R. 312 of 12 March 1999, with effect from 1 November 1999.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1216

22 Oktober 1999

WET OP ARBEIDSVERHOUDINGE, 1995

INTREKKING VAN GOEWERMENTSKENNISGEWINGS

MEUBELNYWERHEID, KWAZULU-NATAL: HOOF KOLLEKTIEWE OOREENKOMS

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, trek hierby, kragtens artikel 32 (7) van die Wet op Arbeidsverhoudinge, 1995, Goewermentskennisgewing Nos. R. 685 van 18 Mei 1998, R. 1660 of 18 Desember 1998 en R. 312 van 12 Maart 1999 in, met ingang van 1 November 1999.

M. M. S. MDLADLANA

Minister van Arbeid

No. R. 1217

22 October 1999

LABOUR RELATIONS ACT, 1995

BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY, KWAZULU-NATAL: EXTENSION OF MAIN RE-ENACTING AND AMENDING COLLECTIVE AGREEMENT TO NON-PARTIES

Under section 32 (2) of the Labour Relations Act, 1995 (Act No. 66 of 1995), I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby declare that, from 1 November 1999 to 30 June 2005, the Collective Agreement in the Schedule, which was concluded in the Bargaining Council for the Furniture Manufacturing Industry, KwaZulu-Natal, is binding on other employers and employees in that Industry, not parties to that Agreement, in the areas known as—

- (a) Area A in the Province of Natal, which consists of the Magisterial Districts of Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown, in the Province of Natal as it existed on 3 July 1954 and the Magisterial District of Mount Currie as it existed on 3 July 1954;

- (b) Area B, which consists of the Magisterial Districts of Umvoti (Greytown), Lions River, Port Shepstone, Richmond, Lower Tugela and Umzinto, and the municipal areas of Estcourt, Ladysmith and Newcastle as it existed on 3 July 1954;
- (c) Area C, which consists of the remainder of the Province of KwaZulu-Natal, excluding any portion of those areas which will fall within the self-governing territory of KwaZulu and the Republic of Transkei immediately prior to the commencement of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993).

M. M. S. MDLADLANA

Minister of Labour

SCHEDULE

BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY, KWAZULU-NATAL

COLLECTIVE AGREEMENT

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

KWAZULU-NATAL FURNITURE MANUFACTURER'S ASSOCIATION

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

NATIONAL UNION OF FURNITURE AND ALLIED WORKERS OF SOUTH AFRICA

and the

PAPER PRINTING WOOD AND ALLIED WORKERS' UNION

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

being the parties of the Bargaining Council for the Furniture Manufacturing Industry, KwaZulu-Natal,

to amend the main agreement published under *Government Notice* No. R. 685 dated 18 May 1998, as amended by *Government Notice* R. 1660 of 18 December 1998 and R. 312 dated 12 March 1999.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry, KwaZulu-Natal—

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, and who are engaged and employed therein, respectively;
- (b) in Area A, which consists of the Magisterial Districts of Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown and Mount Currie;
- (c) in Area B, which consists of the Magisterial Districts of Umvoti (Greytown), Lions River, Port Shepstone, Richmond, Lower Tugela and Umzinto and the municipal areas of Estcourt, Ladysmith and Newcastle;
- (d) in Area C, which consists of the remainder of the Province of KwaZulu-Natal.

- (2) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall—

- (a) apply only in respect of employees for whom minimum wages are prescribed in this Agreement;
- (b) apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contracts entered into or any conditions fixed thereunder;
- (c) not apply to professional, technical, administrative, sales and office staff: Provided that such employees are in receipt of regular remuneration in excess of the maximum rate prescribed in Schedule A of this Agreement, excluding clause XXI, plus R35,00;
- (d) not apply to managers, submanagers, foremen and supervisory staff if such employees are in receipt of regular remuneration of not less than R40 920 per annum, or where the employer of such staff does not provide or maintain a registered pension or registered provident fund and a registered medical aid fund, R48 140 per annum. These limits shall be increased from year to year by the same percentages as the increases granted to employees earning the highest rate set out in Schedule A of this Agreement.

(3) Notwithstanding the provisions of subclauses (1) and (2), the provisions of the Agreement published under Government Notice No. R. 685 of 18 May 1998, excluding those contained in clauses 13 (1) and (2), 16, 17 (1), (2), (3), (4), (5) and (9), 20 and 23, shall not apply to an employer who carries on not more than one business within the scope of application of this Agreement and who employs fewer than five employees at all times in or in connection with such business and who complies with the relevant provisions of the Basic Conditions of Employment Act, 1983: Provided that working employers shall be regarded as employees for the purpose of establishing the number of employees in such business: Provided further that where such an employer elects voluntarily to contribute to any of the funds administered by the Council, he shall be deemed to have five employees in his employ.

(4) The provisions of subclause (3) shall not apply where an employer has more than four employees in his employ at the date of coming into operation of this Agreement, and subsequently reduces his number of employees to fewer than five.

(5) Notwithstanding the provisions contained in subclause (3) no employer who has taken advantage of and enjoyed the exclusion contained therein shall continue to do so for a period exceeding three years and upon expiry of the three-year period all the provisions of the Agreement shall apply to such employer and his employees.

(6) The terms of this Agreement shall not apply to non-parties in respect of clauses 1 (1) (a), 2 and 3.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be 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 2005.

3. SPECIAL PROVISIONS

The provisions of clauses 7 (5) (c) (ii) (ab), 25, 41 and 45 of the Agreement published under Government Notice No. R. 685 of 18 May 1998, as amended by Government Notices Nos. R. 1660 of 18 December 1998 and R. 312 of 12 March 1999 (hereinafter referred to as the "Former Agreement"), as further extended, renewed and amended from time to time, shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 7 (5) (c) (ii) (aa), 7 (5) (d) to 24, 26 to 40, 42 to 44 and 46 of the Former Agreement (as further extended, renewed and amended from time to time), shall apply to employers and employees.

5. CLAUSE 32: TERMINATION OF CONTRACT OF EMPLOYMENT

Delete the expression "up to a minimum of 12 weeks" where it appears at the end of subclause (4).

6. CLAUSE 38B: REMUNERATION

6.1 Substitute the following for subclause 38B (1):

"(1) No employer shall pay and no employee shall accept wages lower than those prescribed hereunder:

	Minimum	
	per hour	per week
	R	R
(a) Driver of a motor vehicle, other than steam-propelled, authorised to carry or haul a pay-load of—		
(i) up to and including 4 530 kg	11,35	499,57
(ii) over 4 530 kg and up to and including 6 350 kg	11,43	503,19
(iii) over 6 350 kg	11,76	517,73
(b) Driver of steam-propelled vehicle	11,76	517,73
(c) A casual employee driving a motor vehicle, other than steam-propelled: Daily rate prescribed weekly wage, plus 10%, divided by 5.		
(d) Casual employee driving a steam-propelled vehicle: Daily rate prescribed weekly wage, plus 10%, divided by 5.		
(e) Drivers of forklifts trucks, tractors, scooters or passenger cars	11,35	499,57."

6.2 Substitute subclause (4): Subsistence allowance for the following:

"(4) **Subsistence allowance:** An employer shall, in addition to any other remuneration due, pay his employee a subsistence allowance of R30 per night where an employee in the performance of his duties is absent from his place of residence and his employer's establishment for any one period extending one or more nights, excluding accommodation."

7. CLAUSE 46: FAMILY RESPONSIBILITY LEAVE

In subclause (1), substitute the expression "three days" for the expression "two days".

8. SCHEDULE A: WAGES

Substitute the following for Schedule A:

SCHEDULE A—WAGES

	Minimum	
	per hour	per week
	R	R
1 (1) Furniture making, i.e. any operation or process in the manufacture and/or assembly of furniture, either in whole or in part, performed by hand, with hand tools or mechanical appliances, but which excludes the operations referred to in subclause (2)	12,63	555,77

		Minimum	
		per hour	per week
		R	R
(2) Sundry furniture making operations—			
(a) Bolting and tightening of nuts, fixing of handles by screws, bolts, nuts and screw bolts		11,06	487,02
(b) Affixing fittings of rod sockets, striking plates, escutcheons, shelf studs, nut covers, ferrules or dome glides and inserting screw bolts into stumps or legs, affixing of any kind of glue block, attaching mirrors by means of adhesive tape			
(c) Making and/or pointing of wooden dowels and plugs by hand and/or machine			
(d) Knocking in dowels and plugs by hand			
(e) Sanding by hand, regardless of whether the article sandpapered is stationary or rotating			
(f) Bending or laminating of solid timber by hand or mechanical process			
(g) Knocking in of sockets for casters			
(h) Filling of holes or cracks with wood filler or similar substance			
(i) Assisting in clamping or cramping: Provided that not more than one assistant is used by an employee in respect of not less than the wage in prescribed subclause (2)		10,96	482,53
II Setting out, i.e. the preparation of a plan for the manufacture of furniture by means of a rod or other suitable material upon which are marked all or any of the dimensions of the article to be manufactured			
III Marking out, i.e. the marking or scribing of articles of furniture, either in whole or in part, to dimensions by means of ruler, measuring rod, straight edge, template, jig or any other device, for the purpose of machining, fitting or assembling		12,63	555,77
IV (1) Furniture machining, i.e. any operation or process performed by using any type or class of machine in the manufacture of furniture, either in whole or in part but excluding the operations referred to in subclause (2)			
(2) Sundry furniture machining operations—			
(a) Setting up and operating single-drum sander, open-disc sander, bobbin sander and wide-belt sander		11,45	503,86
(b) Boring holes, morticing, hinge recessing for the purpose of cutting recesses for locks and hinges and operating a dowel inserting machine			
(c) Operating air-filled sander and portable sander		11,06	487,02
(d) Making and jointing sandpaper rolls or discs and belts for machine sanders		10,96	482,53
(e) Repetitive marking by template or pattern			
V (1) Furniture polishing, i.e. any operation or process by hand or mechanical appliance in the production of a polished and/or finished surface by means of shellac, paint, duco, lacquer, cellulose, varnish, enamel, stain paste that acts as an abrasive, and/or polisher, or both, or similar substances, including the graining and matching of colours on all types of furniture, but excluding the operations referred to in subclause (2)		12,63	555,77
(2) Sundry polishing operations—			
(a) Burnishing by machine		11,45	503,86
(b) Waxing			
(c) The painting and/or filling of edges of laminated board and/or plywood, to prepare a surface for polishing and/or lacquering and/or graining and/or matching of colours		11,06	487,02
(d) The removal of doors and fittings prior to preparation for polishing			
(e) Filling in with plaster of paris or any other filling material			
(f) Handsanding			
(g) Bleaching of furniture with acids or any other bleaching agent			
(h) Stripping			
(i) Staining, filling, oiling and/or reviving by hand			
(j) Spraying of metal			
(k) Straining of materials			
(l) Cleaning of spray guns		10,96	482,53
(m) Touching up at point of loading and/or unloading, excluding the use of spray apparatus			

		Minimum	
		per hour	per week
		R	R
VI (1)	Furniture upholstery, i.e. any operation or process in covering any type of furniture, either in whole or in part, irrespective of the materials used, including <i>inter alia</i> , cutting of all covers and loose covers, stitching and/or joining by hand or mechanical appliance, webbing, which includes the positioning of webbing and substitutes (other than wooden or metal laths and crossbars), filling, cane weaving, buttoning, tacking, stapling, studding and padding, attaching of units to frame, but excluding the operations referred to in subclause (4)	12,63	555,77
(2)	Seamsters or seamstresses engaged in slipstitching, sewing, and/or joining covers, flaps, cushions, cords, pelmets or bolsters by hand or machine	11,32	498,38
(3)	Learners employed in learning the class of work referred to in subclause (2)—		
	during the first six months of employment	10,88	479,00
	during the second six months of employment	10,97	482,71
	during the third six months of employment	11,05	486,41
	during the fourth six months of employment	11,15	490,98
	thereafter	11,32	498,38
(4)	Sundry furniture upholstery operations—		
	(a) Positioning of wooden and metal laths and crossbars to frames	11,53	507,34
	(b) Filling of cushions with spring interiors and/or spring units	11,74	516,98
	(c) Cutting foam rubber or similar material by bandsaw	11,45	503,86
	(d) Fixing of ready-made cane mats		
	(e) Tufting or buttoning by hand or machine, where this is done in loose pieces in the pre-assembly stage, including quilted buttoning, but excluding deep, diamond or pleated buttoning	11,93	524,95
	(f) Securing, sewing or stapling interlaced pads to spring units, whether by hand or machine	11,53	507,34
	(g) Laying out of filling materials on a spring unit	11,32	498,38
	(h) Spreading of adhesive on backs and cover material and joining of same		
	(i) Loading, wheeling and operating a cloth-spreading machine	11,06	487,02
	(j) Teasing coir or other materials by machine		
	(k) Filling of cushions with substances of materials other than spring interiors and/or spring units by machine	10,96	482,53
	(l) Riemple work		
	(m) Affixing helical springs and/or chains and/or zig-zag or no-sag springs to frames for upholstery	11,06	487,02
	(n) Springing up of spring edges with zig-zag and/or no-sag type of springs to frames for upholstery, including the attachment of any component part, but excluding the tacking and/or securing of hessian and/or sisal and/or substitutes for hessian or sisal		
	(o) Cutting of platforms used for covering helical and/or no-sag springs	10,96	482,53
	(p) Breaking up and/or cutting up by hand of bulk rolls of upholstery materials of all kinds from selfedge to selfedge		
	(q) Cutting cardboard in upholstery sections by hand and/or machine	11,06	487,02
	(r) Straight cutting of materials by hand or machine for bottoms or under-seating over springs (linen and hessian)		
	(s) Teasing coir or other materials by hand	11,06	487,02
	(t) Unwinding filling materials in rope form		
	(u) Banding upholsterer's beading	11,06	487,02
	(v) Making buttons and tufts		
	(w) Assisting upholsterer in holding cover material	11,06	487,02
	(x) Cutting to shape and joining of foam rubber or latex by hand		
	(y) Tacking on bottoms of upholstered article	11,06	487,02
	(z) (i) Tacking hessian or lining onto seat platforms		
	(ii) Tacking or stapling cardboard to bare frames		

Minimum
per hour per week
R R

For the purposes of this clause and clauses XI and XIV, a spring unit means an independent assembly of springs so interconnected, associated or constructed as to provide a spring foundation and/or interior for use in an inner spring mattress, cushion seat or any other bedding and/or seating device.

VII (1) Furniture carving and/or wood-carving, i.e. any operation or process, either in whole or in part, performed with hand tools or mechanical appliance creating a shape, pattern, medallion or replica of any object, the purpose of which is to adorn and/or embellish any type of furniture, but excluding the undermentioned sundry operations.....	12,63	555,77
(2) Stippling and punching background to carving.....	11,06	487,02
VIII Furniture wood-turning, i.e. any operation or process performed by hand or mechanical appliance in the manufacture of a shaped article or component part, used in connection with all types of furniture	12,63	555,77
IX (1) Furniture veneering, i.e. any operation or process performed by hand or mechanical appliance in the overlay of all types of furniture parts, either in whole or part, with veneer, but excluding the operations mentioned in subclause (2)	12,63	555,77
(2) Sundry veneering operations:		
(a) Positioning of veneers by hand.....		
(b) Tapeless jointing by machine		
(c) Operating presses of any kind		
(d) Loading and unloading vacuum bags and presses of any kind.....	10,96	482,53
(e) Washing off gum and tapes		
(f) Stocking parts after pressing.....		
(g) Veneering of edges		
(h) Veneering of edges by machines, which machine also trims and sand the edges.....	11,45	503,86
(i) Lipping of edges only by mechanical appliance	11,45	503,86
X (1) Learner journeyman employed in learning the classes of work referred to in clauses I to IX, other than the sundry operations referred to therein—		
during the first year of employment.....	11,36	499,87
during the second year of employment.....	11,70	514,87
during the third year of employment.....	12,19	536,44
Thereafter, the minimum prescribed wage.		
If a person who has been employed as a belt sander, machine sander or borer is promoted to a learner journeyman, his commencing wage shall be a minimum of.....	11,53	507,34
XI (1) Bedding making, i.e. the manufacturing by hand or mechanical appliance, either in whole or in part, of all types of mattresses filled with coir, hairlock, flock, kapok, cotton, wadding, hair, fibre, wool, feathers, grass, chaff, straw, rubber or any other similar materials, or any combination of spring interior, all types of wire springs, chain and/or spiral springs, full spiral springs, mesh springs, helical lays, quilts, the knocking and/or hooking on of spring mattress wires, spiral springs and helical springs to frames, including—		
(a) Weaving of spring mesh.....		
(b) Stuffing filling into mattress cases.....		
(c) Side stitching	11,53	507,34
(d) Tufting.....		
(e) Operating a border-quilting machine.....		
(f) Operating a top-quilting machine		

		Minimum	
		per hour	per week
		R	R
(g)	Preparing frames and rollers for the top-quilting machine		
(h)	Securing, sewing or stapling interlaced pads to spring units		
(i)	Securing mattress tops, whether quilted or not, in position for building a prebuilt interior or spring mattresses	11,53	507,34
(j)	Taping edging to a spring interior mattress		
(k)	Roll-edging, excluding the operations referred to in subclause (2)		
(l)	Buttoning of headboards ancillary to mattress making	11,69	514,38
(2)	Sundry bedding operations:		
(a)	Cutting tips, borders and cases		
(b)	All sewing required in the manufacture of tops, borders, mattress cases, studio coach covers and component parts		
(c)	Sewing mattress handles to border	11,32	498,38
(d)	Joining border lengths		
(e)	Closing up the mouth of a mattress		
(f)	Closing pillows, cushions bolsters		
(g)	Bolting by hand of bed mattress frames		
(h)	Preparing spools for a border-quilting machine		
(i)	Cutting quilted borders to lengths		
(j)	Punching holes in mattress borders		
(k)	Fitting ventilators and handles to mattress borders		
(l)	Feeding the interlacing machine		
(m)	Cutting and making pads, irrespective of materials used		
(n)	Positioning laths and crossbars, or fixing webbing to mattress or bed frames.		
(o)	Staining mattress frames		
(p)	Affixing lugs to mattress frames		
(q)	Positioning and securing mesh to mesh frames	11,06	487,02
(r)	Hanging loops on needles in compression tufting		
(s)	Loading, wheeling and operating clothspreading machine		
(t)	Operating a teasing machine		
(u)	Attending a loopmaking machine		
(v)	Attaching loops to buttons or tufts		
(w)	Fitting bed irons, domes, casters and sockets		
(x)	Staining and/or varnishing frames by hand		
(y)	Assembling, knocking or hooking on woven wire mesh and chain-spring mesh to frames		
(z)	Fixing bed irons		
(aa)	Attaching spring units to bed frames		
(ab)	Filling pillows, cushions and bolsters with materials other than spring interiors and/or spring units		
(ac)	Mass-measuring pillows, bolsters, cushions and quilts		
(ad)	Stripping bedding	10,96	482,53
(ae)	Cutting chain, hoop iron or any other similar materials		
(af)	Teasing coir or any other material by hand		
(ag)	Tacking on cardboard or calico backs to upholstered headboards	11,06	487,02
(ah)	Glueing plastic mesh to foam	10,96	482,53
(3)	Learners employed in learning the class of work referred to in subclause (1) (Bedding making)—		
	during the first six months of employment	11,01	484,45
	during the second six months of employment	11,12	489,36

		Minimum	
		per hour	per week
		R	R
	during the third six months of employment	11,21	493,41
	during the fourth six months of employment	11,30	497,44
	Thereafter	11,53	507,34
XII (1)	Curtain-making, i.e. any operation or process performed by hand or mechanical appliance in the manufacture of curtains, either in whole or in part, and irrespective of the materials used, including hanging, fitting and fixing, but excluding the operations mentioned in subclause (2)	12,63	555,77
(2)	Sundry operations		
	(a) Seamster of seamstresses engaged in slipstitching, sewing, and/or joining covers, flies, cushions, cords, pelmets, bolsters or curtains by hand or machine	11,32	498,38
	(b) Cutting edge-to-edge, but excluding cutting for pattern matching	10,96	482,53
	(c) Pressing and/or ironing curtaining		
	(d) Handling materials		
(3)	Learners employed in learning the class of work referred to in subclause (2) (a) (seamsters)—		
	during the first six months of employment	10,88	479,00
	during the second six months of employment	10,97	482,71
	during the third six months of employment	11,05	486,41
	during the fourth six months of employment	11,15	490,98
	thereafter	11,29	496,91
(4)	Learners employed in learning the class of work referred to in subclause (1), other than the sundry operations referred to in subclause (2) and learner seamsters referred to in subclause (3)		
		The minimum prescribed rates for learner journeymen as per clause X of this Schedule	
XIII (1)	Labouring i.e.—		
	(a) assisting a machinist in handling materials before and after machining	10,96	482,53
	(b) attending a boiler, incinerator and/or oven		
	(c) attending to dust bags and/or cyclones of sanding machines		
	(d) baling and dipping of upholstery springs		
	(e) beating and/or teasing coir by hand		
	(f) cleaning and sweeping premises		
	(g) cleaning machinery, plant, tools and utensils		
	(h) cleaning and blowing down of equipment		
	(i) cleaning metal rods		
	(j) cutting metal rods, hinges, metal strips, wire, hoop iron and all similar materials		
	(k) delivering by manually propelled vehicles		
	(l) delivering of letters and parcels		
	(m) filling cushions with substances of materials, other than spring interiors and/or spring units by hand		
	(n) glueing sandpaper discs		
	(o) handling materials		
	(p) limewashing		
	(q) loading and/or unloading vehicles		
	(r) loading and unloading kilns		
	(s) making tea or other similar beverages		
	(t) oiling and greasing machines and/or vehicles		
	(u) operating presses of any type		
	(v) packing articles into cartons and/or cardboard containers and thereafter filling and closing such cartons and containers		
	(w) preparing, mass-measuring and mixing glue; spreading glue by hand or machine; removing glue, washing and wiping off glue; applying glue hardener by hand, brush or machine		
	(x) pushing or pulling a vehicle or handcart		
	(y) riveting or making threads on iron bolts and rods		
	(z) straightening and/or cutting hoop iron used for webbing		

		Minimum	
		per hour	per week
		R	R
	(aa) stripping second-hand upholstery and bedding	10,96	482,53
	(ab) taping veneers and attending veneer press		
	(ac) treating timber for preservation		
	(ad) unpacking, baling and unbalancing raw materials		
	(ae) wrapping in paper or cardboard		
(2)	Labourers: New entrants (see definition under clause 3): Party shops only during first 12 months employment in the Industry	10,20	448,87
XIV Miscellaneous:			
(1)	Welding, other than spot-welding	12,63	555,77
(2)	Machine maintenance mechanic		
(3)	Spot-welding	11,32	498,38
(4)	Despatch clerk, storeman, time-keeper	11,29	496,98
(5)	Caretaker or watchman	11,06	486,67
(6)	Packer		
(7)	Constructing spring interiors and/or spring units and manufacturing their component parts	11,06	487,02
(8)	Learner packer	10,96	482,53
(9)	Bending, punching, riveting, drilling and/or assembling metal parts		
XV (1)	Juvenile male employees engaged in a trade designated under the Manpower Training Act, 1981, during the authorised probation period	10,99	483,56
(2)	All other juveniles	The minimum wage pre- scribed in this Agree- ment for employees employed on the same class of work.	
XVI Office employees—			
	during the first year of employment	11,01	484,68
	during the second year of employment	11,18	492,15
	during the third year of employment	11,44	503,55
	during the fourth year of employment	11,70	514,91
	during the fifth year of employment	11,97	526,90
	thereafter	12,31	541,84
XVII Casual labourer:			
	Labourer employed for less than 30 hours in any one week for the specific purpose of loading and unloading of vehicles, stacking of timber and cleaning of premises only	106,15 per day	
XVIII Chargehand—			
	In charge of employees who have no journeyman status	R10,00 per week above his minimum pre- scribed wage for the class of work per- formed by him.	
	In charge of journeyman	R15,00 per week above the basic wage pre- scribed in this Agree- ment for employees employed on the same class of work.	
XIX			
(1)	Ornament and novelty making, i.e. any operation or process in the manufacture or assembly of ornaments and novelties, excluding the operations referred to in sub-clause (2)	12,63	555,77
(2)	The classes of work referred to in clauses 1 (2), IV (2), V (2), VII (2) and IX (2) hereof	The minimum wage pre- scribed in this Agree- ment for employees employed on the same class of work.	

		Minimum	
		per hour	per week
		R	R
XX Apprentices—			
commencing weekly wage—stage 1		Labourers' rate + R10,00	minimum
Upon completion of stage 1 and subsequent stages the weekly wage of an apprentice is to be increased by 25% of the difference between the minimum wage rate for labourers, plus R10,00 and that for journeymen in force at the time of completion of such stage.			
XXI Artisans—employees who have passed a trade test in a designated trade and have completed N1		13,89	611,35
[This represents the rate plus 10% on the following categories: I (1), II, III, IV (1), V (1), VI (1), VII (1), VIII, IX (1), XII (1), XIV (1) and (2), XIX (1)].			

Signed at Durban on this 15th day of July 1999.

M. H. GIBBS

Chairman

G. MOONSAMY

Vice-Chairman

G. J. P. BLIGNAUT

Secretary

No. R. 1217

22 Oktober 1999

WET OP ARBEIDSVERHOUDINGE, 1995

BEDINGINSRAAD VIR DIE MEUBELNYWERHEID, KWAZULU-NATAL: UITBREIDING VAN HOOF KOLLEKTIEWE HERBEKRAGTING- EN WYSIGINGSOOREENKOMS NA NIE-PARTYE

Ingevolge artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), verklaar ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, hierby, dat vanaf 1 November 1999 tot 30 Junie 2005, die Kollektiewe Ooreenkoms in die Bylae, wat in die Meubelnywerheidsbedingingsraad, KwaZulu-Natal aangegaan is, bindend op die ander werkgewers en werknemers in daardie nywerheid, wat nie partye tot die Ooreenkoms is nie, in die gebiede bekend as—

- Gebied A in die provinsie Natal, wat bestaan uit die landdrostdistrikte Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown, in die provinsie Natal soos dit bestaan het op 3 Julie 1954 en die landdrostdistrik Mount Currie soos dit bestaan het op 3 Julie 1954;
- Gebied B, wat bestaan uit die landdrostdistrikte Umvoti (Greytown), Lions River, Port Shepstone, Richmond, Lower Tugela en Umzinto, en die munisipale gebiede van Estcourt, Ladysmith en Newcastle soos dit bestaan het op 3 Julie 1954;
- Gebied C, wat bestaan uit die restant van die provinsie KwaZulu-Natal, uitgesluit enige gedeelte wat in die selfregerende gebied van KwaZulu en die Republiek van die Transkei geval het direk voor die inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993).

M. M. S. MDLADLANA

Minister van Arbeid

BYLAE

BEDINGINGSRAAD VIR DIE MEUBELNYWERHEID, KWAZULU-NATAL

KOLLEKTIEWE OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1995, gesluit deur en aangegaan tussen die

KWAZULU-NATAL FURNITURE MANUFACTURER'S ASSOCIATION

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

NATIONAL UNION OF FURNITURE AND ALLIED WORKERS OF SOUTH AFRICA

en die

PAPER PRINTING WOOD AND ALLIED WORKERS' UNION

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

wat die partye is by die Bedingingsraad vir die Meubelnywerheid, KwaZulu-Natal,

tot wysiging van die Hofooreenkoms gepubliseer by Goewermentskennisgewing No. R. 685 van 18 Mei 1998, soos gewysig by Goewermentskennisgewings No's. R. 1660 van 18 Desember 1998, en R. 312 van 12 Maart 1999.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

- (1) Hierdie Ooreenkoms moet in die Meubelnywerheid, KwaZulu-Natal, nagekom word—
- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakbond is en wat onderskeidelik by die Nywerheid betrokke of daarin werksaam is;
 - (b) in Gebied A wat bestaan uit die landdrosdistrikte Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown en Mount Currie;
 - (c) in Gebied B wat bestaan uit die landdrosdistrikte Umvoti (Greytown), Lionsrivier, Port Shepstone, Richmond, Laer Tugela en Umzinto en die munisipale gebiede van Estcourt, Ladysmith en Newcastle;
 - (d) in Gebied C wat bestaan uit die restant van die provinsie KwaZulu-Natal.
- (2) Ondanks subklousule (1), is hierdie Ooreenkoms—
- (a) van toepassing slegs op werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word;
 - (b) van toepassing op vakleerlinge vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of kontrakte aangegaan of voorwaardes gestel ingevolge genoemde Wet nie;
 - (c) nie van toepassing op professionele, tegniese, administratiewe, verkoops- en kantoorpersoneel nie: Met dien verstande dat sodanige werknemers gereeld besoldiging ontvang wat meer is as die maksimum loontarief in Bylae A van hierdie Ooreenkoms voorgeskryf, uitgesonderd klousule XXI, plus R35,00;
 - (d) nie van toepassing op bestuurders, onderbestuurders, voormanne en toesighoudende personeel nie indien sodanige werknemers gereeld besoldiging van minstens R40 920 per jaar verdien, of R48 140 per jaar waar die werkgewer van sodanige personeel nie 'n geregistreerde voorsorgfonds en 'n geregistreerde mediese hulpfonds voorsien of in stand hou nie. Hierdie perke moet van jaar tot jaar verhoog word met dieselfde persentasie as die verhogings wat toegeken word aan werknemers wat die hoogste loontarief verdien soos in Bylae A van hierdie Ooreenkoms uiteengesit.
- (3) Ondanks die bepalings van subklousules (1) en (2) is die Ooreenkoms gepubliseer by Goewermenskennisgewing No. R. 685 van 18 Mei 1998, uitgesonderd klousules 13 (1) en (2), 16, 17 (1), (2), (3), (4), (5) en (9), 20 en 23, nie van toepassing nie op 'n werkgewer wat hoogstens een besigheid bedryf binne die toepassingsbestek van hierdie Ooreenkoms en wat minder as vyf werknemers ten alle tye in diens het in of in verband met sodanige besigheid en wat die toepaslike voorwaardes van die Wet op Basiese Diensvoorwaardes, 1983, nakom: Met dien verstande dat werkende werkgewers as werknemers geag word met die doel om die aantal werknemers in sodanige besigheid vas te stel: Voorts met dien verstande dat waar sodanige werkgewer verkies om vrijwilliglik by te dra tot enige van die fondse wat deur die Raad geadministreer word, hy geag word vyf werknemers in diens te hê.
- (4) Die bepalings van subklousule (3) is nie van toepassing nie waar 'n werkgewer meer as vier werknemers in sy diens het op die datum van inwerkingtreding van hierdie Ooreenkoms en daarna sy werknemers na minder as vyf verminder.
- (5) Ondanks subklousule (3) mag geen werkgewer wat die voordeel benut en gebruik maak van die uitsluiting daarin vervat, daarmee voortgaan vir 'n tydperk van langer as drie jaar nie en by verstryking van die driejaartydperk is al die bepalings van die Ooreenkoms van toepassing op sodanige werkgewer en sy werknemers.
- (6) Hierdie Ooreenkoms is ten opsigte van klousules 1 (1) (a), 2 en 3 nie op nie-partye van toepassing nie.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel 32 van die Wet op Arbeidsverhoudinge, 1995, vasstel, en bly van krag vir die tydperk eindigende 30 Junie 2005.

3. SPESIALE BEPALINGS

Die bepalings soos vervat in klousules 7 (5) (c) (ii) (ab), 25, 41 en 45 van die Ooreenkoms gepubliseer by Goewermenskennisgewing No. R. 685 van 18 Mei 1998, soos gewysig deur Goewermenskennisgewings Nos. R. 1660 van 18 Desember 1998 en R. 312 van 12 Maart 1999 (hierna die "Vorige Ooreenkoms" genoem) soos verder verleng, hiernieu en gewysig van tyd tot tyd, is van toepassing op sowel werkgewers as werknemers.

4. ALGEMENE BEPALINGS

Die bepalings soos vervat in klousules 3 tot 7 (5) (c) (ii) (aa), 7 (5) (d) tot 24, 26 tot 40, 42 tot 44 en 46 van die vorige Ooreenkoms (soos verder verleng, hiernieu of gewysig van tyd tot tyd), is van toepassing op sowel werkgewers as werknemers.

5. KLOUSULE 32: BEËINDIGING VAN DIENSKONTRAK

Skrap die uitdrukking "tot 'n maksimum van 12 weke" waar dit aan die einde van subklousule (4) voorkom.

6. KLOUSULE 38B: BESOLDIGING**6.1 Vervang subklousule 38B (1) deur die volgende:**

"(1) Geen lone wat laer is as die wat hieronder voorgeskryf word, mag deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

	<i>Minimum</i>	
	<i>per uur</i>	<i>per week</i>
	R	R
(a) Drywer van 'n motorvoertuig, uitgesonderd een wat deur stoom aangedryf word, wat gemagtig is om 'n loonvrag te dra of te trek van—		
(i) Tot en met 4 530 kg	11,36	499,57
(ii) meer as 4 530 kg en tot en met 6 350 kg	11,43	503,19
(iii) meer as 6 350 kg	11,76	517,73
(b) Drywer van 'n stoomaangedrewe voertuig	11,76	517,73
(c) Los werknemer wat 'n motorvoertuig dryf, uitgesonderd een wat deur stoom aangedryf word: Per dag—voorgeskrewe weekloon plus 10%, gedeel deur 5.		
(d) Los werknemer wat 'n stoomaangedrewe voertuig dryf: Per dag—voorgeskrewe weekloon plus 10%, gedeel deur 5.		
(e) Drywers van vrkhuyswaens, trekkers, bromponies of passasiersmotors	11,36	499,57."

6.2 Vervang subklousule (4) deur die volgende:

"(4) **Verblyftoelae:** 'n Werkgewer moet benewens alle ander verskuldigde besoldiging 'n verblyftoelae van R30 per nag betaal wat akkommodasie uitsluit, aan 'n werknemer wat op 'n reis by die uitvoering van sy pligte vir 'n tydperk wat oor een of meer nagte strek van sy woonplek en sy werkgewer se bedryfsinrigting afwesig is."

7. KLOUSULE 46: FAMILIEVERANTWOORDELIKHEIDSVERLOF

Vervang die uitdrukking "twee dae" deur die uitdrukking "drie dae" waar dit in subklousule (1) voorkom.

8. BYLAE A: LONE

Vervang die bestaande Bylae A deur die volgende:

BYLAE A—LONE

	<i>Minimum</i>	
	<i>per uur</i>	<i>per week</i>
	R	R
I (1) Meubelmakery, d.w.s. 'n werksaamheid of proses by die vervaardiging en/of inmeekaarsit van meubels, hetsy in die geheel of in dele, wat met die hand, met gebruik van handgereedskap of meganiese toestelle, uitgevoer word, maar uitgesonderd die werksaamhede in subklousule (2) bedoel	12,63	555,77
(2) Diverse meubelmakerywerksaamhede:		
(a) Moere vasbout en vasdraai, handvatsels met skroewe, boute, moere in skroefboute vassit	11,06	487,02
(b) Toebehore van stangsokke, aanslagplate, beslae, rakpenne, moerdoppe, beslagringe of koepelskuifdoppe vassit, skroefboute in stompe of pote insit, alle soorte gelymde blokke vassit, spieëls met kleefband vasheg		
(c) Tappenne en proppe van hout met die hand en/of masjien maak en/of spits maak	11,06	487,02
(d) Tappenne en proppe met die hand inslaan		
(e) Skuurwerk met die hand verrig, afgesien daarvan of die artikel wat geskuur word stilstaan of draai		
(f) Soliede timmerhout met die hand of volgens 'n meganiese proses buig of lamelleer		
(g) Sokke vir rolwiele inslaan		
(h) Gate of barste met houtplamuursel of dergelike stof vul		
(i) Help met klamp- of klemwerk: Met dien verstande dat hoogstens een assistent gebruik word deur 'n werknemer wat minstens die loon ontvang wat in subklousule (1) voorgeskryf word	10,96	482,53

		Minimum	
		per uur	per week
		R	R
II	Uitlêwerk, d.w.s. die voorbereiding van 'n plan vir die vervaardiging van meubels deur middel van 'n staaf of ander geskikte materiaal waarop al of enigeen van die afmetings van die artikel wat vervaardig moet word, afgemerkt is.....		
III	Afmerkwêrk, d.w.s. die merk of kras van meubelstukke, hetsy in die geheel of in dele, volgens afmetings deur middel van 'n liniaal, maatstok, reihout, patroonplaat, setmaat of ander toestel, vir masjineer-, pasmaak- of inmeekaarsitwerk	12,63	555,77
IV	(1) Meubelmasjineerwerk, d.w.s. 'n werksaamheid of proses wat verrig word deur gebruik te maak van 'n tipe of soort masjien by die vervaardiging van meubels, hetsy, in die geheel of in dele, maar uitgesonderd die werksaamhede in subklousule (2) bedoel		
	(2) Diverse meubelmasjineerwerksaamhede:		
	(a) 'n Enkelrolskuurmasjien, oopskyfskuurmasjien, tolskuurmasjien en breëbandskuurmasjien opstel en bedien	11,45	503,86
	(b) Gate boor, tapwerk, skarnierinlaatwerk met die oog op inlaatwerk vir slotte en skarniere, en 'n tapinvoegmasjien bedien.....	11,06	487,02
	(c) 'n Lugskuurmasjien en 'n verplaasbare skuurmasjien bedien	10,96	482,53
	(d) Skuurpapierrolle of -skywe en bande vir 'n skuurmasjien maak en las		
	(e) Herhalingsafmerkwêrk deur middel van 'n patroonplaat of model.....		
V	(1) Meubelpoleerwerk, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel verrig word by die produksie van 'n gepoleerde en/of afgewerkte oppervlak deur middel van skellak, verf, duco, lakvernis, sellulose, vernis, emalje, beits, pasta wat soos 'n skuurmiddel werk en/of 'n poleermiddel, of albei, of dergelike stowwe en ook vlamskilderwerk en die pas van kleure by alle soorte meubels maar uitgesonderd die werksaamhede in subklousule (2) bedoel	12,63	555,77
	(2) Diverse poleerwerksaamhede:		
	(a) Bruineerwerk met 'n masjien.....	11,45	503,86
	(b) Waswerk.....		
	(c) Die kante van lamelbord en/of laaghout verf en/of opvul ten einde die oppervlak voor te berei vir poleer- en/of lakverniswerk en/of vlamskilderwerk en/of die pas van kleure		
	(d) Deure en los toebehore verwyder voordat stukke vir poleerwerk voorberei word.....		
	(e) Opvulwerk met gips of 'n ander vulstof	11,06	487,02
	(f) Handskuurwerk		
	(g) Meubels met sure of 'n ander bleikmiddel bleik.....		
	(h) Stroopwerk		
	(i) Beitswerk, opvulwerk, oliewerk en/of hernuwingswerk met die hand		
	(j) Metaal bespuit		
	(k) Materiaal filtreer.....		
	(l) Sproeispuite skoonmaak		
	(m) Oppoets by oplaai- en/of aflaaipunt, uitgesonderd die gebruik van spuitaparaat.....	10,96	482,53
VI	(1) Meubelstoffeerwerk, d.w.s. 'n werksaamheid of proses by die oortrek van alle soorte meubels, hetsy in hul geheel of in dele, en afgesien van die materiaal wat gebruik word, met die hand of 'n meganiese toestel, webwerk, wat ook beteken die inposisieplasing van webwerk en plaasvervangers daarvan (uitgesonderd hout- of metaallatte en dwarsstawe), opvulwerk, rottangvleg-werk, die aanwerk van knope, rygwerk, kramwerk, knopwerk en opstopwerk, die aanhegting van eenhede aan rame, maar uitgesonderd die werksaamhede in subklousule (iv) bedoel.....	12,63	555,77
	(2) Naaiers of naaisters wat oortreksels, klappe stoelkussings, koorde, gordynkappe of peule, met die hand of 'n masjien glijpsteekstik, stik en/of las.....	11,32	498,38
	(3) Leerlinge wat in diens geneem word om die klas werk te leer wat in subklousule (2) bedoel word (naaiers)—		
	gedurende die eerste ses diensmaande	10,88	479,00
	gedurende die tweede ses diensmaande	10,97	482,71
	gedurende die derde ses diensmaande	11,05	486,41

		Minimum	
		per uur	per week
		R	R
	gedurende die vierde ses diensmaande.....	11,15	490,98
	daarna.....	11,32	498,38
(4)	Diverse meubelstofeerwerkzaamhede:		
(a)	Hout- en metaallatte en dwarsstawe op rame in posisie plaas	11,53	507,34
(b)	Stoelkussings met veerbinnewerk en/of veereenhede vul.....	11,74	516,98
(c)	Skuimrubber of dergelike materiaal met 'n bandsaag sny.....	11,45	503,86
(d)	Klaargemaakte rottangmatte aanbring.....		
(e)	Kwassies of knope met die hand of 'n masjien aanwerk waar dit met los stukke gedoen word voordat dit aanmekaargesit word, met inbegrip van deurgestikte knoopwerk, maar uitgesonderd diep-, diamant- of geplooid knoopwerk	11,93	524,95
(f)	Deurgevlegte kussinkies aan veereenhede vasmaak, vassit of vaskram, hetsy met die hand of 'n masjien	11,53	507,34
(g)	Vulsel op 'n veereenheid uitsprei	11,32	498,38
(h)	Kleefmiddel oor agterkante en oortrekmateriaal spreid en dit vasplak.....		
(i)	'n Doekspreimasjien laai, stoot en bedien	11,06	487,02
(j)	Klapperhaar of ander materiaal met 'n masjien uitpluis.....		
(k)	Stoelkussings met materiaalstowwe, uitgesonderd veerbinnewerk en/of veereenhede, met 'n masjien vul		
(l)	Riempiewerk.....		
(m)	Heliese vere en/of kettings en/of sig-sag- of nie-sakvere aan 'n raamwerk vassit vir stofeerwerk.....		
(n)	Veerrande met 'n sig-sag- en/of nie-saktipe veer aan 'n raamwerk vassit vir stofeerwerk, met inbegrip van die vassit van alle onderdele, maar uitgesonderd die vasryg en/of vasmaak van goiing en/of plaasvervangers vir goiing of sisal		
(o)	Platforms sny wat gebruik word vir die bekleding van heliese en/of nie-sakvere.....		
(p)	Grootmaatrolle stoffeermateriaal van alle soorte met die hand van selfkant tot selfkant uitmekaar maak en/of opsny	10,96	482,53
(q)	Karton met die hand en/of 'n masjien in stoffeerseksies sny.....		
(r)	Materiaal met die hand of 'n masjien reguitsny vir onderkante of onderlegstukke oor vere (linne en goiing).....		
(s)	Klapperhaar of ander materiaal met die hand uitpluis		
(t)	Vulmateriaal in touvorm losdraai.....		
(u)	Stoffeerder se kraallyste met bande vaswerk		
(v)	Knope en kwassies maak		
(w)	Stoffeerder help deur oortrekmateriaal vas te hou.....		
(x)	Skuimrubber of latex met die hand volgens fatsoen sny en las		
(y)	Onderkante van gestoffeerde artikels vasheg.....		
(z)	(i) Goiing of linne aan sitplekplatforms vasheg	11,06	487,02
	(ii) Karton aan kaal rame vasheg of vaskram		

Vir die toepassing van hierdie klousule en klousules XI en XIV beteken 'n veereenheid 'n onafhanklike montering van vere wat so met mekaar verbind is, met mekaar in verband staan of gemaak is dat dit 'n veerfondament en/of 'n veerbinnewerk vorm vir gebruik in 'n binneveermatras, stoel- kussing- sitplek of ander bed en/of sitinrigting.

- VII (1) Houtsneewerk aan meubels en/of ander houtsneewerk, d.w.s. 'n werksaamheid of proses, hetsy in die geheel of in dele, met handgereedskap of 'n meganiese toestel uitgevoer by die skepping van 'n fatsoen, patroon, medaljon of replika van 'n voorwerp wat bedoel is om alle soorte meubels te versier of te verfraai, maar uitgesonderd onder genoemde diverse werksaamhede
- (2) Stippel- en sponswerk aan agtergrond van houtsneewerk.....
- VIII Meubelhoutdraaiwerk, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel uitgevoer word by die vervaardiging van 'n gefatsoeneerde artikel of onderdeel wat gebruik word in verband met alle soorte meubels

		Minimum	
		per uur	per week
		R	R
IX	(1) Fineerwerk aan meubels, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel uitgevoer word in die beleglaag van meubelgedeeltes van alle tipes, hetsy in die geheel of in dele, met fineer, maar uitgesonderd die werksaamhede in subklousule (2) genoem	12,63	555,77
	(2) Diverse fineerwerksaamhede:		
	(a) Fineerstukke met die hand in posisie plaas	10,96	482,53
	(b) Bandlose laswerk met 'n masjien		
	(c) Bediening van alle soorte perse		
	(d) Vakuumsakke en alle soorte perse laai en leegmaak		
	(e) Gom en bande afwas		
	(f) Dele opstapel nadat dit gepers is		
	(g) Fineerwerk aan kante		
	(h) Fineerwerk aan kante met 'n masjien wat ook die kante afwerk en skuur	11,45	503,86
	(i) Inkeping slegs van kante met 'n meganiese toestel	11,45	503,86
X	(1) Leerlingvakmanne om diens in die klasse werk te leer wat in klousule I tot IX bedoel word, uitgesonderd die diverse werksaamhede wat daarin genoem word—		
	gedurende die eerste diensjaar	11,36	499,87
	gedurende die tweede diensjaar	11,70	514,87
	gedurende die derde diensjaar	12,19	536,44
	Daarna, die voorgeskrewe minimum loon.		
	As iemand wat in diens was as bandskuurmasjienskuurder, masjienskuurder of boorder tot leerlingvakman bevorder word, is sy aanvangsloon 'n minimum van	11,53	507,34
XI	(1) Beddegoedmakery, d.w.s. die vervaardiging met die hand of 'n meganiese toestel, hetsy in die geheel of in dele van alle soorte matrasse gevul met klapperhaar, haarvulsel, vlok, kapok, katoen, watte, hare, vesels, wol, vere, gras, kaf, strooi, rubber of ander dergelike materiaal of 'n kombinasie van veerbinnewerk, alle tipes draadvere, ketting- en/of spiraalvere, volle spiraalvere, maasvere, heliese vere, alle tipes vere en/of veereenhede, kopkussings, stoelkussings, peule, bomatrasse, bedspreie, die vasslaan en/of vashaak van veermatrasdrade, spiraalvere en heliese vere aan rame, en ook die volgende—		
	(a) Veermaasvlegwerk	11,53	507,34
	(b) Vulsel in matrasslope stop		
	(c) Kant stik		
	(d) Kwassies maak		
	(e) 'n Randdeurstikmasjien bedien		
	(f) 'n Topdeurstikmasjien bedien		
	(g) Rame en rollers vir die topdeurstikmasjien voorberei		
	(h) Deurgevlegte kussinkies aan veereenhede vasheg, vassit of vaskram		
	(i) Matrasbostukke, hetsy deurgestik of nie, in posisie plaas en vasmaak om 'n voor afgeboude binnewerk- of veermatras te bou		
	(j) Bande aan kante van binneveermatras aanbring		
	(k) Rolkantwerk, maar uitgesonderd die werksaamhede in subklousule (2) bedoel		
	(l) Knoopwerk aan kopstukke, aanvullend tot beddegoedmakery	11,69	514,38
	(2) Diverse beddegoedwerksaamhede:		
	(a) Bostukke, rande en oortreksels uitsny	11,32	498,38
	(b) Alle stikwerk by die vervaardiging van bostukke, rande, matrasslope, ateljeerusbankoortreksels en samestellende dele		

		Minimum	
		per uur	per week
		R	R
(c)	Matrashandvatsels aan rande stik	11,32	498,38
(d)	Randlengtes las.....		
(e)	Die bek van 'n matras toewerk.....		
(f)	Kopkussings, stoelkussings en peule toewerk.....		
(g)	Bedmatrasrame met die hand vasbout		
(h)	Spoele vir 'n randdeurstikmasjien voorberei.....	11,06	487,02
(i)	Gestikte rande volgens lengte sny		
(j)	Gate in matrasrande pons.....		
(k)	Ventileerders en handvatsels aan matrasrande aanbring.....		
(l)	'n Deurvlegmasjien voer.....		
(m)	Kussinkies uitsny en maak, ongeag die materiaal wat gebruik word		
(n)	Latte en dwarsstawe in posisie plaas, of webwerk aan matras- of katelrame heg		
(o)	Matrasrame beits.....		
(p)	Kloue aan matrasrame heg.....		
(q)	'n Maas in 'n matrasraam in posisie plaas en vasheg.....		
(r)	Lussies aan naalde heg vir drukdeurknoopmasjienwerk		
(s)	'n Doekspreimasjien laai, stoot en bedien		
(t)	'n Pluismasjien bedien		
(u)	'n Lussiemasjien bedien.....		
(v)	Lussies aan knope of kwassies werk.....		
(w)	Katelysters, koepels, rolwielietjies en sokke aanbring.....		
(x)	Rame met die hand beits en/of vernis		
(y)	Geweefde draadmaas en kettingveermaas op rame monteer, vasslaan of vashaak	10,96	482,53
(z)	Katelysters vassit		
(aa)	Veereenhede aan katelrame vasheg		
(ab)	Kopkussings, stoelkussings en peule vul met ander materiaal as veerbinnekante en/of veereenhede.....		
(ac)	Kopkussings, peule, stoelkussings en veerkomberse massameet.....		
(ad)	Beddegoed stroop.....		
(ae)	Kettings, hoepelysters of ander dergelike materiaal sny		
(af)	Klapperhaar of ander materiaal met die hand uitpluis		
(ag)	Karton- of kaliko-agterkante aan gestoffeerde kopstukke vasheg.....	11,06	487,02
(ah)	Plastiekmaas en rubberskuim vaslym.....	10,96	482,53
(3)	Leerlinge wat in diens geneem is om die klas werk te leer wat in subklousule (1) bedoel word (beddegoed maak)—		
	gedurende die eerste ses diensmaande	11,01	484,45
	gedurende die tweede ses diensmaande.....	11,12	489,36
	gedurende die derde ses diensmaande	11,21	493,41
	gedurende die vierde ses diensmaande	11,30	497,44
	daarna.....	11,53	507,34
XII (1)	Gordyne maak, d.w.s. 'n werksaamheid of proses wat met die hand of 'n meganiese toestel uitgevoer word by die vervaardiging van gordyne, hetsy in die geheel of in dele, en afgesien van die materiaal wat gebruik word, insluitend die hang, pas en monteer daarvan, maar uitgesonderd die werksaamhede in subklousule (2) bedoel	12,63	555,77
(2)	Diverse werksaamhede:		
(a)	Naaiers of naaisters wat oortreksels, klappe, stoelkussings, koorde, gordynkappe, peule of gordyne met die hand of 'n masjien glipsteekstik, stik en/of las.....	11,32	498,38

		Minimum	
		per uur	per week
		R	R
(b)	Materiaal van kant tot kant sny, maar uitgesonderd snywerk om patrone te laat pas.....	10,96	482,53
	(c) Gordynggoed pars en/of stryk.....		
	(d) Materiaal hanteer		
(3)	Leerlinge wat in diens geneem is om die klas werk te leer wat in subklousule (2) (a) bedoel word (naaiers)—		
	gedurende die eerste ses diensmaande	10,88	479,00
	gedurende die tweede ses diensmaande.....	10,97	482,71
	gedurende die derde ses diensmaande	11,05	486,41
	gedurende die vierde ses diensmaande	11,15	490,98
	daarna.....	11,29	496,91
(4)	Leerlinge wat in diens geneem is om die klasse werk te leer wat in subklousule (1) bedoel word, uitgesonderd die diverse werksaamhede wat in subklousule (2) bedoel word en leerlingnaaiers wat in subklousule (3) bedoel word		
XIII (1) Arbeiderswerk, d.w.s.—			
(a)	'n masjienwerker help met die hantering van materiaal voor en na die masjienwerk		
(b)	'n stoomketel, verbrander en/of oond bedien.....		
(c)	sorg vir stofsakke en/of siklone van skuurmasjiene.....		
(d)	stofferere baal en indompel.....		
(e)	klapperhaar met die hand uitklop en/of uitpluis		
(f)	persele skoonmaak en vee		
(g)	masjinerie, installasie, gereedskap en werktuie skoonmaak		
(h)	uitrusting afblaas in skoonmaak.....		
(i)	metaalstawe skoonmaak.....		
(j)	metaalstawe, skarniere, metaalstroke, draad, hoepelyster en alle dergelike materiaal sny		
(k)	afleweringswerk met handvoertuie verrig.....		
(l)	briewe en pakkette aflewer		
(m)	stoelkussings met ander stowwe of materiaal as veerbinnekante en/of veereenhede met die hand vul.....		
(n)	skuurpapierskywe vaslym		
(o)	materiaal hanteer	10,96	482,53
(p)	afwitwerk		
(q)	voertuie laai en/of aflaai		
(r)	materiaal inpak in of uithaal uit oonde		
(s)	tee of ander dergelike drank berei		
(t)	masjiene en/of voertuie olie en smeer		
(u)	perse van alle tipes bedien		
(v)	artikels in kartondose en/of kartonhouers inpak en daarna sodanige kartondose en kartonhouers vol maak en toemaak.....		
(w)	lym berei, massameet en meng; lym met die hand of met 'n masjien spreij; lym verwyder, afwas en afvee; lymverhardmiddels met die hand, 'n kwas of 'n masjien aanwend		
(x)	'n voertuig of handkar stoot of trek		
(y)	klinknaelwerk verrig of skroefdraad in ysterboute en -stawe sny		
(z)	hoepelyster wat vir webwerk gebruik word, reguit maak en/of sny		
(aa)	tweedehandse stofferwerk en beddegoed stroop		
(ab)	fineerstukke met band vasmaak en fineerpers bedien		
(ac)	timmerhout met preserveermiddel behandel.....		
(ad)	grondstowwe uitpak, baal of uit bale haal.....		
(ae)	goedere in papier of karton toedraai		
(2)	Arbeiders: Nuwe Inkomelinge (sien omskrywing onder klousule 3): Slegs partywinkels, gedurende eerste 12 maande van indiensneming in Nywerheid	10,20	448,87

Die minimumloon voorgeskryf vir leerlingvakmanne soos in klousule X van hierdie Bylae bedoel word

		Minimum	
		per uur	per week
		R	R
XIV	Diverse:		
(1)	Sweiswerk, uitgesonderd puntsweiswerk	12,63	555,77
(2)	Masjienonderhoudswerktuigkundige		
(3)	Puntsweiswerk		
(4)	Versendingsklerk, magasynman, tydhouer	11,32	498,38
(5)	Opsigter of wag	11,29	496,98
(6)	Verpakker		
(7)	Veerbinnekante en/of veereenhede bou en samestellende dele daarvan vervaardig	11,06	486,67
(8)	Leerlingverpakker	11,06	487,02
(9)	Metaaldele buig, pons, klink, boor en/of aanmeakaarsit		
XV	(1) Jeugdige manlike werknemers in diens in 'n ambag aangedui ingevolge die Wet op Mannekragopleiding, 1981, gedurende die gemagtigde proeftydperk	10,96	482,53
	(2) Alle ander jeugdiges	10,99	483,56
		Die minimum loon in hierdie ooreenkoms voorgeskryf vir werknemers in diens in dieselfde klas werk.	
XVI	Kantoorwerknemers—		
	gedurende die eerste diensjaar	11,01	484,68
	gedurende die tweede diensjaar	11,18	492,15
	gedurende die derde diensjaar	11,44	503,55
	gedurende die vierde diensjaar	11,70	514,91
	gedurende die vyfde diensjaar	11,97	526,90
	daarna	12,31	541,84
XVII	Los arbeider:		
	Arbeider minder as 30 uur per week in diens met die spesifieke doel om slegs voertuie te laai en af te laai, hout op te stapel en die perseel skoon te maak	106,15 per dag	
XVIII	Onderbaas:		
	Wat aan die hoof staan van werknemers wat nie vakmanstatus het nie	R10,00 per week meer as sy voorgeskrewe minimum loon wat hy verrig.	
	Wat aan die hoof staan van vakmanne	R15,00 per week meer as die basiese loon in hierdie Ooreenkoms voorskryf in werknemers in diens in dieselfde klas werk.	
XIX	(1) Ornament- en sierwerk, d.w.s. 'n werksaamheid of proses by die vervaardiging of montering van ornamente en sierwerk, maar uitgesonderd die werk in subklousule (ii) bedoel	12,63	555,77
	(2) Die klas werk in klousules 1 (2), IV (2), V (2), VII (2) en IX (2) van hierdie Bylae bedoel	Die minimum loon in hierdie Ooreenkoms voorgeskryf vir werknemers in diens in dieselfde klas werk.	
XX	Vakleerlinge—		
	aanvangsloon per week—stadium 1	Minimum loon vir arbeiders, plus R10,00	

Met voltooiing van stadium 1 en elke daaropvolgende stadium moet die weeklikse loon vermeerder word met 25% van die verskil tussen die minimum loontarief vir arbeiders, plus R10,00, en dié vir ambagsmanne van krag ten tyde van voltooiing van sodanige stadium.

		<i>Minimum</i>	
		<i>per uur</i>	<i>per week</i>
		R	R
XXI	Geskoolde vakmanne: Werknemers wat 'n vakttoets in 'n aangewese ambag geslaag het en N1 voltooi het	13,89	611,35
Dit verteenwoordig die loontarief plus 10% op elk van die volgende: I (1), II, III, IV (1), V (1), VI (1), VII (1), VIII, IX (1), XII (1), XIV (1) en (2), XIX (1)].			

Geteken te Durban op hede die 15de dag van Julie 1999.

M. H. GIBBS

Voorsitter

G. MOONSAMY

Visevoorsitter

G. J. P. BLIGNAUT

Sekretaris

No. R. 1219

22 October 1999

MANPOWER TRAINING ACT, 1981

AUTOMOBILE MANUFACTURING INDUSTRY EDUCATION AND TRAINING BOARD: AMENDMENT OF CONDITIONS OF APPRENTICESHIP AND DESIGNATION OF TRADES

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, acting in terms of section 13 of the Manpower Training Act, 1981, hereby amend with effect from the date of publication of this Notice, Government Notice No. R. 768 of 7 May 1993, by—

- (a) Substituting paragraph 1(a) of the list of Trades by the following paragraph:

"(a) designate in the Automobile Industry in the Republic of South Africa the undermentioned trades as trades in respect of which the Act shall apply with effect from the date of publication of this notice:

TRADES

1. Automotive Electrician;
2. The Model Mechanician;
3. Electrician (Engineering);
4. Electronics Equipment Mechanician;
5. Fitter;
6. Machine Tool Setter;
7. Motor Mechanic;
8. Tool, Jig and Die Maker; and
9. Turner Machinist;" and

- (b) an Apprentice whose contract of apprenticeship was entered into prior to the date of coming into operation of this Notice shall be amended in terms of section 25 (1) of the Act in order to change the existing trade to the corresponding trade as published in this notice.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1234

22 October 1999

LABOUR RELATIONS ACT, 1995

BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, NORTH AND WEST BOLAND: EXTENSION OF AMENDMENT OF 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 Building Industry, North and West Boland 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 1 November 1999 and for the period ending 17 May 2003.

M. M. S. MDLADLANA

Minister of Labour

SCHEDULE**BUILDING BARGAINING COUNCIL NORTH AND WEST BOLAND****COLLECTIVE AGREEMENT**

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

BUILDING INDUSTRIES ASSOCIATION, NORTH BOLAND

and

BOU-INDUSTRIEË-ASSOSIASIE, WES-BOLAND

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

BUILDING WORKERS' UNION

(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the Building Bargaining Council North and West Boland,

to amend the Collective Agreement, extended to non-parties, published under Government Notice No. R. 699 of 15 May 1998, as amended by Government Notices Nos. R. 1612 of 11 December 1998 and R. 871 of 16 July 1999.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed—

- (a) by all employers and by all employees engaged or employed in the Building Industry who are members of the employers' organisations and the trade unions, respectively;
- (b) in the Magisterial Districts of Ceres, Hopefield, Montagu, Moorreesburg, Piketberg, Robertson, Swellendam, Tulbagh, Vredenburg and Worcester.

(2) Notwithstanding the provisions of subclause (1), in terms of this Agreement shall apply to—

- (a) only those classes of employees for whom wage are prescribed in the Agreement;
- (b) apprentices and learners only is so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any conditions fixed thereunder;
- (c) labour-only contractors, working partners and working directors, principals and contractors.

(3) Notwithstanding the provisions of subclause (1) (a), in terms of this Agreement shall not apply to—

- (a) clerical employees and administrative staff;
- (b) university students and graduates in Building Science and construction surveyors and other such persons doing practical work in the completion of their academic training;
- (c) foremen or general foremen;
- (d) non-parties in respect of clauses 1 (1) (a) and 10 of this Agreement.

2. CLAUSE 9: TERMS OF EMPLOYMENT

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

"(1) Ordinary hours of work:

(a) No employee shall ordinarily be required to work more than the following hours:

Category	Daily hours	Weekly hours
Guards	9 hours.....	55 hours
Drivers	9 hours.....	45 hours
All other employees	9 hours.....	44 hours:

Provided that employees working more than five days per week may not work more than eight hours per day."

(2) Substitute the following for subclause (6) (a):

"(6) Annual leave:

- (a) Every employee shall be entitled to 21 consecutive days, annual leave during the Building Industry shutdown period, which shall include the public holidays falling on normal working days during the shutdown period, the dates of which shall be determined by the Council not later than 30 June of every year:

- (i) The 1998/1999 annual building industry shutdown period shall commence at 17:00 on 11 December 1998 and end at 08:00 on 4 January 1999.
- (ii) The 1999/2000 annual Building Industry shutdown period shall commence at 17:00 on 15 December 1999 and end at 08:00 on 6 January 2000."

(3) Substitute the following for subclause (9) (8):

"(8) Termination of contract of employment:

- (a) An employer or employee who intends terminating a contract of employment shall—
 - (i) during the employee's first 24 hours in the employment of the employer, be entitled to terminate such contract without any notice period;
 - (ii) if the employee has worked for the employer for four weeks or less, give the other party five working days' notice of termination of such contract;
 - (iii) if the employee has worked for the employer for longer than four weeks give the other party two weeks, notice of termination of such contract.
- (b) If any written contract of employment provides for a period of notice of equal duration for both parties which is longer than that prescribed in this clause, notice shall in accordance with such contract be given over such longer period: Provided that no agreement may require or permit an employee to give a period of notice longer than that required of the employer.
- (c) Notice of termination of a contract of employment must be given in writing, except when it is given by an illiterate employee.
- (d) If an employee who receives notice of termination is not able to understand it, the notice must be explained orally by, or on behalf of, the employer to the employee in an official language the employee reasonably understands.
- (e) Notice of termination of a contract of employment given by an employer must—
 - (i) not be given during any period of leave to which the employee is entitled in terms of this Collective Agreement; and
 - (ii) not run concurrently with any period of leave to which the employee is entitled in terms of this Collective Agreement, except sick leave.
- (f) Notice in terms of subclause 9 (8) (a) (ii) and (iii) may be given on any working day before 12 noon, and shall commence as from 08:00 on the following working day.
- (g) Notwithstanding the provisions of this clause either party shall be entitled to terminate the contract of employment without notice by making payment in lieu of the requisite notice.
- (h) In the event of an employee absconding, or not making the appropriate payment in lieu of notice, and where the employer has proven such, the employer shall be entitled to deduct the appropriate notice pay from any moneys due in terms of the Holiday Fund.
- (i) Nothing in this clause shall affect the right of an employer or employee to terminate a contract of employment without notice for any reason recognised by law as sufficient.
- (j) A contract of employment shall be automatically terminated if an employee is absent from work without the employer's consent for a continuous period of five calendar days, unless such absence is due to circumstances beyond his control.
- (k) Nothing in this clause affects the right of a dismissed employee to dispute the lawfulness or fairness of the dismissal in terms of Chapter VIII of Labour Relations Acts, 1995, or any other law."

(4) In subclause (9), insert the following new paragraph (d) after paragraph (c):

"(d) Any notice of lay-off given in terms of this clause shall be given by the employer in writing and shall clearly indicate the initial period of the lay-off, and when the employees should again report to the employer for further instructions/negotiations, and shall also clearly specify that after the first initial period of the specific lay-off the employee shall have the option of being retrenched or laid-off further."

(5) Insert the following new subclauses after subclause (10):

"(11) Maternity leave:

Maternity leave as prescribed by the Basic Conditions of Employment Act, 1997, shall be granted to all employees who qualify for it. Maternity leave benefits shall be payable as prescribed in clause 17 (5) (g) of this Agreement.

(12) Family responsibility leave:

Family responsibility leave shall be granted to employees in terms of clause 17 (5) (i) of this Agreement subject to the employees being in compliance with the provisions of clause 17 (5) (b) (i) and (ii).

(13) Compressed working week:

Employers may introduce the compressed working week concept subject to the provisions of the Basic Conditions of Employment Act, 1997, and subject to the written approval of the Council having been obtained.

14 Averaging of working hours:

Employers may introduce the averaging of working hours concept subject to the provisions of the Basic Conditions of Employment Act, 1997, and subject to the written approval of the Council having been obtained."

3. CLAUSE 10: REMUNERATION

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

"(1) Basic wages:

The basic wage in the Industry shall be as follows:

Category of employee	As from 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	R	R	R	R
	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>
(a) Cleaners	4,57	4,57	4,57	3,79
(b) (1) General workers, manufacturing workers, dumper drivers and hoist operators	5,71	5,71	5,71	4,79
	<i>Per week</i>	<i>Per week</i>	<i>Per week</i>	<i>Per week</i>
(2) Guards (full time)	251,24	251,24	251,24	210,76
	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>
(c) Building worker Category 4	6,31	6,31	6,31	5,39
(d) Building worker Category 3	7,04	7,04	7,04	6,05
(e) Building worker Category 2	7,88	7,88	7,88	6,81
(f) Building worker Category 1	8,79	8,79	8,79	7,66
(g) Artisan Category 3: Painters and roofers	9,83	9,83	9,83	8,63
(h) (1) Artisan Category 2: Painters and roofers	10,98	10,98	10,98	9,69
(2) Artisan Category 3: In all other trades	10,98	10,98	10,98	9,69
(i) (1) Artisan Category 2: In all other trades	12,26	12,26	12,26	10,91
(2) Artisan Category 3A: Painters	12,26	—	10,98	—
(3) Artisan Category 1: Painters and roofers	12,26	12,26	12,26	10,91
(j) Artisan Category 3A: In all other trades	12,82	—	12,82	—
(k) Artisan Category 1: In all other trades	13,68	13,68	13,68	12,28
	<i>Per week</i>	<i>Per week</i>	<i>Per week</i>	<i>Per week</i>
(l) Drivers of motor vehicles and operators of power driven plant who are required to be in possession of a—				
(1) Code 5-7 or B licence	251,24	251,24	251,24	210,76
(2) Code 8 or EB licence	277,64	277,64	277,64	237,16
(3) Code 10 or EBI licence	309,76	309,76	309,76	266,20
(4) Code 11-14 or EC licence	346,72	346,72	346,72	299,64
	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>	<i>Per hour</i>
(m) (1) Apprentices in first year of training	7,04	7,04	7,04	6,05
(2) Apprentices in second year of training	7,88	7,88	7,88	6,81
(3) Apprentices in third year of training	8,79	8,79	8,79	7,66
(n) (1) Trainee building worker Category 4	6,31	6,31	6,31	5,39
(2) Trainee building worker Category 3	7,04	7,04	7,04	6,05
(3) Trainee building worker Category 2	7,88	7,88	7,88	6,81
(4) Trainee building worker Category 1	8,79	8,79	8,79	7,66

Provided that the aforementioned wages shall not be less than those prescribed in terms of the Manpower Training Act, 1981: Provided further that the wages specified above for drivers/plant operators shall be payable if such employees have worked 44 normal hours or more, but not more than 45 normal working hours in any week. If such employees have, however, worked less than 44 normal working hours in any week, their wages for the respective week shall be calculated as follows: The above specified wages divided by 44 hours, multiplied by the actual number of normal working hours worked."

- (2) In subclause (7) (a), substitute the expression "R11,43" for the expression "R10,83".

4. CLAUSE 14: HOLIDAY FUND

- (1) Substitute the following for subclause (2):

"(2) **Contribution by the employer:** (a) An employer shall contribute an amount to the Holiday Fund on behalf of an eligible employee for each week that the employee remains in his employ ("a contribution week"), which amount shall be calculated as follows:

Category of employee	As from 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	R Per week	R Per week	R Per week	R Per week
Employees for whom wages are prescribed in—				
(i) clause 10 (1) (a)	12,18	12,18	12,18	10,08
(ii) clause 10 (1) (b) and (L) (1)	15,12	15,12	15,12	12,60
(iii) clause 10 (1) (c), (L) (2) and (n) (1)	16,80	16,80	16,80	14,28
(iv) clause 10 (1) (d), (L) (3), (m) (1) and (n) (2)	18,90	18,90	18,90	15,96
(v) clause 10 (1) (e), (L) (4), (m) (2) and (n) (3)	21,00	21,00	21,00	18,06
(vi) clause 10 (1) (f), (m) (3) and (n) (4)	23,52	23,52	23,52	20,58
(vii) clause 10 (1) (g)	26,46	26,46	26,46	23,10
(viii) clause 10 (1) (h)	29,40	29,40	29,40	26,04
(ix) clause 10 (1) (i) (1) and (i) (3)	32,76	32,76	32,76	28,98
(x) clause 10 (1) (i) (2)	32,76	—	29,40	—
(xi) clause 10 (1) (j)	34,44	—	34,44	—
(xii) clause 10 (1) (k)	36,54	36,54	36,54	32,76

- (b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the specified benefit stamps indicating the amount of the contribution made."

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

"(3) **Contribution by the employee:** Every employer may on each payday deduct from the wages due every week to each eligible employee that has worked 25 hours or more, but less than 42 hours during the respective contribution week, the contribution specified hereunder, multiplied by the difference between the hours actually worked and 42 hours, as the employee's contribution to the Holiday Fund:

Category of employee	As from 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	c Per hour	c Per hour	c Per hour	c Per hour
Employees for whom wages are prescribed in—				
(i) clause 10 (1) (a)	29	29	29	24
(ii) clause 10 (1) (b) and (L) (1)	36	36	36	30
(iii) clause 10 (1) (c), (L) (2) and (n) (1)	40	40	40	34
(iv) clause 10 (1) (d), (L) (3), (m) (1) and (n) (2)	45	45	45	38
(v) clause 10 (1) (e), (L) (4), (m) (2) and (n) (3)	50	50	50	43
(vi) clause 10 (1) (f), (m) (3) and (n) (4)	56	56	56	49
(vii) clause 10 (1) (g)	63	63	63	55
(viii) clause 10 (1) (h)	70	70	70	62
(ix) clause 10 (1) (i) (1) and (i) (3)	78	78	78	69
(x) clause 10 (1) (i) (2)	78	—	70	—
(xi) clause 10 (1) (j)	82	—	82	—
(xii) clause 10 (1) (k)	87	87	87	78".

5. CLAUSE 15: MEDICAL AID FUND

(1) Substitute the following for subclause (5):

"(5) **Contributions by the employer:** (a) Every employer shall contribute an amount to the Fund on behalf of each eligible employee in respect of each contribution week that the employee remains in its employ, which shall be calculated as follows:

Category of employee	As from 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	R Per week	R Per week	R Per week	R Per week
Employees for whom wages are prescribed in—				
(i) clause 10 (1) (a)	16,38	16,38	16,38	13,86
(ii) clause 10 (1) (b) and (L) (1)	20,58	20,58	20,58	17,22
(iii) clause 10 (1) (c), (L) (2) and (n) (1)	22,68	22,68	22,68	19,32
(iv) clause 10 (1) (d), (L) (3), (m) (1) and (n) (2)	25,20	25,20	25,20	21,84
(v) clause 10 (1) (e), (L) (4), (m) (2) and (n) (3)	28,14	28,14	28,14	24,36
(vi) clause 10 (1) (f), (m) (3) and (n) (4)	31,50	31,50	31,50	27,72
(vii) clause 10 (1) (g)	35,28	35,28	35,28	31,08
(viii) clause 10 (1) (h)	39,48	39,48	39,48	34,86
(ix) clause 10 (1) (i) (1) and (i) (3)	44,10	44,10	44,10	39,06
(x) clause 10 (1) (i) (2)	44,10	—	39,48	—
(xi) clause 10 (1) (j)	44,10	—	44,10	—
(xii) clause 10 (1) (k)	49,14	49,14	49,14	44,10

(b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the specified benefit stamps indicating the amount of the contribution made."

(2) Substitute the following for subclause (6):

"(6) **Contributions by the employee:** (a) Every employer may on each pay day deduct from the wages due every week to each eligible employee that has worked 25 hours or more, but less than 42 hours during the respective contribution week, the contribution specified hereunder, multiplied by the difference between the hours actually worked and 42 hours, as the employee's contribution to the Fund:

Category of employee	As from 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	c Per hour	c Per hour	c Per hour	c Per uur
Employees for whom wages are prescribed in—				
(i) clause 10 (1) (a)	39	39	39	33
(ii) clause 10 (1) (b) and (L) (1)	49	49	49	41
(iii) clause 10 (1) (c), (L) (2) and (n) (1)	54	54	54	46
(iv) clause 10 (1) (d), (L) (3), (m) (1) and (n) (2)	60	60	60	52
(v) clause 10 (1) (e), (L) (4), (m) (2) and (n) (3)	67	67	67	58
(vi) clause 10 (1) (f), (m) (3) and (n) (4)	75	75	75	66
(vii) clause 10 (1) (g)	84	84	84	74
(viii) clause 10 (1) (h)	94	94	94	83
(ix) clause 10 (1) (i) (1) and (i) (3)	105	105	105	93
(x) clause 10 (1) (i) (2)	105	—	94	—
(xi) clause 10 (1) (j)	105	—	105	—
(xii) clause 10 (1) (k)	117	117	117	105".

6. CLAUSE 16: RETIREMENT FUNDS

(1) Substitute the following for subclause (4):

"(4) **Contributions by the employer:** (a) An employer shall contribute an amount to the Retirement Funds on behalf of each eligible employee in respect of each contribution week that the employee remains in its employ, which shall be calculated as follows:

Category of employee	As from 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	R Per week	R Per week	R Per week	R Per week
Employees for whom wages are prescribed in—				
(i) clause 10 (1) (a)	28,98	28,98	28,98	23,94
(ii) clause 10 (1) (b) and (L) (1)	36,12	36,12	36,12	30,24
(iii) clause 10 (1) (c), (L) (2) and (n) (1)	39,90	39,90	39,90	34,02
(iv) clause 10 (1) (d), (L) (3), (m) (1) and (n) (2)	44,52	44,52	44,52	38,22
(v) clause 10 (1) (e), (L) (4), (m) (2) and (n) (3)	49,98	49,98	49,98	43,26
(vi) clause 10 (1) (f), (m) (3) and (n) (4)	55,44	55,44	55,44	48,30
(vii) clause 10 (1) (g)	62,16	62,16	62,16	54,60
(viii) clause 10 (1) (h)	69,30	69,30	69,30	61,32
(ix) clause 10 (1) (i) (1) and (i) (3)	77,28	77,28	77,28	68,88
(x) clause 10 (1) (i) (2)	77,28	—	69,30	—
(xi) clause 10 (1) (j)	77,28	—	77,28	—
(xii) clause 10 (1) (k)	86,52	86,52	86,52	77,70

(b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the Council's benefit stamps indicating the amount of the contribution made."

(2) Substitute the following for subclause (5):

"(5) **Contributions by the employee:** Every employer may on each pay day deduct from the wages due every week to each eligible employee that has worked 25 hours or more but less than 42 hours during the respective contribution week, the contribution specified hereunder multiplied by the difference between the hours actually worked and 42 hours, as the employee's contribution to the Retirement Funds:

Category of employee	As from 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	c Per hour	c Per hour	c Per hour	c Per hour
Employees for whom wages are prescribed in—				
(i) clause 10 (1) (a)	69	69	69	57
(ii) clause 10 (1) (b) and (L) (1)	86	86	86	72
(iii) clause 10 (1) (c), (L) (2) and (n) (1)	95	95	95	81
(iv) clause 10 (1) (d), (L) (3), (m) (1) and (n) (2)	106	106	106	91
(v) clause 10 (1) (e), (L) (4), (m) (2) and (n) (3)	119	119	119	103
(vi) clause 10 (1) (f), (m) (3) and (n) (4)	132	132	132	115
(vii) clause 10 (1) (g)	148	148	148	130
(viii) clause 10 (1) (h)	165	165	165	146
(ix) clause 10 (1) (i) (1) and (i) (3)	184	184	184	164
(x) clause 10 (1) (i) (2)	184	—	165	—
(xi) clause 10 (1) (j)	184	—	184	—
(xii) clause 10 (1) (k)	206	206	206	185".

7. CLAUSE 17: NEW HEADING

Substitute the following for the existing heading to this clause:

17. SICK LEAVE AND FAMILY RESPONSIBILITY LEAVE BENEFIT FUND FOR THE BUILDING INDUSTRY

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

"(1) The Sick Leave and Family Responsibility Leave Benefit Fund for the Building Industry ("the Fund") is hereby continued and shall continue to be administered by the Council for the purposes of recompensing employees during periods of absence from work due to incapacity, and the payment of gratuities to employees in the event of permanent disability, and the recompensing of employees during periods of absence due to family responsibility leave, in accordance with the rules of the Fund."

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

"(3) **Contributions by the employer:** (a) Every employer shall contribute an amount to the Fund on behalf of each eligible employee in respect of each contribution week for which the employee remains in its employ, which shall be calculated as follows:

Category of employee	As from 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	R Per week	R Per week	R Per week	R Per week
Employees for whom wages are prescribed in—				
(i) clause 10 (1) (a)	2,94	2,94	2,94	2,52
(ii) clause 10 (1) (b) and (L) (1)	3,78	3,78	3,78	3,36
(iii) clause 10 (1) (c), (L) (2) and (n) (1)	4,20	4,20	4,20	3,78
(iv) clause 10 (1) (d), (L) (3), (m) (1) and (n) (2)	4,62	4,62	4,62	4,20
(v) clause 10 (1) (e), (L) (4), (m) (2) and (n) (3)	5,04	5,04	5,04	4,62
(vi) clause 10 (1) (f), (m) (3) and (n) (4)	5,88	5,88	5,88	5,04
(vii) clause 10 (1) (g)	6,30	6,30	6,30	5,46
(viii) clause 10 (1) (h)	7,14	7,14	7,14	6,30
(ix) clause 10 (1) (i) (1) and (i) (3)	7,98	7,98	7,98	7,14
(x) clause 10 (1) (i) (2)	7,98	—	7,14	—
(xi) clause 10 (1) (j)	7,98	—	7,98	—
(xii) clause 10 (1) (k)	8,82	8,82	8,82	7,98

(b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the Council's benefit stamps indicating the amount of the contribution made."

(3) Substitute the following for subclause (4):

"(4) **Contributions by the employee:** Every employer may on each payday deduct from the wages due every week to each eligible employee that has worked 25 hours or more but less than 42 hours during the respective contribution week, the contribution specified hereunder multiplied by the difference between the hours actually worked and 42 hours, as the employee's contribution to the Fund:

Category of employee	As from 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	c Per hour	c Per hour	c Per hour	c Per hour
Employees for whom wages are prescribed in—				
(i) clause 10 (1) (a)	07	07	07	06
(ii) clause 10 (1) (b) and (L) (1)	09	09	09	08
(iii) clause 10 (1) (c), (L) (2) and (n) (1)	10	10	10	09
(iv) clause 10 (1) (d), (L) (3), (m) (1) and (n) (2)	11	11	11	10
(v) clause 10 (1) (e), (L) (4), (m) (2) and (n) (3)	12	12	12	11
(vi) clause 10 (1) (f), (m) (3) and (n) (4)	14	14	14	12

Category of employee	As from 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	c Per hour	c Per hour	c Per hour	c Per hour
Employees for whom wages are prescribed in—				
(vii) clause 10 (1) (g)	15	15	15	13
(viii) clause 10 (1) (h)	17	17	17	15
(ix) clause 10 (1) (i) (1) and (i) (3)	19	19	19	17
(x) clause 10 (1) (i) (2)	19	—	17	—
(xi) clause 10 (1) (j)	19	—	19	—
(xii) clause 10 (1) (k)	21	21	21	19

(4) In subclause (5) (d), substitute the expression "16" for the expression "20".

(5) In subclause (5), insert the following subclause (i) after subclause (h):

"(i) Family responsibility leave

(i) An employee shall receive payment in respect of three days' family responsibility leave at 100% of his prescribed rate of pay during a cycle of one year commencing on 1 January every year, and only in respect of the following circumstances:

(aa) When the employee's child is born;

(ab) when the employee's child is sick;

(ac) in the event of the death of the employee's spouse, life partner, parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling.

(ii) Application for these benefits must be made on the Council's official application form and shall be subject to the submission of the necessary documentary proof, as deemed appropriate by the Council, to substantiate the benefit claim."

8. CLAUSE 20: EXPENSES OF THE COUNCIL

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

"(1) Contributions by the employer: (a) Every employer shall contribute an amount to the Council in respect of each eligible employer for each contribution week that the employee remains in his employ, which amount shall be calculated as follows:

Category of employee	As from 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	R Per week	R Per week	R Per week	R Per week
Employees for whom wages are prescribed in—				
(i) clause 10 (1) (a)	3,36	3,36	3,36	2,94
(ii) clause 10 (1) (b) and (L) (1)	4,20	4,20	4,20	3,78
(iii) clause 10 (1) (c), (L) (2) and (n) (1)	4,62	4,62	4,62	4,20
(iv) clause 10 (1) (d), (L) (3), (m) (1) and (n) (2)	5,46	5,46	5,46	4,62
(v) clause 10 (1) (e), (L) (4), (m) (2) and (n) (3)	5,88	5,88	5,88	5,04
(vi) clause 10 (1) (f), (m) (3) and (n) (4)	6,72	6,72	6,72	5,88
(vii) clause 10 (1) (g)	7,14	7,14	7,14	6,30
(viii) clause 10 (1) (h)	7,98	7,98	7,98	7,14
(ix) clause 10 (1) (i) (1) and (i) (3)	8,82	8,82	8,82	7,98
(x) clause 10 (1) (i) (2)	8,82	—	7,98	—
(xi) clause 10 (1) (j)	8,82	—	8,82	—
(xii) clause 10 (1) (k)	10,08	10,08	10,08	8,82

(b) Every employer shall pay the specified contribution to the Council on the employee's normal payday, and shall on that day endorse and issue the employee with the Council's benefit stamps indicating the amount of the contribution made."

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

"(2) **Contributions by the employee:** Every employer may on each payday deduct from the wages due every week to each eligible employee that has worked 25 hours or more but less than 42 hours during the respective pay week, the contribution specified hereunder multiplied by the difference between the hours actually worked and 42 hours, as the employee's contribution to the expenses of the Council:

Category of employee	As from 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	c Per hour	c Per hour	c Per hour	c Per hour
Employees for whom wages are prescribed in—				
(i) clause 10 (1) (a)	08	08	08	07
(ii) clause 10 (1) (b) and (L) (1)	10	10	10	09
(iii) clause 10 (1) (c), (L) (2) and (n) (1)	11	11	11	10
(iv) clause 10 (1) (d), (L) (3), (m) (1) and (n) (2)	13	13	13	11
(v) clause 10 (1) (e), (L) (4), (m) (2) and (n) (3)	14	14	14	12
(vi) clause 10 (1) (f), (m) (3) and (n) (4)	16	16	16	14
(vii) clause 10 (1) (g)	17	17	17	15
(viii) clause 10 (1) (h)	19	19	19	17
(ix) clause 10 (1) (i) (1) and (i) (3)	21	21	21	19
(x) clause 10 (1) (i) (2)	21	—	19	—
(xi) clause 10 (1) (j)	21	—	21	—
(xii) clause 10 (1) (k)	24	24	24	21".

9. CLAUSE 24: WESTERN PROVINCE BUILDING AND ALLIED TRADERS' SICK FUND

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

"(1) (a) Every employer shall on each pay day deduct from the wages due every week to each eligible employee who is a member of the trade union which is a party of the Agreement, the amount calculated as follows:

Category of employee	As from 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	R Per week	R Per week	R Per week	R Per week
Employees for whom wages are prescribed in—				
(i) clause 10 (1) (a)	—	—	—	—
(ii) clause 10 (1) (b) and (L) (1)	—	—	—	—
(iii) clause 10 (1) (c), (L) (2) and (n) (1)	2,18	2,18	2,18	2,18
(iv) clause 10 (1) (d), (L) (3), (m) (1) and (n) (2)	2,18	2,18	2,18	2,18
(v) clause 10 (1) (e), (L) (4), (m) (2) and (n) (3)	2,18	2,18	2,18	2,18
(vi) clause 10 (1) (f), (m) (3) and (n) (4)	2,18	2,18	2,18	2,18
(vii) clause 10 (1) (g)	2,90	2,90	2,90	2,90
(viii) clause 10 (1) (h)	2,90	2,90	2,90	2,90
(ix) clause 10 (1) (i) (1) and (i) (3)	2,90	2,90	2,90	2,90
(x) clause 10 (1) (i) (2)	2,90	—	2,90	—
(xi) clause 10 (1) (j)	2,90	—	2,90	—
(xii) clause 10 (1) (k)	2,90	2,90	2,90	2,90

(b) Every employer shall pay the amount referred to in subclause 24 (1) (a) to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the Council's benefit stamps indicating the amount deducted."

10. CLAUSE 22: SPECIAL MEMBERSHIP LEVY: EMPLOYERS

In subclause (1), substitute the expression "R1,50" for the expression "R1,30".

11. CLAUSE 25: GENERAL

Substitute the following for subclause (2):

"(2) Value-added tax:

All monetary values quoted in this Agreement, except for the monetary values quoted in clause 20 which is inclusive of value-added tax, are exclusive of value-added tax."

Signed on behalf of the parties on this 23rd day of June 1999.

D. E. SIMMONS

Chairman

R. K. WIPPICH

Vice-Chairman

N. J. KRUGER

Secretary

No. R. 1234

22 Oktober 1999

WET OP ARBEIDSVERHOUDINGE, 1995**BEDINGINGSRAAD VIR DIE BOUNYWERHEID, NOORD- EN WES-BOLAND: UITBREIDING VAN WYSIGING VAN KOLLEKTIEWE OOREENKOMS 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 Bedingsraad vir die Bounywerheid, Noord- en Wes-Boland 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 1 November 1999 en vir die tydperk wat op 17 Mei 2003 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

BYLAE**BOUBEDINGINGSRAAD NOORD- EN WES-BOLAND****KOLLEKTIEWE OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, Wet No. 66 van 1995, gesluit deur en aangegaan tussen die

BUILDING INDUSTRIES ASSOCIATION, NORTH BOLAND

en

BOU-INDUSTRIEË-ASSOSIASIE, WES-BOLAND

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

BUILDING WORKERS' UNION

(hierna die "werknemers" of die "vakbond" genoem), aan die ander kant, wat die partye is by die Boubedingsraad Noord- en Wes-Boland,

tot wysiging van die Kollektiewe Ooreenkoms, uitgebrei na nie-partye, gepubliseer by Goewermentskennisgewing No. R. 699 van 15 Mei 1998, soos gewysig by Goewermentskennisgewings No. R. 1612 van 11 Desember 1998 en R. 871 van 16 Julie 1999.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet nagekom word—

- (a) deur alle werkgewers en alle werknemers wat by die Bounywerheid betrokke of daarin werksaam is en wat lede is van onderskeidelik die werkgewersorganisasie en die vakbond;
- (b) in die landdrosdistrikte Ceres, Hopfield, Montagu, Moorreesburg, Piketberg, Robertson, Swellendam, Tulbagh, Vredenburg en Worcester.

(2) Ondanks subklousule (1) van hierdie Ooreenkoms van toepassing—

- (a) slegs op dié klasse werknemers vir wie lone voorgeskryf word in hierdie Ooreenkoms;
- (b) vakleerlinge en leerlinge slegs vir sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, of met voorwaardes wat daarkragtens gestel is;
- (c) slegs arbeid-kontrakteurs, werkende vennote en werkende direkteurs, prinsipale en aannemers.

- (3) Ondanks subklousule (1) (a), is die bepaling van die Ooreenkoms nie van toepassing nie op—
- klerke en administratiewe personeel;
 - universiteitstudente en gegradueerdes in die bouwetenskap en konstruksie-opmeters en sodanige ander persone wat besig is met praktiese werk tot voltooiing van hul akademiese opleiding;
 - voormanne of algemene voormanne;
 - nie-partye ten opsigte van klousules 1 (1) (a) en 10 van hierdie Ooreenkoms.

2. KLOUSULE 9: DIENSVOORWAARDES

- (1) Vervang subklousule (1) (a) deur die volgende:

"(1) Gewone werkure:

- (a) Gewoonweg word daar van geen werknemer verwag om meer as die volgende ure te werk nie:

Kategorie	Daaglikse ure	Weeklikse ure
Wagte.....	9 ure.....	55 ure
Drywers.....	9 ure.....	45 ure
Alle ander werknemers.....	9 ure.....	44 ure:

Met dien verstande dat werknemers wat meer as vyf dae per week werk, nie meer as agt ure per dag mag werk nie."

- (2) Vervang subklousule (6) (a) deur die volgende:

"(6) Jaarlikse verlof:

- (a) Elke werknemer is gedurende die sluitingstydperk van die Bounywerheid geregtig op 21 opeenvolgende dae jaarlikse verlof wat insluit die openbare vakansiedae wat op normale werksdae gedurende die sluitingstydperk val, waarvan die datums deur die Raad bepaal moet word teen nie later nie as 30 Junie elke jaar:
- Die 1998/1999 jaarlikse sluitingstydperk van die Bounywerheid sal begin om 17:00 op 11 Desember 1998 en eindig om 08:00 op 4 Januarie 1999.
 - Die 1999/2000-jaarlikse sluitingstydperk van die Bounywerheid begin om 17:00 op 15 Desember 1999 en eindig om 08:00 op 6 Januarie 2000."

- (3) Vervang subklousule (9) (8) deur die volgende:

"(8) Beëindiging van dienskontrak:

- (a) 'n Werkgewer of werknemer wat voornemens is om 'n dienskontrak te beëindig—
- is gedurende die werknemer se eerste 24 uur in die diens van die werkgewer, daarop geregtig is om sodanige dienskontrak te beëindig sonder enige kennisgewingstydperk;
 - moet, indien die werknemer vir vier weke of minder in die diens van die werkgewer is, die ander party vyf werksdae kennis gee van die beëindiging van sodanige kontrak;
 - moet, indien die werknemer vir meer as vier weke in die diens van 'n werkgewer is, die ander party twee weke kennis gee van die beëindiging van sodanige kontrak.
- (b) Indien 'n skriftelike dienskontrak vir beide partye voorsiening maak vir 'n kennisgewingstydperk van gelyke duur wat langer is as die tydperk wat in hierdie klousule voorgeskryf word, moet kennis in ooreenstemming met sodanige kontrak oor sodanige langer tydperk gegee word: Met dien verstande dat geen ooreenkoms van 'n werknemer kan vereis of hom toelaat om 'n tydperk van kennisgewing te gee wat langer is as dié wat van die werkgewer vereis word nie.
- (c) Kennis van beëindiging van 'n dienskontrak moet skriftelik gegee word, behalwe wanneer dit deur 'n ongeletterde werknemer gegee word.
- (d) Indien 'n werknemer wat kennisgewing van beëindiging ontvang, nie in staat is om dit te verstaan nie, moet die kennisgewing mondeling, in 'n amptelike taal wat die werknemer redelikerwys verstaan, deur of namens die werkgewer aan die werknemer verduidelik word.
- (e) Kennis van beëindiging van 'n dienskontrak wat deur 'n werkgewer gegee word, mag—
- nie gegee word nie gedurende 'n verloftydperk waarop die werknemer ingevolge hierdie Kollektiewe Ooreenkoms geregtig is; en
 - nie samelopend wees nie met 'n verloftydperk waarop die werknemer ingevolge hierdie Kollektiewe Ooreenkoms geregtig is, behalwe siekteverlof.
- (f) Kennis ingevolge subklousule 9 (8) (a) (ii) en (iii) kan voor 12:00 op enige werksdag gegee word en tree vanaf 08:00 op die daaropvolgende werksdag in werking.

- (g) Ondanks die bepaling van hierdie klousule is albei partye daarop geregtig om die dienskontrak sonder kennisgewing te beëindig deur die betaling van 'n bedrag in plaas van die vereiste kennisgewingstydperk.
- (h) In die geval waar 'n werknemer dros, of nie die toepaslike betaling in plaas van die kennisgewingstydperk maak nie, en waar die werkgever dit kan bewys, is die werkgever daarop geregtig om die toepaslike kennisgewingstydperkbetaling te verhaal uit enige gelde wat aan die werknemer verskuldig is ingevolge die Vakansiefonds.
- (i) Niks in hierdie klousule tas die reg van 'n werkgever of werknemer aan om die dienskontrak om 'n reëlgeldige rede sonder kennisgewing te beëindig nie.
- (j) 'n Dienskontrak word outomaties beëindig as 'n werknemer sonder die werkgever se toestemming vir 'n aaneenlopende tydperk van vyf kalenderdae afwesig is, tensy die werknemer afwesig is as gevolg van omstandighede buite sy beheer.
- (k) Geen bepaling in hierdie klousule tas die reg van 'n ontslane werknemer aan om die wettigheid of billikheid van die ontslag ingevolge Hoofstuk VIII van die Wet op Arbeidsverhoudinge, 1995, of enige ander wet te betwis nie."
- (4) In subklousule (9), voeg die volgende nuwe paragraaf (d) in na paragraaf (c):
- "(d) Enige kennisgewing van tydelike ontslag wat ingevolge hierdie klousule gegee word, moet skriftelik deur die werkgever gegee word en moet duidelik die aanvanklike tydperk van tydelike ontslag aandui sowel as wanneer die werknemer weer by die werkgever moet aanmeld vir verdere instruksies/onderhandelinge, en moet ook duidelik spesifiseer dat na die verstryking van die eerste aanvanklike tydperk van die spesifieke tydelike ontslag, die werknemer die keuse kan uitoefen om afgelê te word of om vir 'n verdere tydperk ontslaan te word."
- (5) Voeg die volgende subklousules in na subklousule (10):
- "(11) **Kraamverlof:**
Kraamverlof soos voorgeskryf deur die Wet op Basiese Diensvoorwaardes, 1997, moet toegestaan word aan alle werknemers wat daarvoor kwalifiseer. Kraamverlofvoordele is betaalbaar soos voorgeskryf in klousule 17 (5) (g) van hierdie Ooreenkoms.
- (12) **Familieverantwoordelikheidsverlof:**
Familieverantwoordelikheidsverlof word toegestaan ingevolge klousule 17 (5) (i) van hierdie Ooreenkoms behoudens die werknemers se voldoening aan die bepalings van klousule 17 (5) (b) (i) en (ii)."
- (13) **Saamgeperste werkweek:**
Werkgewers kan die konsep van die saamgeperste werkweek instel behoudens die bepalings van die Wet op Basiese Diensvoorwaardes, 1997, en behoudens die verkryging van die Raad se skriftelike goedkeuring.
- 14 **Berekening van gemiddelde werkure:**
Werkgewers kan die konsep van die berekening van gemiddelde werkure instel behoudens die bepalings van die Wet op Basiese Diensvoorwaardes, 1997, en behoudens die verkryging van die Raad se skriftelike goedkeuring."

3. KLOUSULE 10: BESOLDIGING

- (1) Vervang subklousule (1) deur die volgende:

"(1) **Basiese loon:**

Die basiese loon in die Nywerheid is soos volg:

Werknemerskategorie	Vanaf 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	R	R	R	R
	Per uur	Per uur	Per uur	Per uur
(a) Skoonmakers	4,57	4,57	4,57	3,79
(b) (1) Algemene werkers, vervaardigerswerkers, stortwa-bestuurders en hystoesteloperateurs	5,71	5,71	5,71	4,79
	Per week	Per week	Per week	Per week
(2) Wagte (voltyds)	251,24	251,24	251,24	210,76
	Per uur	Per uur	Per uur	Per uur
(c) Bouwerker kategorie 4	6,31	6,31	6,31	5,39
(d) Bouwerker kategorie 3	7,04	7,04	7,04	6,05
(e) Bouwerker kategorie 2	7,88	7,88	7,88	6,81

Werknemerskategorie	Vanaf 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	R Per uur	R Per uur	R Per uur	R Per uur
(f) Bouwerker kategorie 1	8,79	8,79	8,79	7,66
(g) Ambagsman kategorie 3: Dakwerker en verwer	9,83	9,83	9,83	8,63
(h) (1) Ambagsman kategorie 2: Dakwerker en verwer	10,98	10,98	10,98	9,69
(2) Ambagsman kategorie 3: In alle ander ambagte	10,98	10,98	10,98	9,69
(i) (1) Ambagsman kategorie 2: In alle ander ambagte	12,26	12,26	12,26	10,91
(2) Ambagsman kategorie 3A: Verwer	12,26	—	10,98	—
(3) Ambagsman kategorie 1: Dakwerker en verwer	12,26	12,26	12,26	10,91
(j) Ambagsman kategorie 3A: In alle ander ambagte.....	12,82	—	12,82	—
(k) Ambagsman kategorie 1: In alle ander ambagte.....	13,68	13,68	13,68	12,28
	Per week	Per week	Per week	Per week
(l) Voertuigbestuurders en operateurs van kragange- drewe masjinerie wat in besit moet wees van 'n—				
(1) Kode 5-7 of B-lisensie	251,24	251,24	251,24	210,76
(2) Kode 8 of EB-lisensie	277,64	277,64	277,64	237,16
(3) Kode 10 of EBI-lisensie	309,76	309,76	309,76	266,20
(4) Kode 11-14 of EC-lisensie	346,72	346,72	346,72	299,64
	Per uur	Per uur	Per uur	Per uur
(m) (1) Vakleerlinge in eerste jaar van opleiding	7,04	7,04	7,04	6,05
(2) Vakleerlinge in tweede jaar van opleiding	7,88	7,88	7,88	6,81
(3) Vakleerlinge in derde jaar van opleiding	8,79	8,79	8,79	7,66
(n) (1) Kwekelingbouwerker kategorie 4	6,31	6,31	6,31	5,39
(2) Kwekelingbouwerker kategorie 3	7,04	7,04	7,04	6,05
(3) Kwekelingbouwerker kategorie 2	7,88	7,88	7,88	6,81
(4) Kwekelingbouwerker kategorie 1	8,79	8,79	8,79	7,66

Met dien verstande dat voormelde lone nie minder mag wees nie as dié voorgeskryf ingevolge die Wet op Mannekragopleiding, 1981: Met dien verstande voorts dat die lone hierbo gespesifiseer vir drywer/masjien-bedieners betaalbaar is indien sodanige werknemers 44 of meer gewone werkure maar hoogstens 45 gewone werkure in 'n week gewerk het. Indien sodanige werknemer egter minder as 44 gewone werkure in enige week gewerk het, moet hul lone, vir die spesifieke week soos volg bereken word: Bogenoemde gespesifiseerde lone gedeel deur 44 uur en vermenigvuldig met die werklike getal gewone werkure gewerk."

- (2) In subklousule (7) (a) vervang die uitdrukking "R10,83" deur die uitdrukking "R11,48".

4. KLOUSULE 14: VAKANSIEFONDS

- (1) Vervang subklousule (2) deur die volgende:

"(2) **Bydraes deur die werkgever:** (a) 'n Werkgever moet tot die Vakansiefonds bydra namens 'n geskikte werknemer vir elke week wat daardie werknemer in sy diens is (" 'n bydraeweek"), welke bedrag soos volg bereken word—

Werknemerskategorie	Met ingang van 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	R Per week	R Per week	R Per week	R Per week
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 10 (1) (a)	12,18	12,18	12,18	10,08
(ii) klousule 10 (1) (b) en (L) (1)	15,12	15,12	15,12	12,60
(iii) klousule 10 (1) (c), (L) (2) en (n) (1)	16,80	16,80	16,80	14,28
(iv) klousule 10 (1) (d), (L) (3), (m) (1) en (n) (2)	18,90	18,90	18,90	15,96

Werknemerskategorie	Met ingang van 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	R Per week	R Per week	R Per week	R Per week
Werknemers vir wie lone voorgeskryf word in—				
(v) klousule 10 (1) (e), (L) (4), (m) (2) en (n) (3).....	21,00	21,00	21,00	18,06
(vi) klousule 10 (1) (f), (m) (3) en (n) (4).....	23,52	23,52	23,52	20,58
(vii) klousule 10 (1) (g).....	26,46	26,46	26,46	23,10
(viii) klousule 10 (1) (h).....	29,40	29,40	29,40	26,04
(ix) klousule 10 (1) (i) (1) en (i) (3)	32,76	32,76	32,76	28,98
(x) klousule 10 (1) (i) (2)	32,76	—	29,40	—
(xi) klousule 10 (1) (j).....	34,44	—	34,44	—
(xii) klousule 10 (1) (k).....	36,54	36,54	36,54	32,76

(b) Elke werkgever moet die gespesifiseerde bydrae aan die Raad betaal op die werknemer se gewone betaaldag, en moet op daardie dag die gespesifiseerde voordele seëls wat die waarde van die bydrae gemaak, endosseer en aan die werknemer uitreik."

(2) Vervang subklousule (3) deur die volgende:

"(3) **Bydraes deur die werknemer:** Elke werkgever kan op elke betaaldag van die lone elke week verskuldig aan elke geskikte werknemer wat 25 uur of meer maar minder as 42 uur gedurende die besondere bydraeweek gewerk het, die bedrae hieronder gespesifiseer vermenigvuldig met die verskil tussen die ure werklik gewerk en 42 uur, aftrek as die werknemer se bydrae tot die Vakansiefonds:

Werknemerskategorie	Met ingang van 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	c Per uur	c Per uur	c Per uur	c Per uur
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 10 (1) (a).....	29	29	29	24
(ii) klousule 10 (1) (b) en (L) (1)	36	36	36	30
(iii) klousule 10 (1) (c), (L) (2) en (n) (1).....	40	40	40	34
(iv) klousule 10 (1) (d), (L) (3), (m) (1) en (n) (2).....	45	45	45	38
(v) klousule 10 (1) (e), (L) (4), (m) (2) en (n) (3).....	50	50	50	43
(vi) klousule 10 (1) (f), (m) (3) en (n) (4).....	56	56	56	49
(vii) klousule 10 (1) (g).....	63	63	63	55
(viii) klousule 10 (1) (h).....	78	70	70	62
(ix) klousule 10 (1) (i) (1) en (i) (3)	78	78	78	69
(x) klousule 10 (1) (i) (2)	78	—	70	—
(xi) klousule 10 (1) (j).....	82	—	82	—
(xii) klousule 10 (1) (k).....	87	87	87	78".

5. KLOUSULE 15: MEDIËSE HULPFONDS

(1) Vervang subklousule (5) deur die volgende:

"(5) **Bydraes deur die werkgever:** (a) Elke werkgever moet 'n bedrag bydra tot die Fonds namens die geskikte werknemer ten opsigte van elke bydraeweek wat daardie werknemer in sy diens is, welke bedrag soos volg bereken word:

Werknemerskategorie	Vanaf 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	R	R	R	R
	<i>Per week</i>	<i>Per week</i>	<i>Per week</i>	<i>Per week</i>
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 10 (1) (a).....	16,38	16,38	16,38	13,86
(ii) klousule 10 (1) (b) en (L) (1)	20,58	20,58	20,58	17,22
(iii) klousule 10 (1) (c), (L) (2) en (n) (1).....	22,68	22,68	22,68	19,32
(iv) klousule 10 (1) (d), (L) (3), (m) (1) en (n) (2).....	25,20	25,20	25,20	21,84
(v) klousule 10 (1) (e), (L) (4), (m) (2) en (n) (3).....	28,14	28,14	28,14	24,36
(vi) klousule 10 (1) (f), (m) (3) en (n) (4).....	31,50	31,50	31,50	27,72
(vii) klousule 10 (1) (g).....	35,28	35,28	35,28	31,08
(viii) klousule 10 (1) (h).....	39,48	39,48	39,48	34,86
(ix) klousule 10 (1) (i) (1) en (i) (3)	44,10	44,10	44,10	39,06
(x) klousule 10 (1) (i) (2)	44,10	—	39,48	—
(xi) klousule 10 (1) (j).....	44,10	—	44,10	—
(xii) klousule 10 (1) (k).....	49,14	49,14	49,14	44,10

(b) Elke werknemer moet die gespesifiseerde bydrae aan die Raad betaal op die werknemer se gewone betaaldag, en moet op daardie dag die gespesifiseerde voordele seëls wat die waarde aandui van die bydrae gemaak, endosseer en aan die werknemer uitreik.”

(2) Vervang subklousule (6) deur die volgende:

“(6) **Bydraes deur die werknemer:** Elke werkgewer kan op elke betaaldag van die lone elke week verskuldig aan elke geskikte werknemer wat 25 uur of meer maar minder as 42 uur gedurende die besondere bydraeweek gewerk het, die bedrae hieronder gespesifiseer vermenigvuldig met die verskil tussen die ure werklik gewerk en 42 uur, aftrek as die werknemer se bydrae tot die Fonds:

Werknemerskategorie	Vanaf 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	c	c	c	c
	<i>Per uur</i>	<i>Per uur</i>	<i>Per uur</i>	<i>Per uur</i>
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 10 (1) (a).....	39	39	39	33
(ii) klousule 10 (1) (b) en (L) (1)	49	49	49	41
(iii) klousule 10 (1) (c), (L) (2) en (n) (1).....	54	54	54	46
(iv) klousule 10 (1) (d), (L) (3), (m) (1) en (n) (2).....	60	60	60	52
(v) klousule 10 (1) (e), (L) (4), (m) (2) en (n) (3).....	67	67	67	58
(vi) klousule 10 (1) (f), (m) (3) en (n) (4).....	75	75	75	66
(vii) klousule 10 (1) (g).....	84	84	84	74
(viii) klousule 10 (1) (h).....	94	94	94	83
(ix) klousule 10 (1) (i) (1) en (i) (3)	105	105	105	93
(x) klousule 10 (1) (i) (2)	105	—	94	—
(xi) klousule 10 (1) (j).....	105	—	105	—
(xii) klousule 10 (1) (k).....	117	117	117	105”.

6. KLOUSULE 16: AFTREDINGSFONDSE

(1) Vervang subklousule (4) deur die volgende:

- "(4) **Bydraes deur die werkgewer:** (a) Elke werkgewer moet 'n bedrag tot die Aftredingsfondse bydra namens elke geskikte werknemer ten opsigte van elke bydraeweek wat daardie werknemer in sy diens is, welke bedrag soos volg bereken word:

Werknemerskategorie	Vanaf 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	R Per week	R Per week	R Per week	R Per week
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 10 (1) (a).....	28,98	28,98	28,98	23,94
(ii) klousule 10 (1) (b) and (L) (1).....	36,12	36,12	36,12	30,24
(iii) klousule 10 (1) (c), (L) (2) en (n) (1).....	39,90	39,90	39,90	34,02
(iv) klousule 10 (1) (d), (L) (3), (m) (1) en (n) (2).....	44,52	44,52	44,52	38,22
(v) klousule 10 (1) (e), (L) (4), (m) (2) en (n) (3).....	49,98	49,98	49,98	43,26
(vi) klousule 10 (1) (f), (m) (3) en (n) (4).....	55,44	55,44	55,44	48,30
(vii) klousule 10 (1) (g).....	62,16	62,16	62,16	54,60
(viii) klousule 10 (1) (h).....	69,30	69,30	69,30	61,32
(ix) klousule 10 (1) (i) (1) en (i) (3)	77,28	77,28	77,28	68,88
(x) klousule 10 (1) (i) (2)	77,28	—	69,30	—
(xi) klousule 10 (1) (j).....	77,28	—	77,28	—
(xii) klousule 10 (1) (k).....	86,52	86,52	86,52	77,70

(b) Elke werkgewer moet die gespesifiseerde bydrae aan die Raad betaal op die werknemer se gewone betaaldag, en moet op daardie dag die gespesifiseerde voordele seëls wat die waarde aandui van die bydrae gemaak, endosseer en aan die werknemer uitreik."

(2) Vervang subklousule (5) deur die volgende:

- "(5) **Bydraes deur die werknemer:** Elke werkgewer kan op elke betaaldag van die lone elke week verskuldig aan elke geskikte werknemer wat 25 uur of meer maar minder as 42 uur gedurende die besondere bydraeweek gewerk het, die bedrae hieronder gespesifiseer vermenigvuldig met die verskil tussen die ure werklik gewerk en 42 uur, aftrek as die werknemer se bydrae tot die Aftredingsfondse:

Werknemerskategorie	Vanaf 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	c Per uur	c Per uur	c Per uur	c Per uur
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 10 (1) (a).....	69	69	69	57
(ii) klousule 10 (1) (b) en (L) (1).....	86	86	86	72
(iii) klousule 10 (1) (c), (L) (2) en (n) (1).....	95	95	95	81
(iv) klousule 10 (1) (d), (L) (3), (m) (1) en (n) (2).....	106	106	106	91
(v) klousule 10 (1) (e), (L) (4), (m) (2) en (n) (3).....	119	119	119	103
(vi) klousule 10 (1) (f), (m) (3) en (n) (4).....	132	132	132	115
(vii) klousule 10 (1) (g).....	148	148	148	130
(viii) klousule 10 (1) (h).....	165	165	165	146
(ix) klousule 10 (1) (i) (1) en (i) (3)	184	184	184	164
(x) klousule 10 (1) (i) (2)	184	—	165	—
(xi) klousule 10 (1) (j).....	184	—	184	—
(xii) klousule 10 (1) (k).....	206	206	206	185"

7. KLOUSULE 17: NUWE OPSKRIF

Vervang die huidige opskrif van hierdie klousule deur die volgende:

17. BYSTANDSFONDS VIR SIEKTE- EN FAMILIEVERANTWOORDELIKHEIDSVLOF VIR DIE BOUNYWERHEID

(1) Vervang subklousule (1) deur die volgende:

"(1) Die siekte- en verlof vir familie-verantwoordelikeheidsverlof vir die Bounywerheid ("die Fonds") word hierby voortgesit en gaan voort om deur die Raad bestuur te word vir die doeleindes om werknemers te vergoed gedurende tydperke van afwesigheid van die werk as gevolg van ongeskiktheid, en die betaling van vergoeding aan werknemers in die geval van permanent ongeskiktheid, en om werknemers te vergoed gedurende tydperke van afwesigheid van die werk as gevolg van familie-verantwoordelikeheidsverlof, ooreenkomstig die Reëls van die Fonds."

(2) Vervang subklousule (3) deur die volgende:

"(3) **Bydraes deur die werkgever.** (a) Elke werkgever moet 'n bedrag tot die Fonds bydra namens elke geskikte werknemer ten opsigte van elke bydraeweek wat daardie werknemer in sy diens is, welke bedrag soos volg bereken word:

Werknemerskategorie	Vanaf 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	R Per week	R Per week	R Per week	R Per week
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 10 (1) (a).....	2,94	2,94	2,94	2,52
(ii) klousule 10 (1) (b) en (L) (1)	3,78	3,78	3,78	3,36
(iii) klousule 10 (1) (c), (L) (2) en (n) (1).....	4,20	4,20	4,20	3,78
(iv) klousule 10 (1) (d), (L) (3), (m) (1) en (n) (2).....	4,62	4,62	4,62	4,20
(v) klousule 10 (1) (e), (L) (4), (m) (2) en (n) (3).....	5,04	5,04	5,04	4,62
(vi) klousule 10 (1) (f), (m) (3) en (n) (4).....	5,88	5,88	5,88	5,04
(vii) klousule 10 (1) (g).....	6,30	6,30	6,30	5,46
(viii) klousule 10 (1) (h).....	7,14	7,14	7,14	6,30
(ix) klousule 10 (1) (i) (1) en (i) (3)	7,98	7,98	7,98	7,14
(x) klousule 10 (1) (i) (2)	7,98	—	7,14	—
(xi) klousule 10 (1) (j).....	7,98	—	7,98	—
(xii) klousule 10 (1) (k).....	8,82	8,82	8,82	7,98

(b) Elke werkgever moet die gespesifiseerde bydrae aan die Raad betaal op die werknemer se gewone betaaldag, en moet op daardie dag die gespesifiseerde voordeelseël wat die waarde aandui van die bydrae gemaak, endorseer en aan die werknemer uitreik."

(3) Vervang subklousule (4) deur die volgende:

"(4) **Bydraes deur die werknemer:** Elke werkgever kan op elke betaaldag van die lone elke week verskuldig aan elke geskikte werknemer wat 25 uur of meer maar minder as 42 uur gedurende die besondere bydraeweek gewerk het, die bedrae hieronder gespesifiseer vermenigvuldig met die verskil tussen die ure werklik gewerk, en 42 uur, aftrek as die werknemer se bydrae tot die Fonds:

Werknemerskategorie	Vanaf 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	c Per uur	c Per uur	c Per uur	c Per uur
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 10 (1) (a).....	07	07	07	06
(ii) klousule 10 (1) (b) en (L) (1)	09	09	09	08
(iii) klousule 10 (1) (c), (L) (2) en (n) (1).....	10	10	10	09
(iv) klousule 10 (1) (d), (L) (3), (m) (1) en (n) (2).....	11	11	11	10
(v) klousule 10 (1) (e), (L) (4), (m) (2) en (n) (3)	12	12	12	11
(vi) klousule 10 (1) (f), (m) (3) en (n) (4).....	14	14	14	12

Werknemerskategorie	Vanaf 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	c	c	c	c
	Per uur	Per uur	Per uur	Per uur
Werknemers vir wie lone voorgeskryf word in—				
(vii) klousule 10 (1) (g).....	15	15	15	13
(viii) klousule 10 (1) (h).....	17	17	17	15
(ix) klousule 10 (1) (i) (1) en (i) (3)	19	19	19	17
(x) klousule 10 (1) (i) (2)	19	—	17	—
(xi) klousule 10 (1) (j).....	19	—	19	—
(xii) klousule 10 (1) (k).....	21	21	21	19".

(4) In subklousule (5) (d), vervang die uitdrukking "20" deur die uitdrukking "16".

(5) In subklousule (5), voeg die volgende subklousule (i) in, na subklousule (h):

"(i) Familieverantwoordelikeverlof:

(i) 'n Werknemer moet vergoeding ontvang ten opsigte van drie dae verlof vir gesinsverantwoordelikeverlof teen 100% van sy voorgeskrewe loon gedurende 'n siklus van een jaar wat op 1 Januarie elke jaar begin en slegs ten opsigte van die volgende omstandighede:

(aa) Wanneer die werknemer se kind gebore word;

(ab) wanneer die werknemer se kind siek is;

(ac) in die geval van die dood van die werknemer se gade, lewensmaat, ouer, pleegouer, kind, aangenome kind, kleinkind, broer of suster.

(ii) Aansoek om hierdie voordele moet gedoen word op die Raad se voorgeskrewe eisvorm en is onderworpe aan die verskaffing van die nodige dokumentêre bewys wat die Raad toepaslik ag om die voordele eis te staaf."

8. KLOUSULE 20: UITGAWES VAN DIE RAAD

(1) Vervang subklousule (1) deur die volgende:

"(1) Bydraes deur die werkgewer: (a) Elke werkgewer moet 'n geldelike bydrae tot die Raad maak ten opsigte van elke geskikte werknemer vir elke bydraeweek wat daardie werknemer in sy diens, is welke bedrag soos volg bereken word:

Werknemerskategorie	Vanaf 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	R	R	R	R
	Per week	Per week	Per week	Per week
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 10 (1) (a).....	3,36	3,36	3,36	2,94
(ii) klousule 10 (1) (b) en (L) (1)	4,20	4,20	4,20	3,78
(iii) klousule 10 (1) (c), (L) (2) en (n) (1).....	4,62	4,62	4,62	4,20
(iv) klousule 10 (1) (d), (L) (3), (m) (1) en (n) (2).....	5,46	5,46	5,46	4,62
(v) klousule 10 (1) (e), (L) (4), (m) (2) en (n) (3).....	5,88	5,88	5,88	5,04
(vi) klousule 10 (1) (f), (m) (3) en (n) (4).....	6,72	6,72	6,72	5,88
(vii) klousule 10 (1) (g).....	7,14	7,14	7,14	6,30
(viii) klousule 10 (1) (h).....	7,98	7,98	7,98	7,14
(ix) klousule 10 (1) (i) (1) en (i) (3)	8,82	8,82	8,82	7,98
(x) klousule 10 (1) (i) (2)	8,82	—	7,98	—
(xi) klousule 10 (1) (j).....	8,82	—	8,82	—
(xii) klousule 10 (1) (k).....	10,08	10,08	10,08	8,82

(b) Elke werkgewer moet die gespesifiseerde bydrae van die Raad betaal op die werknemer se gewone betaaldag, en moet op daardie dag die Raad se voordeleseeëls wat die waarde aandui van die bydrae gemaak, endosseer en aan die werknemer uitreik."

(2) Vervang subklousule (2) deur die volgende:

"(2) **Bydraes deur die werknemer:** Elke werknemer kan op elke betaaldag van die lone elke week verskuldig aan elke geskikte werknemer wat 25 uur of meer maar minder as 42 uur gedurende die besondere bydraeweek gewerk het, die bedrae hieronder gespesifiseer vermenigvuldig met die verskil tussen die ure werklik gewerk en 42 uur, aftrek as die werknemer se bydrae tot die Fonds:

Werknemerskategorie	Vanaf 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	c Per uur	c Per uur	c Per uur	c Per uur
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 10 (1) (a).....	08	08	08	07
(ii) klousule 10 (1) (b) en (L) (1)	10	10	10	09
(iii) klousule 10 (1) (c), (L) (2) en (n) (1).....	11	11	11	10
(iv) klousule 10 (1) (d), (L) (3), (m) (1) en (n) (2).....	13	13	13	11
(v) klousule 10 (1) (e), (L) (4), (m) (2) en (n) (3).....	14	14	14	12
(vi) klousule 10 (1) (f), (m) (3) en (n) (4).....	16	16	16	14
(vii) klousule 10 (1) (g).....	17	17	17	15
(viii) klousule 10 (1) (h).....	19	19	19	17
(ix) klousule 10 (1) (i) (1) en (i) (3)	21	21	21	19
(x) klousule 10 (1) (i) (2)	21	—	19	—
(xi) klousule 10 (1) (j).....	21	—	21	—
(xii) klousule 10 (1) (k).....	24	24	24	21".

9. KLOUSULE 24: SIEKEFONDS VIR DIE WESTELIKE PROVINSIE BOU- EN VERWANTE AMBAGTE

(1) Vervang subklousule (1) deur die volgende:

"(1) (a) Elke werkgewer moet op elke betaaldag van die lone elke week verskuldig aan elke geskikte werknemer, wat lid is van die vakbond wat 'n party by hierdie Ooreenkoms is, die bydraes hieronder uiteengesit, aftrek:

Werknemerskategorie	Met ingang van 1 November 1999			
	Area "A"	Area "B"	Area "C"	Area "D"
	R Per week	R Per week	R Per week	R Per week
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 10 (1) (a).....	—	—	—	—
(ii) klousule 10 (1) (b) en (L) (1)	—	—	—	—
(iii) klousule 10 (1) (c), (L) (2) en (n) (1).....	2,18	2,18	2,18	2,18
(iv) klousule 10 (1) (d), (L) (3), (m) (1) en (n) (2).....	2,18	2,18	2,18	2,18
(v) klousule 10 (1) (e), (L) (4), (m) (2) en (n) (3).....	2,18	2,18	2,18	2,18
(vi) klousule 10 (1) (f), (m) (3) en (n) (4).....	2,18	2,18	2,18	2,18
(vii) klousule 10 (1) (g).....	2,90	2,90	2,90	2,90
(viii) klousule 10 (1) (h).....	2,90	2,90	2,90	2,90
(ix) klousule 10 (1) (i) (1) en (i) (3)	2,90	2,90	2,90	2,90
(x) klousule 10 (1) (i) (2)	2,90	—	2,90	—
(xi) klousule 10 (1) (j).....	2,90	—	2,90	—
(xii) klousule 10 (1) (k).....	2,90	2,90	2,90	2,90

(b) Elke werkgewer moet die bedrag in subklousule 24 (1) (a) bedoel aan die Raad betaal op die werknemer se gewone betaaldag, en moet op daardie dag die Raad se voordeleëls wat die waarde aandui van die bydrae gemaak, kanselleer en aan die werknemer uitgereik."

10. KLOUSULE 22: SPESIALE LIDMAATSKAPHEFFING: WERKGEWERS

In subklousule (1), vervang die uitdrukking "R1,30" deur die uitdrukking "R1,50".

11. KLOUSULE 25: ALGEMEEN

Vervang subklousule (2) deur die volgende:

"(2) Belasting op toegevoegde waarde (BTW):

Alle monetêre waardes genoem in hierdie Ooreenkoms, behalwe die monetêre waardes genoem in subklousule 20 wat belasting op toegevoegde waarde insluit, is sonder belasting op toegevoegde waarde."

Geteken namens die partye op hede die 23ste dag van Junie 1999.

D. E. SIMMONS

Voorsitter

R. K. WIPPICH

Vise-Voorsitter

N. J. KRUGER

Sekretaris

No. R. 1251

22 October 1999

LABOUR RELATIONS ACT, 1995**CLOTHING INDUSTRY (WESTERN CAPE): EXTENSION OF PERIOD OF OPERATION OF COLLECTIVE AGREEMENT FOR THE COUNTRY AREAS**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (6) (a) (i) of the Labour Relations Act, 1995, extend the period fixed in Government Notice No. R. 718 of 11 June 1999 by a further period ending 30 June 2001.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1251

22 Oktober 1999

WET OP ARBEIDSVERHOUDINGE, 1995**KLERASIENYWERHEID (WES-KAAP): VERLENGING VAN TYDPERK VAN KOLLEKTIEWE OOREENKOMS VIR DIE PLATTELANDSE GEBIEDE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verleng hierby kragtens artikel 32 (6) (a) (i) van die Wet op Arbeidsverhoudinge, 1995, die tydperk vasgestel in Goewermentskennisgewing No. R. 718 van 11 Junie 1999, met 'n verdere tydperk wat op 30 Junie 2001 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

No. R. 1252

22 October 1999

LABOUR RELATIONS ACT, 1995**CLOTHING INDUSTRY (WESTERN CAPE): EXTENSION OF COLLECTIVE AMENDING AGREEMENT FOR THE COUNTRY AREAS 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 Amending Agreement which appears in the Schedule hereto, which was concluded in the Clothing Industry Bargaining Council (Western Cape) 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 1 November 1999 and for the period ending 30 June 2001.

M. M. S. MDLADLANA

Minister of LABOUR

No. R. 1252

22 Oktober 1999

WET OP ARBEIDSVERHOUDINGE, 1995

KLEERASIENYWERHEID (WES-KAAP): UITBREIDING VAN KOLLEKTIEWE WYSIGINGSOOREENKOMS VIR DIE PLATTELANDSE GEBIEDE NA NIE-PARTYE

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Wysigingsooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Bedingsraad vir die Klerasienywerheid (Wes-Kaap) 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 1 November 1999, en vir die tydperk wat op 30 Junie 2001 eindig.

M. M. S. MDLADLANA**Minister van Arbeid**

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

SCHEDULE**CLOTHING INDUSTRY BARGAINING COUNCIL (WESTERN CAPE)****COUNTRY AREAS COLLECTIVE AGREEMENT**

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

Cape Clothing Association

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

Southern African Clothing and Textile Workers' Union

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

being the parties to the Clothing Industry Bargaining Council (Western Cape)

to amend the Agreement published under Government Notice No. R. 718 of 11 June 1999.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Clothing Industry—

- (a) by the employers and the employees who are members of the employers' organisations and the trade union, respectively;
- (b) in the Magisterial Districts of George and Worcester.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—

- (a) apply only in respect of employees for whom wages are prescribed in this Agreement;
- (b) not apply to employees and working directors whose wages are more than R22 256 per annum;
- (c) not apply to employers and employees engaged or employed in the Knitting Division.

(3) Clauses 1 (1) (a), 2 and 5 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade union, respectively.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 32 (2) of the Act, and shall remain in force until 30 June 2001.

3. CLAUSE 15: ANNUAL LEAVE AND PAID PUBLIC HOLIDAYS

(1) For subclause (1) substitute the following new subclause:

"(1) **Annual leave:** Subject to the provisions of subclause (7), every employee shall between 15 December of each year and 14 January of the following year be granted at least three consecutive weeks' and one working day's annual leave and shall, in respect of such leave, be paid as follows:"

(2) For subclause (1) (a) (i) substitute the following new subclause:

"(i) 13 ordinary working days at full wage for the period ending 30 June 2000, and 15 ordinary working days at full wage for the period commencing 1 July 2000."

4. CLAUSE 26: CLOTHING INDUSTRY HEALTH CARE FUND

- (1) In subclause (4) (a), for "R377,00" under Group 1 substitute "R401,50" and for "R377,01" under Group 2 substitute "R401,51".
- (2) In subclause (4) (b), for "R377,01" where it appears under Groups 1 and 2 substitute "R401,51".

5. CLAUSE 37: DISPUTE PROCEDURE

In subclause (5) (b), between the expressions "the Panel shall consist of" and "six conciliators and/or arbitrators" insert the expression "at least".

Signed at Salt River on behalf of the parties this 25th day of June 1999.

M. W. SIDDONS

Chairperson of the Council

R. ALEXANDER

Vice-Chairperson of the Council

P. R. CROSOER

Secretary of the Council

No. R. 1253

22 October 1999

LABOUR RELATIONS ACT 1995**CLOTHING INDUSTRY (WESTERN CAPE): EXTENSION OF PERIOD OF OPERATION OF KNITTING DIVISION
COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of section 32 (6) (a) (i) of the Labour Relations Act, 1995, extend the period fixed in Government Notice No. R. 627 of 28 May 1999, by a further period ending 30 June 2001.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1253

22 Oktober 1999

WET OP ARBEIDSVERHOUDINGE, 1995**KLERASIENYWERHEID (WES-KAAP): VERLENGING VAN TYDPERK VAN BREI-AFDELING
KOLLEKTIEWE OOREENKOMS**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verleng hierby, kragtens artikel 32 (6) (a) (i) van die Wet op Arbeidsverhoudinge, 1995, die tydperk vasgestel in Goewermentskennisgewing No. R. 627 van 28 Mei 1999, met 'n verdere tydperk wat op 30 Junie 2001 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

No. R. 1254

22 October 1999

LABOUR RELATIONS ACT, 1995**CLOTHING INDUSTRY (WESTERN CAPE): EXTENSION OF KNITTING DIVISION COLLECTIVE AMENDING
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 Amending Agreement which appears in the Schedule hereto, which was concluded in the Clothing Industry Bargaining Council (Western Cape) 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 1 November 1999 and for the period ending 30 June 2001.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1254

22 Oktober 1999

WET OP ARBEIDSVERHOUDINGE, 1995

**KLERASIENYWERHEID (WES-KAAP): UITBREIDING VAN BREI-AFDELING KOLLEKTIEWE
WYSIGINGSOOREENKOMS NA NIE-PARTYE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Wysigingsooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Bedingingsraad vir die Klerasienywerheid (Wes-Kaap) 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 1 November 1999, en vir die tydperk wat op 30 Junie 2001 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

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

SCHEDULE**CLOTHING INDUSTRY BARGAINING COUNCIL (WESTERN CAPE)****KNITTING DIVISION COLLECTIVE AGREEMENT**

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

Cape Fabric Knitting Association

and the

Cape Clothing Association

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

Southern African Clothing and Textile Workers' Union

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

being the parties to the Clothing Industry Bargaining Council (Western Cape)

to amend the Agreement published under Government Notice No. R. 627 of 28 May 1999.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Knitting Division of the Clothing Industry—

- (a) by the employers and the employees who are members of the employers' organisations and the trade union, respectively;
- (b) in the Magisterial Districts of the Cape, Wynberg, Simonstown, Goodwood and Bellville, including those portions of the Magisterial Districts of Wynberg, Simonstown, Goodwood and Bellville, that were used to create the Magisterial District of Mitchells Plain on 2 March 1992, Somerset West, Strand, Malmesbury and George.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—

- (a) apply only in respect of employees for whom wages are prescribed in this Agreement;
- (b) not apply to employees and working directors whose wages are more than the amount referred to in clause 1 (2) (b) of the Main Collective Agreement of the Council.

(3) Clauses 1 (1) (a), 2 and 7 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade union, respectively.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 32 (2) of the Act and shall remain in force until 30 June 2001.

3. CLAUSE 4: WAGES

(1) In subclause (1) for the first half of the existing wage schedule, i.e. excluding the Fabric Knitting Division substitute the following wage schedule:

- (1) Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees, employed at Garment Knitting Establishments, shall be as follows:

	Wage per week R
Part A: Cutting Department	
Pattern maker:	
(a) Qualified	754,50
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	422,50
Second six months of experience	466,50
Third year:	
First six months of experience	511,00
Second six months of experience	558,00
Fourth year:	
First six months of experience	608,00
Second six months of experience	656,50
Thereafter, the wage specified in (a), i.e.	754,50
Pattern grader:	
(a) Qualified	609,00
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	397,50
Second six months of experience	422,50
Third year:	
First six months of experience	448,50
Second six months of experience	479,50
Fourth year:	
First six months of experience	511,00
Second six months of experience	544,00
Thereafter, the wage specified in (a), i.e.	609,00
Football jersey cutter:	
(a) Qualified	423,50
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	318,50
Second six months of experience	337,00
Third year:	
First six months of experience	354,50
Second six months of experience	373,50
Fourth year:	
First six months of experience	391,50
Thereafter, the wage specified in (a), i.e.	423,50

	Wage per week R
Layer-up:	
(a) Qualified	365,00
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	307,50
Second six months of experience	318,50
Third year:	
First six months of experience	332,00
Thereafter, the wage specified in (a), i.e.	365,00
Part B: Factory Operatives	
Grade A employee:	
(a) Qualified	466,50
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	329,00
Second six months of experience	353,50
Third year:	
First six months of experience	378,00
Second six months of experience	397,50
Fourth year:	
First six months of experience	423,50
Thereafter, the wage specified in (a), i.e.	466,50
Grade B employee:	
(a) Qualified	398,50
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	323,00
Second six months of experience	340,50
Third year:	
First six months of experience	358,00
Thereafter, the wage specified in (a), i.e.	398,50
(c) If advanced to Grade A employee:	
First six months from date of advancement	398,50
Second six months from date of advancement	410,50
Third six months from date of advancement	423,50
Thereafter, the wage specified for a qualified Grade A employee, i.e.	466,50
Grade C employee:	
(a) Qualified	353,50
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	317,50
Second six months of experience	326,50
Thereafter, the wage specified in (a), i.e.	353,50

	Wage per week R
(c) If advanced to Grade B employee:	
First six months from date of advancement.....	353,50
Second six months from date of advancement	358,00
Thereafter, the wage specified for qualified Grade B employee, i.e.	398,50
PART C: CLERICAL EMPLOYEES	
Clerk:	
(a) Qualified	514,50
(b) Learner:	
First year of experience	Next wage**
Second year of experience	379,00
Third year of experience	412,00
Fourth year:	
First six months of experience	450,50
Thereafter, the wage specified in (a), i.e.	514,50
Factory clerk:	
(a) Qualified	386,00
(b) Learner:	
First year of experience	Next wage**
Second year of experience	307,50
Third year of experience	328,00
Fourth year:	
First six months of experience	353,50
Thereafter, the wage specified in (a), i.e.	386,00
PART D: GENERAL	
Boiler attendant	366,50
Despatch packer.....	378,00
General worker	353,50
Labourer	358,00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—	
(a) does not exceed 1 360 kg	378,00
(b) exceeds 1 360 but not 2 720 kg	393,00
(c) exceeds 2 720 kg.....	448,50
Supervisor, quality controller and instructor	479,50
Traveller's driver	393,00
Watchman or caretaker, whose ordinary hours of work are—	
(a) less than 60 hours per week	408,50
(b) 60 hours per week	429,00

"Next wage*" means the wage rate due for the second year, first six months of experience in terms of clause 4 (4) (d).

"Next wage**" means the wage rate due for the second year of experience in terms of clause 4 (4) (d).

(2) After subclause (10) insert the following new subclause:

"(11) **Transitional provision following the 1999 negotiations:** In addition to the wage that an employee is entitled to in terms of this Agreement, he shall be entitled to receive, by not later than six weeks from the date from which the Minister declares the Agreement binding by publication in the *Government Gazette* (hereinafter referred to as "implementation date") and in equal weekly instalments, an amount equal to the difference between the remuneration paid to him calculated from 1 July 1999 until the implementation date and the remuneration based on his wage, as specified in this agreement, calculated from 1 July 1999 until the implementation date."

4. CLAUSE 15: ANNUAL LEAVE AND PAID PUBLIC HOLIDAYS

For subclause (1) substitute the following new subclause:

"(1) **Annual leave:** Subject to the provisions of subclauses (7), every employee shall between 15 December of each year and 14 January of the following year be granted at least three consecutive weeks' and one working day's annual leave and shall, in respect of such leave, be paid as follows:".

- (a) In the case of an employee employed at Garment Knitting establishments who on the latest day on which he can commence leave has completed at least one year's continuous employment with his employer—
 - (i) 13 ordinary working days at full wage for the period ending 30 June 2000, and 15 ordinary working days at full wage for the period commencing 1 July 2000;
 - (ii) Christmas Day, Day of Goodwill and New Year's Day as paid public holidays in accordance with clause 11 (4) of this Agreement;
 - (iii) when Day of Reconciliation falls within the period of annual leave it shall, in accordance with clause 11 (4) of this Agreement, also be observed as a paid public holiday, thus extending the annual leave period by one day;
- (b) in the case of an employee employed at Fabric Knitting establishments who on the latest day on which he can commence leave has completed at least one year's continuous employment with his employer—
 - (i) 13 ordinary working days at full wage;
 - (ii) Christmas Day, Day of Goodwill and New Year's Day as paid public holidays in accordance with clause 11 (4) of this Agreement;
 - (iii) when Day of Reconciliation falls within the period of annual leave it shall, in accordance with clause 11 (4) of this Agreement, also be observed as a paid holiday thus extending the annual leave period by one day;
- (c) in the case of an employee who on the date of closing of the establishment for the specified annual leave period has not completed one year's continuous employment with his employer and whose employment has not been terminated—
 - (i) for each completed month of employment in that year an amount equal to one day's pay, plus
 - (ii) for any of the following public holidays falling within the period during which the establishment is closed for the annual holiday period: Day of Reconciliation, Christmas Day, Day of Goodwill and New Year's Day, an amount equal to one day's pay in respect of each such holiday;

Provided that upon termination of employment an employee shall receive payment in lieu of leave calculated as follows:

One day's pay in respect of each completed month of employment calculated from 15 December of the previous year or from the date of engagement, whichever is the shorter period: Provided further that an employer shall not set off against such days of paid leave any days of paid leave granted such employee in excess of the number of days' paid leave he was required to pay the employee in terms of this subclause."

5. CLAUSE 26: CLOTHING INDUSTRY HEALTH CARE FUND

- (1) In subclause (4) (a), for "R377,00" under Group 1 substitute "R401,50" and for "R377,01" under Group 2 substitute "R401,51".
- (2) In subclause (4) (b), for "R377,01" where it appears under Groups 1 and 2, substitute "R401,51".

6. CLAUSE 33: SHOP STEWARDS

For subclause (4) substitute the following new subclause:

- "(4) In addition to the leave granted in (3) above, shop stewards shall be eligible for and have access to further paid leave to attend to trade union duties. This additional leave shall be calculated at five days per annum per shop steward employed at Garment Knitting establishments and four days per annum per shop steward employed at Fabric Knitting establishments. At each establishment this additional leave shall be pooled and the shop stewards shall be entitled to use the additional leave so pooled to attend to trade union duties in any manner that the trade union deems fit: Provided that in establishments employing five or fewer employees, the trade union shall give the employer 10 days' written notice of the activity for which it seeks time off in terms of this clause."

7. CLAUSE 37: DISPUTE PROCEDURE

In subclause (5) (b) between the expressions "The Panel shall consist of" and "six conciliators and/or arbitrators" insert the expression "at least".

Signed at Salt River on behalf of the parties this 25th day of June 1999.

M. W. SIDDONS

Chairperson of the Council

R. ALEXANDER

Vice-Chairperson of the Council

P. R. CROSOER

Secretary of the Council

No. R. 1255

22 October 1999

LABOUR RELATIONS ACT, 1995

**CLOTHING INDUSTRY (WESTERN CAPE): EXTENSION OF PERIOD
OF OPERATION OF PROVIDENT FUND COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of section 32 (6) (a) (i) of the Labour Relations Act, 1995, extend the period fixed in Government Notice No. R. 629 of 28 May 1999, by a further period ending 30 June 2001.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1255

22 Oktober 1999

WET OP ARBEIDSVERHOUDINGE, 1995

**KLERASIENYWERHEID (WES-KAAP): VERLENGING VAN TYDPERK
VAN KOLLEKTIEWE VOORSORGFONDSOOREENKOMS**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verleng hierby, kragtens artikel 32 (6) (a) (i) van die Wet op Arbeidsverhoudinge, 1995, die tydperk vasgestel in Goewermentskennisgewing No. R. 629 van 28 Mei 1999, met 'n verdere tydperk wat op 30 Junie 2001 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

No. R. 1256

22 October 1999

LABOUR RELATIONS ACT, 1995

**CLOTHING INDUSTRY (WESTERN CAPE): EXTENSION OF PROVIDENT FUND
COLLECTIVE AMENDING 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 Amending Agreement which appears in the Schedule hereto, which was concluded in the Clothing Industry Bargaining Council (Western Cape) 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 1 November 1999 and for the period ending 30 June 2001.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1256

22 Oktober 1999

WET OP ARBEIDSVERHOUDINGE, 1995

**KLERASIENYWERHEID (WES-KAAP): UITBREIDING VAN KOLLEKTIEWE
VOORSORGFONDS WYSIGINGSOOREENKOMS NA NIE-PARTYE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Wysigingsooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Bedingsraad vir die Klerasienywerheid (Wes-Kaap) 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 1 November 1999 en vir die tydperk wat op 30 Junie 2001 eindig.

M. M. S. MDLADLANA**Minister van Arbeid**

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

SCHEDULE**CLOTHING INDUSTRY BARGAINING COUNCIL (WESTERN CAPE)****PROVIDENT FUND COLLECTIVE AGREEMENT**

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

Cape Clothing Association

and the

Cape Fabric Knitting Association

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

Southern African Clothing and Textile Workers' Union

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

being the parties to the Clothing Industry Bargaining Council (Western Cape)

to amend the Agreement published under Government Notice No. R. 629 of 28 May 1999.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Clothing Industry—

(a) by the employers and employees who are members of the employers' organisations and the trade union, respectively, and who are engaged or employed in the Industry;

(b) in the Magisterial Districts of—

(i) The Cape, Simonstown, Bellville, Goodwood, including those portions of the Magisterial Districts of Goodwood, Simonstown and Bellville from which the Magisterial District of Mitchells Plain was constituted on 2 March 1992, Somerset West, Strand, George and Worcester, on the operations set forth in paragraphs (a) and/or (b) of the definition of "Clothing Industry" in clause 3 of the Collective Agreement, published under Government Notice No. R. 629 of 28 May 1999;

(ii) Malmesbury, including that portion from which the Magisterial District of Moorreesburg was constituted on 29 November 1985 by Government Notice No. 2649, in respect of that part of the Industry in which employers and employees are associated for the making of all classes of women's and girls' wear, including parts of such garments and cloth belts;

(iii) Wynberg, including that portion of the Magisterial District of Wynberg included when the Magisterial District of Mitchells Plain was constituted on 2 March 1992, on the operations set forth in paragraphs (a) and/or (b) and/or (c) of the definition of "Clothing Industry" in clause 3 of the Collective Agreement, published under Government Notice No. R. 629 of 28 May 1999.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—

(a) apply only in respect of employees for whom wages are prescribed in the Main Collective Agreement, the Knitting Division Collective Agreement and the Country Areas Collective Agreement;

(b) not only to employees and working directors whose wages are more than the amount referred to in clause 1 (2) (b) of the Main Collective Agreement of the Council.

(3) Notwithstanding the provisions of subclauses (1) and (2), the terms of this Agreement shall apply in respect of employees and working directors who were contributors as at the date of coming into operation of the Agreement, published under Government Notice No. 629 of 28 May 1999.

(4) Clauses 1 (1) (a), and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisations and trade unions, respectively.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 (2) of the Act, and shall remain in force until 30 June 2001.

3. CLAUSE 6: CONTRIBUTIONS

- (1) In subclause (1) (a), for "3,75%" substitute "4,75%".
- (2) In subclause 2 (a), for "4,25%" substitute "5,25%".

4. CLAUSE 18: DISPUTE PROCEDURE

In subclause (5) (b), between the expressions "The Panel shall consist of" and "six conciliators and/or arbitrators" insert the expression "at least".

Signed at Salt River on behalf of the parties this 25th day of June 1999.

M. W. SIDDONS

Chairperson of the Council

R. ALEXANDER

Vice-Chairperson of the Council

P. R. CROSOER

Secretary of the Council

No. R. 1257

22 October 1999

LABOUR RELATIONS ACT, 1995

**CLOTHING INDUSTRY (WESTERN CAPE): EXTENSION OF PERIOD OF OPERATION OF
MAIN COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (6) (a) (i) of the Labour Relations Act, 1995, extend the period fixed in Government Notice No. R. 628 of 28 May 1999, by a further period ending 30 June 2001.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1257

22 Oktober 1999

WET OP ARBEIDSVERHOUDINGE, 1995

KLERASIENYWERHEID (WES-KAAP): VERLENGING VAN TYDPERK VAN KOLLEKTIEWE HOOFOOREENKOMS

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verleng hierby kragtens artikel 32 (6) (a) (i) van die Wet op Arbeidsverhoudinge, 1995, die tydperk vasgestel in Goewermentskennisgewing No. R. 628 van 28 Mei 1999, met 'n verdere tydperk wat op 30 Junie 2001 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

No. R. 1258

22 October 1999

LABOUR RELATIONS ACT, 1995

**CLOTHING INDUSTRY (WESTERN CAPE): EXTENSION OF MAIN COLLECTIVE AMENDING
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 Amending Agreement which appears in the Schedule hereto, which was concluded in the Clothing Industry Bargaining Council (Western Cape) 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 1 November 1999 and for the period ending 30 June 2001.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1258

22 Oktober 1999

WET OP ARBEIDSVERHOUDINGE, 1995

**KLERASIENYWERHEID (WES-KAAP): UITBREIDING VAN HOOF KOLLEKTIEWE
WYSIGINGSOOREENKOMS NA NIE-PARTYE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Wysigingsooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Bedingsraad vir die Klerasienywerheid (Wes-Kaap) 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 1 November 1999, en vir die tydperk wat op 30 Junie 2001 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

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

SCHEDULE**CLOTHING INDUSTRY BARGAINING COUNCIL (WESTERN CAPE)****MAIN COLLECTIVE AGREEMENT**

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

Cape Clothing Association

and the

Cape Fabric Knitting Association

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

Southern African Clothing and Textile Workers' Union

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

being the parties to the Clothing Industry Bargaining Council (Western Cape)

to amend the Agreement published under Government Notice No. R. 628 of 28 May 1999.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Clothing Industry—

- (a) by the employers and the employees who are members of the employers' organisations and the trade union, respectively;
- (b) in the Magisterial Districts of—
 - (i) the Cape, Simonstown, Goodwood and Bellville, including those portions of the Magisterial Districts of Simonstown, Goodwood and Bellville that were used to create the Magisterial District of Mitchells Plain on 2 March 1992, Somerset West and Strand, by employers and employees who are engaged in or employed in the operations referred to in paragraphs (a) and/or (b) of the definition of "Clothing Industry" in clause 3 of the Collective Agreement, published under Government Notice No. R. 628 of 28 May 1999;
 - (ii) Wynberg, including that portion of the Magisterial District of Wynberg that was used to create the Magisterial District of Mitchells Plain on 2 March 1992, by employers and employees who are engaged in or employed in the operations referred to in paragraphs (a) and/or (b) and/or (c) of the definition of "Clothing Industry" in clause 3 of the Collective Agreement published under Government Notice No. R. 628 of 28 May 1999; and
 - (iii) Malmesbury, including that portion from which the Magisterial District of Moorreesburg was constituted on 29 November 1985 by Government Notice No. 2649, by employers and employees who are engaged in or employed on the operations referred to in paragraphs (a) (excluding belts made from leather or synthetic material) and/or (b) of the definition of "Clothing Industry" in clause 3 of the Collective Agreement, published under Government Notice No. R. 628 of 28 May 1999.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—

- (a) apply only in respect of employees for whom wages are prescribed in this Agreement;
- (b) not apply to employees and working directors whose wages are more than R39 234,00 per annum;
- (c) not apply to employers and employees engaged or employed in the Knitting Division.

(3) Clauses 1 (1) (a), 2 and 7 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade union, respectively.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 (2) of the Act, and shall remain in force until 30 June 2001.

3. CLAUSE 4: WAGES

(1) In subclause (1) for the existing wage schedule substitute the following wage schedule:

"(1) Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:

	Wage per week R
Part A: Cutting Department	
Head cutter	754,50
Pattern maker:	
(a) Qualified	754,50 Skilled
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	422,50
Second six months of experience	466,50
Third year:	
First six months of experience	511,00
Second six months of experience	558,00
	Semi-skilled
Fourth year:	
First six months of experience	608,00
Second six months of experience	656,50
Thereafter, the wage specified in (a), i.e.	754,50
Pattern grader:	
(a) Qualified	609,00
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	397,50
Second six months of experience	422,50
Third year:	
First six months of experience	448,50
Second six months of experience	479,50
Fourth year:	
First six months of experience	511,00
Second six months of experience	544,00
Thereafter, the wage specified in (a), i.e.	609,00
Cutter, lay-maker:	
(a) Qualified	587,50
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	357,00
Second six months of experience	393,00
Third year:	
First six months of experience	429,00

	Wage per week R
Second six months of experience	469,00
Fourth year:	
First six months of experience	514,50
Thereafter, the wage specified in (a), i.e.	587,50
Interlining cutter, trimmer, leather cutter and tie cutter:	
(a) Qualified	423,50
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	318,50
Second six months of experience	337,00
Third year:	
First six months of experience	354,50
Second six months of experience	373,50
Fourth year:	
First six months of experience	391,50
Thereafter, the wage specified in (a), i.e.	423,50
(c) If advanced to learner cutter:	
First six months from date of advancement	458,50
Second six months from date of advancement	514,50
Thereafter, the wage specified for a qualified cutter, i.e.	587,50
Layer-up:	
(a) Qualified	365,00
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	307,50
Second six months of experience	318,50
Third year:	
First six months of experience	332,00
Thereafter, the wage specified in (a), i.e.	365,00
(c) If advanced to learner cutter:	
First six months from date of advancement	365,00
Second six months from date of advancement	429,00
Third six months from date of advancement	469,00
Fourth six months from date of advancement	514,50
Thereafter, the wage specified for a qualified cutter, i.e.	587,50
(d) If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:	
First six months from date of advancement	365,00
Second six months from date of advancement	391,50
Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	423,50
(e) If advanced to fitter-up:	
First six months from date of advancement	365,00
Second six months from date of advancement	378,00

	Wage per week R
Third six months from date of advancement	397,50
Fourth six months from date of advancement	423,50
Thereafter, the wage specified for fitter-up, i.e.	466,50
Clicker:	
(a) Qualified	437,00
(b) Learner:	
First year of experience	Next wage**
Second year of experience	328,00
Third year of experience	373,50
Thereafter, the wage specified in (a) i.e.	437,00
Tracer:	
(a) Qualified	409,50
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	328,00
Second six months of experience	351,00
Third year:	
First six months of experience	371,00
Thereafter, the wage specified in (a), i.e.	409,50
Part B: Factory Operatives	
Clothing machine mechanic:	
(a) Qualified	754,50
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	422,50
Second six months of experience	466,50
Third year:	
First six months of experience	511,00
Second six months of experience	558,00
Fourth year:	
First six months of experience	608,00
Second six months of experience	656,50
Thereafter, the wage specified in (a), i.e.	754,50
Clothing technician:	
(a) Qualified	754,50
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	422,50
Second six months of experience	466,50
Third year:	
First six months of experience	511,00
Second six months of experience	558,00

	Wage per week R
Fourth year:	
First six months of experience	608,00
Second six months of experience	656,50
Thereafter, the wage specified in (a), i.e.	754,50
Grade A employee:	
(a) Qualified	466,50
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	329,00
Second six months of experience	353,50
Third year:	
First six months of experience	378,00
Second six months of experience	397,50
Fourth year:	
First six months of experience	423,50
Thereafter, the wage specified in (a), i.e.	466,50
Grade B employee:	
(a) Qualified	398,50
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	323,00
Second six months of experience	340,50
Third year:	
First six months of experience	358,00
Thereafter, the wage specified in (a), i.e.	398,50
(c) If advanced to grade A employee:	
First six months from date of advancement	398,50
Second six months from date of advancement	410,50
Third six months from date of advancement	423,50
Thereafter, the wage specified for a qualified Grade A employee, i.e.	466,50
Grade C employee:	
(a) Qualified	353,50
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	317,50
Second six months of experience	326,50
Thereafter, the wage specified in (a), i.e.	353,50
(c) If advanced to grade B employee:	
First six months from date of advancement	353,50
Second six months from date of advancement	358,00
Thereafter, the wage specified for a qualified Grade B employee, i.e.	398,50

	Wage per week R
Underpresser, blocker:	
(a) Qualified	358,00
(b) Learner:	
First year of experience	Next wage*
Second year:	
First six months of experience	307,50
Second six months of experience	318,50
Third year:	
First six months of experience	332,00
Thereafter, the wage specified in (a), i.e.	358,00
(c) If advanced to learner presser:	
First six months from date of advancement	358,00
Second six months from date of advancement	432,50
Thereafter, the wage specified for a qualified Grade A employee, i.e.	566,50
Part C: Clerical Employees	
Clerk:	
(a) Qualified	514,50
(b) Learner:	
First year of experience	Next wage**
Second year of experience	379,00
Third year of experience	412,00
Fourth year:	
First six months of experience	450,50
Thereafter, the wage specified in (a), i.e.	514,50
Factory Clerk:	
(a) Qualified	386,00
(b) Learner:	
First year of experience	Next wage**
Second year of experience	307,50
Third year of experience	328,00
Fourth year:	
First six months of experience	353,50
Thereafter, the wage specified in (a), i.e.	386,00
Part D: General	
Boiler attendant	366,50
Despatch packer	378,00
General Worker	353,50
Labourer	358,00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—	
(a) does not exceed 1 360 kg	378,00
(b) exceeds 1 360 but not 2 720 kg	393,00
(c) exceeds 2 720 kg	448,50
Supervisor, quality controller and instructor	479,50

	Wage per week R
Traveller's driver	393,00
Watchman on caretaker, whose ordinary hours of work are—	
(a) less than 50 hours per week	408,50
(b) 60 hours per week	429,00

"next wage*" means the wage rate due for the second year, first six months of experience in terms of clause 4 (4) (d).

"next wage**" means the wage rate due for the second year of experience in terms of clause 4 (4) (d)."

- (2) After subclause (11) insert the following new subclause:

"(12) **Transitional provision following the 1999 negotiations:** In addition to the wage that an employee is entitled to in terms of this Agreement, he shall be entitled to receive, by no later than six weeks from the date from which the Minister declares the Agreement binding by publication in the *Government Gazette* (hereinafter referred to as "implementation date") and in equal weekly installments, an amount equal to the difference between the remuneration paid to him calculated from 1 July 1999 until the implementation date and the remuneration based on his wage, as specified in this agreement, calculated from 1 July 1999 until the implementation date."

4. CLAUSE 15: ANNUAL LEAVE AND PAID PUBLIC HOLIDAYS

- (1) For subclause (1) substitute the following new subclause:

"(1) **Annual leave:** Subject to the provisions of subclause (7), every employee shall between 15 December of each year and 14 January of the following year be granted at least three consecutive weeks" and one working day's annual leave and shall, in respect of such leave, be paid as follows:"

- (2) For subclause (1) (a) (i) substitute the following new subclause:

"(i) 13 ordinary working days at full wage for the period ending 30 June 2000, and 15 ordinary working days at full wage for the period commencing 1 July 2000."

5. CLAUSE 26: CLOTHING INDUSTRY HEALTH CARE FUND

- (1) In subclause (4) (a), for "R377,00" under Group 1 substitute "R401,50" and for "R377,01" under Group 2 substitute "R401,51".

- (2) In subclause (4) (b) for "R377,01" where it appears under Groups 1 and 2, substitute "R401,51".

6. CLAUSE 33: SHOP STEWARDS

In subclause (4), for the expression "four" substitute the expression "five".

7. CLAUSE 37: DISPUTE PROCEDURE

In subclause (5) (b), between the expressions "The Panel shall consists of" and "six conciliators and/or arbitrators", insert the expression "at least".

Signed at Salt River on behalf of the parties this 25th day of June 1999.

M. W. SIDDONS

Chairperson of the Council

R. ALEXANDER

Vice-Chairperson of the Council

P. R. CROSOER

Secretary of the Council

No. R. 1259

22 October 1999

LABOUR RELATIONS ACT, 1995

CLOTHING INDUSTRY (NATAL): EXTENSION OF MAIN COLLECTIVE AMENDING 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 Amending Agreement which appears in the Schedule hereto, which was concluded in the Bargaining Council for the Clothing Industry (Natal) 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 1 November 1999 and for the period ending 30 June 2005.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1259

22 Oktober 1999

WET OP ARBEIDSVERHOUDINGE, 1995

**KLERASIENYWERHEID (NATAL): UITBREIDING VAN HOOF KOLLEKTIEWE
WYSIGINGSOOREENKOMS NA NIE-PARTYE**

Ek, Membathisi Mphumzi Shepherd Mdladlana 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 Bedingingsraad vir die Klerasienywerheid (Natal) 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 1 November 1999 en vir die tydperk wat op 30 Junie 2005 eindig.

M. M. S. MDLADLANA**Minister van Arbeid**

Nota: 'n Afrikaanse vertaling van die ooreenkoms by die Engelse kennisgewing is op aanvraag beskikbaar by die Bedingingsraad.

SCHEDULE**BARGAINING COUNCIL FOR THE CLOTHING INDUSTRY (NATAL)****MAIN COLLECTIVE AGREEMENT**

made and entered into by and between the

Natal Clothing Manufacturers' Association

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

and the

Southern African Clothing and Textile Workers' Union

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

being the parties to the Bargaining Council for the Clothing Industry (Natal),

to amend the Agreement published under Government Notice No. R. 1517 of 27 November 1998.

1. SCOPE OF APPLICATION

"(1) The terms of this Agreement shall be observed in the Clothing Industry (Natal)—

- (a) by all employers who are members of the employers' organisation and who are engaged in the Clothing Industry (Natal) and by all employees who are members of the trade union and who are employed in the said Industry;
- (b) in the Magisterial Districts of Chatsworth, Durban, Inanda, Pinetown, Pietermaritzburg and Lower Tugela.

(2) Notwithstanding the provisions of subclause (1), the terms of the Agreement shall—

- (a) apply in respect of employees for whom wages are prescribed in this Agreement; and
- (b) not apply in respect of employees whose basic wages exceed two and a half times the wage rate for a qualified Grade 1 employee or whose occupation is monthly paid and of a managerial, specialist technical or non-production related nature.

(3) (a) The purpose of this Agreement shall be to establish levels of remuneration and other conditions of employment for employees without seeking to restrict entrepreneurial initiative and employment opportunities.

(b) Employers employing five (5) or less employees shall, upon application to the Council in terms of clause 23, be exempted from this Agreement.

(c) Where an employer or an employee can satisfy the Council that any of the provisions of this Agreement are restricting entrepreneurial initiative and/or employment opportunities, such employer or employee may apply to the Council for exemption from those specific provisions in terms of clause 23 of the Agreement published under Government Notice No. R. 1517 of 27 November 1998, as amended.

(4) Clauses 1 (1) (a), 2 and paragraphs 23 (5) and (6) of clause 6 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade union, respectively."

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 32 (2) of the Act and shall remain in force for the period ending 30 June 2005.

1999/2000 Experience	Grade 1	Grade 2	Grade A	Head cutter	Designer	Cutter trimmer	B/Knife cutter	Mechanic	Clerk	Watch- man	Driver 1	Driver 2	Driver 3	Driver 4	Fore person
0-6 months	265,88	262,54	276,02	638,00	511,00	251,90	282,72	318,80	292,60	359,00	337,00	368,81	430,00	519,75	492,00
7-12 months	291,14	347,50	356,00			281,35	313,04	366,10	330,50						
13-18 months	315,55					309,90	341,63	420,14	361,57						
19-24 months	400,00					343,34	374,14	474,17	430,00						
25-30 months						401,00	422,00	531,82							
31-36 months								584,76							
37-42 months								636,90							
43-48 months								686,00							
Over 48 months															

Bargaining Council for the Clothing Industry (Natal): Wage schedule with effect from the date of coming into operation of the Agreement."

3. CLAUSE 4: WAGES

3.1 Substitute the following wage table for the existing wage table in subclause (1):

3.2 Insert the following new subclause (6):

"(6) Transitional provision following the 1999 negotiations:

In addition to the wage that an employee is entitled to in terms of this Agreement, he shall be entitled to receive, no later than six weeks from the date on which the Minister declares the Agreement binding by publication in the *Gazette* (hereinafter referred to as "the implementation date") and in equal weekly instalments, an amount equal to the difference between the remuneration paid to him calculated from 1 July 1999 until the implementation date and the remuneration based on his wage, as specified in this Agreement, calculated from 1 July 1999 until the implementation date."

4. CLAUSE 9: HOURS OF WORK AND OVERTIME

In subclause (6) (d), substitute the expression "Saturday" for the expression "Sunday".

5. CLAUSE 15: HOLIDAY LEAVE BENEFIT (ANNUAL BONUS) FUND ACCOUNT

Substitute the following for subclause (4):

- "(4) (a) An employee is entitled to a benefit of 2% of the actual annual basic wages earned with the employer by whom he is employed on the day of factory closure: Provided that he is still in that employer's service. This benefit is payable to him in December of each year on the day of factory closure.
- (b) A pro rata share of the bonus set out in paragraph (a) above shall be paid to an employee who leaves employment before the day of factory closure.
- (c) This benefit is inclusive of and not additional to any annual bonus paid by an employer."

6. CLAUSE 23: EXEMPTIONS

Substitute the following for clause 23:

"23. EXEMPTIONS

- (1) The Council may grant exemption from any of the provisions of this Agreement to or in respect of any employer or employee.
- (2) (a) An application for exemption must be made in writing on the specified form to the Council.
- (b) The Council must decide, within 45 days of receiving an application for exemption, whether to grant or refuse the application wholly or in part, and then must advise the applicant for exemption of its decision, failing which the Council is deemed to have refused the application.
- (c) In the event of an applicant for exemption, who is not a member of one of the parties to the Council, being dissatisfied with the decision of the Council, such applicant may, within not more than 30 days of the date of refusal, refer the application in writing to the Exemptions Board established in terms of subclause (3) hereunder, which Board will consider and decide upon the application in such manner as it deems appropriate.

(3) Exemptions Board

- (a) *Establishment:* In terms of section 32 of the Act the Council hereby establishes an independent body, to be known as the Exemptions Board, to consider appeals by non-parties in terms of subclause (2) (c).
- (b) *Composition of the Board:* The Exemptions Board ("the Board") shall consist of a chairperson and four members, each of whom may have an alternate.
- (c) *Appointment of Chairperson:* The Board shall appoint as Chairperson of the Board a person who is not a party or member of a party to the Council and who, in the opinion of the Council, will be generally acceptable to employees and employers in the Industry.
- (d) *Termination of appointment of Chairperson:* The office of Chairperson shall become vacant if—
- (i) he resigns from office;
 - (ii) he fails to attend two consecutive meetings of the Board without good cause;
 - (iii) he becomes a party to or a member of a party to the Council;
 - (iv) the vacancy arises for any cause recognised by law.
- (e) *Appointment of members of the Board:* The Council shall request the institutions listed in the schedule promulgated in terms of section 207 of the Act from time to time to nominate members and alternates to the Board.

- (f) *Termination of membership of the Board:* A member's position shall become vacant if—
 - (i) he resigns from office;
 - (ii) he fails to attend two consecutive meetings of the Board without good cause;
 - (iii) he becomes a party to or a member of a party to the Council;
 - (iv) the vacancy arises for any cause recognised by law.
 - (g) *Duties of Chairperson:* The Chairperson shall preside at all meetings of the Board and, in conjunction with the Secretary of the Council, after consultation with the members of the Board, shall set the time, date and venue for meetings of the Board. He shall endeavour to ensure that members apply their minds properly in appeals in relation to the granting of exemptions and that they comply with the requirements of clause 23 of this Agreement.
 - (h) *Duties of the Board:* The Board shall consider each appeal lodged in terms of subclause (2) (c) with due regard to the criteria set out in subclause (4) below, and shall decide whether the exemption applied for should be granted and, if so, under what conditions and for what period. In the event of less than two-thirds of the members present who have the right to vote at the meeting at which the decision is to be taken, voting in favour of the application, such application for exemption shall be refused. The Board shall furnish clear reasons as to why it has made its decision. A decision shall be made within 30 days of the application having been referred, unless the applicant for exemption agrees to an extension of the period. The Board may request further information from either the applicant or the Council in order to arrive at a decision. Should a member of the Board have any personal interest in the outcome of the exemption being considered, he shall declare such interest prior to the consideration of the exemption.
- (4) The following criteria shall be applied in considering applications for exemption:
- (a) The application must be supported by the employer's workforce following consultations with employees at plant level;
 - (b) the application must be supported by a business plan which demonstrates the sustained viability of the business in the event of exemption being granted;
 - (c) applications must be supported in writing by the accounting officer of the applicant for exemption;
 - (d) the applicant for exemption must have an agreed future payment plan with the Council in respect of any outstanding money;
 - (e) exemptions from the Sick Benefit Fund and Provident Fund may be granted where the applicant for exemption offers membership of a comparable, suitable alternative fund to its employees;
 - (f) the exemption applied for may not be in conflict with the primary objects of the Act;
 - (g) any other relevant factor.
- (5) The Council must grant exemption from any of the provisions of this Agreement to or in respect of any employer who is a member of a party to the Council and/or any of the employees of such employer if such employer has concluded a collective agreement with its employees, represented by a trade union representative as defined in the Act, in accordance with the procedure set out in subclause (6) below to vary such provisions: Provided that—
- (a) the collective agreement does not contravene the minimum employment standards in this Agreement, any law, or the provisions of the agreement dated 25 May 1993 between the Cape Clothing Manufacturers' Association, the Cape Knitting Industry Association, the Garment Manufacturers' Association of the Western Cape, the Eastern Province Clothing Manufacturers' Association, the Natal Clothing Manufacturers' Association, the Orange Free State and Northern Cape Clothing Manufacturers' Association, the Transvaal Clothing Manufacturers' Association (incorporating the Transvaal Knitters' Association) and the Southern African Clothing and Textile Workers' Union; and
 - (b) wage rates and contributions to social funds, including the Council's funds, may not be amended without the Council's approval.
- (6) An employer who is a member of a party to the Council shall implement the following procedure in order to conclude a collective agreement as set out in subclause (5) above:
- (a) The employer shall place on the notice board of the establishment a notice to employees specifying the proposed variation of this Agreement: At the same time a copy of the notice must be sent to the trade union.
 - (b) A meeting shall take place at the establishment in order to reach agreement on the proposed variation, which agreement shall be reduced to writing. In the absence of an agreement, the employer undertakes not to refer an application for exemption to the Exemptions Board established in terms of subclause (3) above.

- (c) The agreement shall be referred to the Council for registration and any agreement concluded in terms of this clause that is in contravention of any law or the minimum employment standards set out in this Agreement shall be null and void *ab initio*.
- (7) The Secretary of the Council shall record the following details in respect of an exemption granted by the Council or the Exemptions Board:
 - (a) The full name of the exempt employer or employee;
 - (b) the provisions of this agreement in respect of which exemption is granted;
 - (c) the conditions subject to which exemption is granted;
 - (d) the period during which the exemption shall operate.
- (8) The Secretary of the Council shall—
 - (a) number consecutively all exemptions issued;
 - (b) retain a copy of each exemption issued;
 - (c) forward a copy of the licence to the employer concerned where exemption is granted to an employee.
- (9) The Council may withdraw an exemption granted in terms of this clause after one weeks' written notice to the employer or employee concerned for any good reason, including, the failure to observe the conditions subject to which the exemption was granted.
- (10) Upon receipt of the notice referred to in subclause (9) the affected employer or employee may appeal against the withdrawal to the Board referred to in subclause (3).
- (11) Employers employing five or less employees shall, upon application to the Council, be exempted from this Agreement."

7. CLAUSE 25: COUNCIL FUNDS

In subclause (1), substitute the expression "40c per week" for the expression "20c per week".

8. CLAUSE 29: RIGHTS OF TRADE UNION REPRESENTATIVES

In subclause (4), substitute the expression "nine working days" for the expression "eight (8) working days".

9. CLAUSE 35: SICK BENEFIT FUND

Substitute the following for subclause (4):

- "(4) (a) In addition to the amounts so deducted, the employer shall contribute 1,75% per week of the employee wage rate prescribed in clause 4 (1) of this Agreement in respect of each employee who has worked during that week, irrespective of the time so worked.
- (b) The employer shall add his contribution to that deducted from each employee's weekly earnings and shall forward this total to the Secretary of the Fund, P.O. Box 18354, Dalbridge, 4014, so as to reach the said Secretary not later than 10 days after the end of each calendar month, together with a list showing the Council registration numbers of the employees and the amounts."

10. CLAUSE 38: DISPUTE PROCEDURES

Substitute the following for subclause (2) (e):

- "(e) The Secretary of the Council or a designated agent, in consultation with the arbitrator, must decide the date, time and venue of the arbitration: Provided the circumstances warrant it, the date of the arbitration shall be within 14 days of the referral to arbitration."

11. CLAUSE 39: TRAINING FUND

Substitute the following for subclause (2):

- "(2) Subject to the provisions of subclause (3) every employer shall not later than the 10th day of each month forward to the Secretary of the Council, together with a statement in the form specified by the Training Board, a contribution to the Training Board of R2,28 per employee."

Signed at Durban on this 2nd day of July 1999.

R. M. CALDER

For NCMA

J. MBELU

For SACTWU

No. R. 1264**22 October 1999****DETERMINATION IN TERMS OF SECTION 50**

I, the Minister of Labour, make the following determination in terms of Section 50(8)(c) of the Act:

1. The following sections of the Act are replaced or excluded:

Sections 10(2), 12(2)(b), 14, 15(1)(a), 16(1) and 17(1)

2. Extent of the variation:

- (a) To retain the collectively bargained arrangement in respect of compensation for overtime;
- (b) To average hours of work over the agreed period with an average of 10 hours' overtime;
- (c) Those employees working underground and who work in processing plants dispense with a meal interval;
- (d) To reduce the daily rest period to not less than 8 hours for the purposes of rapid changeovers;
- (e) To retain the collectively bargained arrangements in respect of compensation for work on Sundays; and
- (f) That shifts commencing at or after 04:00 are not regarded as night work.

3. Employers or employees in respect of whom the determination applies:

Officials on Gold Mines listed in Annexure A who are members of Chamber of Mines of South Africa.

4. Conditions on which determination is granted:

- (a) Overtime is worked voluntary or as agreed collectively;
- (b) That informal rest arrangements and opportunities to take sustenance are made; and
- (c) That rapid changeovers do not occur on more than two occasions per month per employee.

5. Period for which the determination is granted:

With effect from 1 October 1999 to September 2000.

Signed at Pretoria on this the 18th day of October 1999.

M.M.S. MDLADLANA

MINISTER OF LABOUR

ANNEXURE A

Anglogold Limited (South African Operations)

Free State operations

Bambanani Mine
Free State Business Services
Joel Mine
Matjabeng Mine
Tshepong Mine

Vaal River Operations

Great Noligwa Mine
Kopanang Mine
Moab Khotsong Mine
Tau Lekoa Mine
Vaal River Business Services

West Wits Operations

Deelkraal Mine
Elandsrand Mine
Mponeng Mine (i.e. WDL South)
Savuka Mine (i.e. WDL West)
Tau Tona Mine (i.e. WDL East)
West Wits Business Services

Anglogold Health Services

Avgold Limited

Lorraine Division

Durban Roodepoort Deep Limited

Buffelsfontein Gold Mines Limited
Hartebeestfontein Gold Mine

Gold Fields Limited

Beatrix Mine
East Driefontein Mine
Kloof Mine
Leeudoorn Mine
Libanon Mine
Oryx Mine
St Helena Mine
West Driefontein Mine

Harmony Gold Mining Company Limited

Harmony Mine (Free State)
Masimong Mine

Placer Dome Western Areas Joint Venture

Placer Dome Western Areas Joint Venture

Randfontein Estates Limited

Randfontein Estates Limited

No. R. 1265

22 October 1999

DETERMINATION IN TERMS OF SECTION 50

I, the Minister of Labour, make the following determination in terms of Section 50(8)(c) of the Act:

1. The following sections of the Act are replaced or excluded:

Sections 10(2), 12(2)(b), 14, 15(1)(a) and 16(1)

2. Extent of the variation:

- (a) To retain the collectively bargained arrangement in respect of compensation for overtime;
- (b) To average hours of work over the agreed period with an average of 10 hours' overtime;
- (c) Those employees working underground and who work in processing plants dispense with a meal interval;
- (d) To reduce the daily rest period to not less than 8 hours for the purposes of rapid changeovers; and
- (e) To retain the collectively bargained arrangements in respect of compensation for work on Sundays.

3. Employers or employees in respect of whom the determination applies:

Officials on Collieries listed in Annexure A who are members of the Chamber of Mines of South Africa.

4. Conditions on which determination is granted:

- (a) Overtime is worked voluntary or as agreed collectively;
- (b) That informal rest arrangements and opportunities to take sustenance are made; and
- (c) That rapid changeovers do not occur on more than two occasions per month per employee.

5. Period for which the determination is granted:

With effect from 1 October 1999 to September 2000.

Signed at Pretoria on this the 18th day of October 1999.

M.M.S. MDLADLANA

MINISTER OF LABOUR

ANNEXURE A**Anglo Coal – A Division of Anglo Operations Limited**

Amcoal Central Workshops
Arnot Colliery
Bank Colliery
Goede Hoop Colliery
Greenside Colliery
Kriel Colliery
New Denmark Colliery
New Vaal Colliery
Kleinkopje Colliery
Landau Colliery

Duiker Mining Limited**iMpunzi Collieries**

Phoenix Colliery
Arthur Taylor Colliery
Tavistock Colliery
South Witbank Coal Mine

Tweefontein Collieries

Waterpan Colliery
Boschmans Colliery
Witbank Consolidated Colliery

Mpumalanga Collieries

Strathrae Colliery
Spitzkop Colliery

KwaZulu Mines

Nyembe Collieries

Gold Fields Coal Limited

New Clydesdale Colliery

Ingwe Coal Corporation Limited

Delmas Colliery
Douglas Colliery Ltd
Koorfontein Colliery (Blinkpan Section)
Matla Coal Ltd
Optimum Colliery

Kangra Group (Pty) Ltd

Welgedaght Exploration Company Limited

Tweewaters Fuel (Pty) Ltd

Tweewaters Fuel (Pty) Ltd

No. R. 1266

22 October 1999

DETERMINATION IN TERMS OF SECTION 50

I, the Minister of Labour, make the following determination in terms of Section 50(8)(c) of the Act:

1. The following sections of the Act are replaced or excluded:

Sections 12(2)(b), 14, 15(1)(a) and 17

2. Extent of the variation:

- (a) To average hours of work over the agreed period with an average of 10 hours' overtime;
- (b) That employees employed by mines listed in Annexure A that work underground and in processing plants dispense with a meal interval;
- (c) To reduce the daily rest period to not less than 8 hours for the purposes of rapid changeovers; and
- (d) That shifts commencing at or after 04:00 are not regarded as night work.

3. Employers or employees in respect of whom the determination applies:

Category 2 to 8 employees on Gold Mines listed in the Annexure A & B who members of the Chamber of Mines of South Africa.

4. Conditions on which determination is granted:

- (a) Overtime is worked voluntary or as agreed collectively;
- (b) That rapid changeovers do not occur on more than two occasions per month; and
- (c) That informal rest arrangements and opportunities to take sustenance are made.

5. Period for which the determination is granted:

With effect from 1 October 1999 to 30 September 2001.

Signed at Pretoria on this the 18th day of October 1999.

M.M.S. MDLADLANA

MINISTER OF LABOUR

No. R. 1267

22 October 1999

DETERMINATION IN TERMS OF SECTION 50

I, the Minister of Labour, make the following determination in terms of Section 50(8)(c) of the Act:

1. The following sections of the Act are replaced or excluded:

Sections 12(2)(b) and 15(1)(a)

2. Extent of the variation:

- (a) To average hours of work over the agreed period with an average of 10 hours' overtime in a week.
- (b) To reduce the daily rest period to not less than 8 hours for the purposes of rapid changeovers.

3. Employers or employees in respect of whom the determination applies:

Category 2 to 8 employees on the Collieries listed in Annexure A who members of Chamber of Mines of South Africa.

4. Conditions on which determination is granted:

- (a) Overtime is worked voluntary or as agreed collectively; and
- (b) That rapid changeovers do not occur on more than two occasions per month.

5. Period for which the determination is granted:

With effect from 1 October 1999 to 30 September 2001.

Signed at Pretoria on this the 18th day of October 1999.

M.M.S. MDLADLANA

MINISTER OF LABOUR

ANNEXURE A**ANGLO COAL**

Amcoal Central Workshops
Arnot Colliery
Bank Colliery
Goedehoop Colliery
Greenside Colliery
Kriel Colliery
New Denmark Colliery
New Vaal Colliery
Kleinkopje Colliery
Landau Colliery

DUIKER**Mpumalanga Division**

Strathrae Colliery
Spitzkop Colliery

TwEEfontein Division

Waterpan Colliery
Witcons Colliery
Boschmans Colliery

iMpunzi Division

Phoenix Colliery
South Witbank Colliery
Tavistock Colliery
Arthur Taylor Colliery (Underground)
Nyembe Colliery

INGWE COLLIERIES

Delmas Colliery
Douglas Colliery
Koorfontein Colliery (Blinkpan Section)
Matla Colliery
Optimum Colliery

GOLD FIELDS COAL

New Clydesdale Colliery

KANGRA

Savmore Colliery
Taaiboschspruit Colliery
Welgedacht Exploration

TWEEWATERS FUEL (PTY LTD)

Tweewaters Fuel Colliery

No. R. 1268

22 October 1999

DETERMINATION IN TERMS OF SECTION 50

I, the Minister of Labour, make the following determination in terms of Section 50(8)(c) of the Act:

1. The following sections of the Act are replaced or excluded:

Sections 10(2), 12(2)(b), 15(1)(a) and 16(1)

2. Extent of the variation:

- (a) To retain the overtime rate of 0,625% of an employee's monthly rate for each hour of overtime worked;
- (b) To average hours of work over the agreed period with an average of 10 hours' overtime;
- (c) To reduce the daily rest period to not less than 8 hours for the purposes of rapid changeovers; and
- (d) That employees employed by mines listed in Annexure A retain the present rate of 0.75% of an employee's monthly rate for each hour of irregular work on a Sunday.

3. Employers or employees in respect of whom the determination applies:

Union Men on Collieries listed in Annexure A and B who are members of the Chamber of Mines of South Africa.

4. Conditions on which determination is granted:

- (a) That overtime is worked voluntary or as agreed collectively;
- (b) That rapid changeovers do not occur on more than two occasions per month.

5. Period for which the determination is granted:

With effect from 1 October 1999 to 30 September 2000 in respect of the collieries listed in Annexure A.

With effect from 1 October 1999 to 30 September 2001 in respect of the collieries listed in Annexure B.

Signed at Pretoria on this the 18th day of October 1999.

M.M.S. MDLADLANA

MINISTER OF LABOUR

ANNEXURE A**ANGLO COAL**

Amcoal Central Workshops
Arnot Colliery
Bank Colliery
Goedehoop Colliery
Greenside Colliery
Kriel Colliery
New Denmark Colliery
New Vaal Colliery
Kleinkopje Colliery
Landau Colliery

INGWE COLLIERIES

Delmas Colliery
Douglas Colliery
Koorfontein Colliery (Blinkpan Section)
Matla Colliery
Optimum Colliery

GOLD FIELDS COAL

New Clydesdale Colliery

KANGRA

Welgedacht Exploration

TWEE WATERS FUEL (PTY) LTD

Tweewaters Fuel Colliery

ANNEXURE B**DUIKER****Mpumalanga Division**

Strathrae Colliery
Spitzkop Colliery

Twefontein Division

Waterpan Colliery
Witcons Colliery
Boschmans Colliery

iMpunzi Division

Phoenix Colliery
South Witbank Colliery
Tavistock Colliery
Arthur Taylor Colliery (Underground)

Nyembe Colliery

No. R. 1269**22 October 1999****DETERMINATION IN TERMS OF SECTION 50**

I, the Minister of Labour, make the following determination in terms of Section 50(8)(c) of the Act:

1. The following sections of the Act are replaced or excluded:
Sections 10(2), 12(2)(b), 14, 15(1)(a) and 17
2. Extent of the variation:
 - (a) That employees employed by mines listed in Annexure C, retain the overtime rate of 0,625% of an employee's monthly rate for each hour of overtime worked;
 - (b) To average hours of work over the agreed period with an average of 10 hours' overtime;
 - (c) To reduce the daily rest period to not less than 8 hours for the purposes of rapid changeovers;
 - (d) That employees employed by mines listed in Annexure A and Annexure C that work underground and in processing plants dispense with a meal interval; and
 - (e) That shifts commencing at or after 04:00 are not regarded as night work.
3. Employers or employees in respect of whom the determination applies:

Union Men on Gold Mines listed in Annexure A, B and C who are members of the Chamber of Mines.
4. Conditions on which determination is granted:
 - (a) That overtime is worked voluntary or as agreed collectively;
 - (b) That informal rest arrangements and opportunities to take sustenance are made; and
 - (c) That rapid changeovers do not occur on more than two occasions per month.
5. Period for which the determination is granted:

With effect from 1 October 30 1999 to 30 September 2001 for Mines listed in Annexures A & B;
and

With effect from 1 October 1999 to 30 September 2000 for Mines listed in Annexure C.

Signed at Pretoria on this the 18th day of October 1999.

M.M.S. MDLADLANA

MINISTER OF LABOUR

ANNEXURE A**ANGLO GOLD****Free State Operations**

Bambanani Mine
Free State Business Services
Joel Mine
Matjabeng Mine
Tshepong Mine

Vaal River Operations

Great Noligwa Mine
Kopanang Mine
Moab Khotsong Mine
Tau Lekoa Mine
Vaal River Business Operations

West Wits Operations

Anglogold Health services
Deelkraal Mine
Elandsrand Mine
Mponeng Mine (i.e. WDL South)
Savuka Mine (i.e. WDL West)
Tau Tona (i.e. WDL East)
West Wits Business services

DRD

Buffelsfontein Mine
Hartebeesfontein Mine

ANNEXURE B**GOLD FIELDS**

Beatrix Mine
East Driefontein Mine
Kloof Mine
Leeudoorn Mine
Libanon Division
Oryx Mine
St Helena Mine
West Driefontein Mine

PLACER DOME/WESTERN AREAS

Placer Dome Western Areas Joint Venture

REL

Randfontein Estates Mine

ANNEXURE C

HARMONY

Harmony Mine (Free State)
Masimong Mine

AVGOLD

Loraine Avgold

SOUTH AFRICAN REVENUE SERVICE SUID-AFRIKAANSE INKOMSTEDIENS

No. R. 1222**22 October 1999**

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/1011)

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.

T. A. MANUEL**Minister of Finance****SCHEDULE**

Head= ing	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Anno= tations
35.03			By the substitution for heading No. 35.03 of the following:			
"35.03	3503.00		Gelatin (including gelatin in rectangular (including square) sheets, whether or not surface-worked or coloured) and gelatin derivatives; isinglass; other glues of animal origin, excluding casein glues of heading No. 35.01			
	3503.00.10	2	- Gelatin, in immediate packings of a content not exceeding 10 kg	kg	17%	
	.15	3	- Gelatin, in immediate packings of a content exceeding 10 kg	kg	free	
	.30	7	- Gelatin derivatives	kg	8,5%	
	.35	8	- Isinglass and other glues of animal origin	kg	free"	

No. R. 1222

22 Oktober 1999

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/1011)

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.

T. A. MANUEL

Minister van Finansies

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
35.03			Deur pos No. 35 03 deur die volgende te vervang:			
"35.03	3503.00		Gelatien (met inbegrip van gelatien in reghoekige (met inbegrip van vierkantige) velle, hetsy op die oppervlak bewerk of gekleur al dan nie) en gelatienderivate; visblaaslym; ander lyme van dierlike oorsprong uitgesonderd kaseienlyme van pos No. 35.01			
	3503.00.10	2	- Gelatien, in onmiddellike verpakkings met 'n inhoud van hoogstens 10 kg	kg	17%	
	.15	3	- Gelatien, in onmiddellike verpakkings met 'n inhoud van meer as 10 kg	kg	vry	
	.30	7	- Gelatienderivate	kg	8,5%	
	.35	8	- Visblaaslym en ander lyme van dierlike oorsprong	kg	vry	

No. R. 1223

22 October 1999

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/1012)

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.

T. A. MANUEL

Minister of Finance

SCHEDULE

Head- ing	Subheading	C D	Article Description	Statistical Unit	Rate of Duty	Anno- tations
73.26			By the insertion after subheading No. 7326.90.10 of the following:			
	".50	8	-- Calendar rims	kg	10%"	

No. R. 1223

22 Oktober 1999

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/1012)

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.

T. A. MANUEL

Minister van Finansies

BYLAE

Pos	Subpos	T S	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Anno- tasies
73.26			Deur na subpos No. 7326.90.10 die volgende in te voeg:			
	".50	8	-- Kalenderrame	kg	10%"	

No. R. 1224

22 October 1999

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/1013)

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.

T. A. MANUEL

Minister of Finance

SCHEDULE

Head- ing	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Anno- tations
84.81			By the substitution for heading No. 84.81 of the following:			
"84.81			Taps, cocks, valves and similar appliances for pipes, boiler shells, tanks, vats or the like, including pressure-reducing valves and thermostatically controlled valves:			
	8481.10		- Pressure-reducing valves:			
	.10	0	- - For use with pipes or piping of an outside diameter not exceeding 32 mm	kg	15%	
	.90	9	- - Other	kg	free	
	8481.20	8	- Valves for oleohydraulic or pneumatic transmissions	kg	free	
	8481.30		- Check valves:			
	.10	6	- - Double door wafer type	kg	free	
	.90	8	- - Other	kg	15%	
	8481.40		- Safety or relief valves:			
	.10	4	- - Of copper alloys or plastics, for use with pipes or piping of an outside diameter not exceeding 32 mm	kg	15%	

Head- ing	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Anno- tations
	.90	2	- - Other	kg	free	
	8481.80		- Other appliances:			
	.01	3	- - Pressure or flow control valves, for use with pipes or piping of an outside diameter not exceeding 32 mm	kg	15%	
	.03	3	- - Fire hydrants	kg	15%	
	.09	9	- - Valves of a kind commonly used with inflatable articles	kg	15%	
	.11	0	- - Flush valves of a kind commonly used with water closet pans, urinals or slop hoppers	kg	15%	
	.19	6	- - Other float operated valves for use with pipes or piping of an outside diameter not exceeding 32 mm	kg	15%	
	.27	7	- - Ball valves (excluding those of plastics)	kg	15%	
	.31	5	- - Butterfly valves (excluding those of plastics)	kg	15%	
	.33	1	- - Diaphragm valves (excluding those made of plastics)	kg	15%	
	.41	2	- - Gate valves	kg	15%	
	.63	3	- - Plug valves (excluding those made of plastics)	kg	15%	
	.72	2	- - Hose fittings	kg	15%	
	.73	0	- - Basin, bath, shower or sink waste holes and plugs therefor	kg	15%	

Head- ing	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Anno- tations
	.79	0	- - Hose or toilet bibcocks, pillar cocks, water mixing taps, thermostatically controlled mixing valves (bath, washbasin, bidet, shower or sink type), shower units, water-tank locking taps, cooking range taps or tapping ferrules for off-take pipes of an outside diameter not exceeding 32 mm	kg	15%	
	.90	0	- - Other	kg	free	
	8481.90		- Parts:			
	.60	3	- - Of valves commonly used with inflatable articles	kg	15%	
	.65	4	- - Housings (excluding those commonly used with inflatable articles)	kg	15%	
	.90	5	- - Other	kg	free*	

No. R. 1224

22 Oktober 1999

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/1013)

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.

T. A. MANUEL

Minister van Finansies

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Anno- tasies
84.81			Deur pos No. 84.81 deur die volgende te vervang:			
"84.81			Krane, afsluiters en dergelike toestelle vir pype, ketelrompe, tenke, vate of soortgelyke goedere, met inbegrip van drukverminderingskleppe en termostaties-beheerde kleppe:			
	8481.10		- Drukverminderingskleppe:			
	.10	0	- - Vir gebruik met pype of pypleidings met 'n buitedeursnee van hoogstens 32 mm	kg	15%	
	.90	9	- - Ander	kg	vry	
	8481.20	8	- Kleppe vir oleohidrouliese of pneumatiese transmissies	kg	vry	
	8481.30		- Keerkleppe:			
	.10	6	- - Dubbeldeur verseëltipe	kg	vry	
	.90	8	- - Ander	kg	15%	
	8481.40		- Veiligheids- of ontlastkleppe:			
	.10	4	- - Van geelkoper of plastieke, vir gebruik met pype of pypleidings met 'n buitedeursnee van hoogstens 32 mm	kg	15%	

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Anno-tasies
	.90	2	- - Ander	kg	vry	
	8481.80		- Ander toestelle:			
	.01	3	- - Druk- of vloeibeheerklappe, vir gebruik met pype of pypleidings met 'n buitedeurnee van hoogstens 32 mm	kg	15%	
	.03	3	- - Brandkrane	kg	15%	
	.09	9	- - Kleppe van 'n soort gewoonlik met ander opblaasbare artikels gebruik	kg	15%	
	.11	0	- - Spoelklappe van 'n soort gewoonlik met spoelklosetpanne, urinale of vuilwaterbakke gebruik	kg	15%	
	.19	6	- - Ander vlotterklappe vir gebruik met pype of pypleidings met 'n buite deursnee van hoogstens 32 mm	kg	15%	
	.27	7	- - Koeëlklappe (uitgesonderd daardie van plastieke)	kg	15%	
	.31	5	- - Vleuelklappe (uitgesonderd daardie van plastieke)	kg	15%	
	.33	1	- - Diafragma klappe (uitgesonderd daardie van plastieke)	kg	15%	
	.41	2	- - Sluiskleppe	kg	15%	
	.63	3	- - Propklappe (uitgesonderd daardie van plastieke)	kg	15%	
	.72	2	- - Slangtoebehore	kg	15%	
	.73	0	- - Wasbak-, bad-, stort- of opwasbak-afvoerstukke en proppe daarvoor	kg	15%	

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Anno- taties
	.79	0	- - Slang- of wasbaktapkrane, staan- krane, watermengkrane, termosta- tiesbeheerde mengkleppe (bad-, wasbak-, bidet-, stort- of opwasbaktipes), storteenhede, waterenksluitkrane, kooktoestelkrane of aftapbeslag- ringe vir aftappype met 'n buitedeursnee van hoogstens 32 mm	kg	15%	
	.90	0	- - Ander	kg	vry	
	8481.90		- Onderdele:			
	.60	3	- - Van kleppe van 'n soort gewoonlik met opblaasbare artikels gebruik	kg	15%	
	.65	4	- - Omhulsels (uitgesonderd dié van 'n soort gewoonlik met opblaasbare artikels gebruik)	kg	15%	
	.90	5	- - Ander	kg	vry	

No. R. 1225

22 October 1999

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 3 (No. 3/442)

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.

T. A. MANUEL

Minister of Finance

SCHEDULE

I				II		III	
Rebate Item	Tariff Heading	Rebate Code	C D	Description		Extent of Rebate	Annotations
306.02				By the deletion of rebate code 02.02 to tariff heading No. 28.00.			
				By the deletion of rebate code 02.02 to tariff heading No. 29.00.			

No. R. 1225

22 Oktober 1999

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 3 (No. 3/442)

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.

T. A. MANUEL

Minister van Finansies

BYLAE

I				II		III	
Korting-item	Tarief-pos	Korting-kode	C D	Beskrywing		Mate van Korting	Annotations
306.02				Deur kortingkode 02.02 by tariefpos No. 28.00 te skrap.			
				Deur kortingkode 02.02 by tariefpos No. 29.00 te skrap.			

No. R. 1226

22 October 1999

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 3 (No. 3/443)

Under section 75 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

T. A. MANUEL

Minister of Finance

SCHEDULE

Rebate Item	Tariff Heading	Rebate Code	C. D.	Description	Extent of Rebate	Annotations
317.03				By the substitution for rebate item 317.03 of the following:		
*317.03				Industry: Road tractors, motor cars and other motor vehicles principally designed for the transport of persons including station wagons, motor vehicles for the transport of goods and chassis fitted with engines for the motor vehicles of heading Nos. 87.01 to 87.05 NOTE: This rebate item covers the assembly of disassembled motor vehicles and chassis therefor or the assembly of such vehicles imported in an unassembled condition not complying with the definition in Note 5 to Chapter 98 of Schedule No. 1. Furthermore, the rebate is subject to a manufacturing program as agreed upon by members of the Southern African Common Customs Union and in such quantities, at such times and subject to such further conditions as determined by the said Contracting Parties in terms of a specific permit issued by the Director-General: Trade and Industry.		
	87.00	01.02	21	Disassembled or unassembled road tractors for semi-trailers, of subheading No. 8701.20, of a vehicle mass not exceeding	Full duty less 18,75%	

Rebate Item	Tariff Heading	Rebate Code	C. D.	Description	Extent of Rebate	Annotations
				1 600 kg, ordered on or before 31 December 1998 and cleared on or before 30 September 1999		
		02.02	24	Disassembled or unassembled motor vehicles for the transport of ten or more persons, including the driver, of heading No. 87.02, of a vehicle mass not exceeding 2 000 kg, ordered on or before 31 December 1998 and cleared on or before 30 September 1999	Full duty less 18,75 %	
		03.02	29	Disassembled or unassembled motor cars (including station wagons) of heading No. 87.03, ordered on or before 31 December 1998 and cleared on or before 30 September 1999	Full duty less 18,75 %	
		04.02	23	Disassembled or unassembled motor vehicles for the transport of goods, of heading No. 87.04, of a vehicle mass not exceeding 2 000 kg or a G.V.M. not exceeding 3 500 kg or of a mass not exceeding 1 600 kg or a G.V.M. not exceeding 3 500 kg per chassis fitted with cab (excluding motor vehicles of subheading No. 8704.10), ordered on or before 31 December 1998 and cleared on or before 30 September 1999	Full duty less 18,75 %	
		05.02	28	Disassembled or unassembled chassis fitted with engines, of heading No. 87.06, of a mass not exceeding 1 600 kg or of a G.V.M. not exceeding 3 500 kg (excluding those for motor vehicles of subheading No. 8704.10), ordered on or before 31 December 1998 and cleared on or before 30 September 1999	Full duty less 18,75 %	

No. R. 1226

22 Oktober 1999

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 3 (No. 3/443)

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.

T. A. MANUEL

Minister van Finansies

BYLAE

Korting- item	Tarief- pos	Korting- kode	T. S.	Beskrywing	Mate van korting	Anno- tasies
317.03				Deur kortingitem 317.03 deur die volgende te vervang:		
*317.03				Nywerheid: Padtrekkers, motorkarre en ander motorvoertuie hoofsaaklik vir die vervoer van ander persone ontwerp met inbegrip van stasiewaens, motorvoertuie vir die vervoer van goedere en onderstelle met enjins toegerus vir die motorvoertuie van poste Nos. 87.01 tot 87.05 OPMERKING: Hierdie kortingitem dek die montasie van uitmekaargehaalde motorvoertuie en onderstelle daarvoor of die montasie van sulke voertuie ingevoer in 'n ongemonteerde staat wat nie voldoen aan die voorwaardes van die bepaling in Opmerking 5 tot Hoofstuk 98 van Bylae No. 1 nie. Voorts, is die kortingitem onderworpe aan 'n vervaardigingsprogam soos ooreengekom met lede van die Suid - Afrikaanse Gesamentlike Doeane Unie en in sulke hoeveelhede, teen sulke tye en onderworpe aan sulke verdere voorwaardes soos ooreengekom deur die genoemde Kontrakterende Partye ingevolge 'n spesifieke permit uitgereik		

Korting= item	Tarief= pos	Korting= kode	T. S.	Beskrywing	Mate van korting	Anno= tases
	87.00	01.02	21	deur die Direkteur-generaal: Handel en Nywerheid		
				Uitmekaargehaalde of ongemonteerde padtrekkers vir leunsleepwaens, van subpos No. 8701.20, met voertuigmassa van hoogstens 1 600 kg, bestel voor of op 31 Desember 1998 en geklaar voor of op 30 September 1999	Volle reg min 18,75 %	
		02.02	24	Uitmekaargehaalde of ongemonteerde motorvoertuie vir die vervoer van minstens tien persone, met inbegrip van die bestuurder, van pos No. 87.02, met 'n voertuigmassa van minstens 2 000 kg, bestel voor of op 31 Desember 1998 en geklaar voor of op 30 September 1999	Volle reg min 18,75%	
		03.02	29	Uitmekaargehaalde of ongemonteerde motorvoertuie (met inbegrip van stasiewaens) van pos No. 87.03, bestel voor of op 31 Desember 1998 en geklaar voor of op 30 September 1999	Volle reg min 18,75%	
		04.02	23	Uitmekaargehaalde of ongemonteerde motorvoertuie vir die vervoer van goedere, van pos No. 87.04, met 'n voertuigmassa van minstens 2 000 kg of 'n B.V.M. van hoogstens 3 500 kg of 'n massa van minstens 1 600 kg of 'n B.V.M. van hoogstens 3 500 kg per onderstel toegerus met kajuit (uitgesonderd motorvoertuie van subpos No. 8704.10), bestel voor of op 31 Desember 1998 en geklaar voor of op 30 September 1999	Volle reg min 18,75%	
		05.02	28	Uitmekaargehaalde of ongemonteerde onderstelle toegerus met enjins, van pos No. 87.06, met 'n massa van minstens 1 600 kg of 'n B.V.M. van hoogstens 3 500 kg (uitgesonderd daardie vir motorvoertuie van subpos No. 8704.10), bestel op of voor 31 Desember 1998 en geklaar op of voor 30 September 1999	Volle reg min 18,75%*	

No. R. 1227

22 October 1999

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 4 (No. 4/226)

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 4 to the said Act is hereby amended to the extent set out in the Schedule hereto.

T. A. MANUEL

Minister of Finance

SCHEDULE

I Rebate Item	II				III Extent of Rebate	Anno= tations
	Tariff Heading	Rebate Code	C. D.	Description		
460.24				By the deletion of rebate item 460.24.		

No. R. 1227

22 Oktober 1999

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 4 (No. 4/226)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 4 by genoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.

T. A. MANUEL

Minister van Finansies

BYLAE

I Korting Item	II				III Mate van Korting	Anno= tasies
	Tariefpos	Kor= ting= kode	T. S.	Beskrywing		
460.24				Deur kortingitem 460.24 te skrap.		

No. R. 1228

22 October 1999

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF RULES (No. DAR 11)

Under section 6 (1) of the Customs and Excise Act, 1964, the Rules published in Government Notice No. R. 1874 of 8 December 1995, are amended to the extent set out in the Schedule hereto.

G. GORDHAN

Acting Commissioner for the South African Revenue Service

SCHEDULE

a) By the substitution for item 201.10 of the following:

201.10	<u>Official hours of attendance</u>	
	<u>Office</u>	<u>Hours of attendance</u>
201.10.01	Head Office	Monday to Friday 07:30 to 12:30 and 13:15 to 16:15
201.10.02	All district offices (except Durban, Richards Bay, Johannesburg International Airport, and Stellenbosch)	Monday to Friday 07:30 to 12:30 and 13:15 to 16:15
201.10.03	Durban and Richards Bay	Monday to Friday 07:15 to 12:15 and 13:00 to 16:00
201.10.04	Johannesburg International Airport	Monday to Friday 08:00 to 13:00 and 13:30 to 16:30
201.10.05	Stellenbosch	Monday to Friday 07:45 to 12:30 and 13:15 to 16:30

b) By the deletion of the word Maputo in item 201.20.02.

c) By the substitution for items 201.20.08 to 201.20.16 of the following:

201.20.08	Lebombo	a) For the acceptance of bills of entry (except bills of entry for export and removal in bond) and for the receipt of duties and other revenue.	Monday to Friday 08:00 to 12:15 and 13:25 to 15:00
		b) For other business	Daily 08:00 to 17:00
201.20.09	Beit Bridge	a) For the acceptance of bills of entry (import and export) in respect of commercial consignments	Daily, except 1 January, 18 and 27 April, 1 May, 25 and 26 December 08:00 to 12:30 and 13:30 to 16:00
		b) For other business	Daily – 05:30 to 22:30
201.20.10	Stellenbosch	a) For the acceptance of bills of entry (except bills of entry for export and removal in bond) and for the receipt of duties and other revenue	Monday to Friday 08:00 to 12:15 and 13:15 to 15:00
		b) For the acceptance of bills of entry for export and removal in bond	Monday to Friday 07:45 to 12:30 and 13:15 to 16:30
		c) For other business.	Monday to Friday 07:45 to 12:30 and 13:15 to 16:30
201.20.11	Saldanha Bay	For all business	Monday to Friday 07:30 to 12:30 and 13:15 to 16:15

CUSTOMS AND EXCISE AIRPORTS

201.20.12	Cape Town International Airport	a) For the acceptance of bills of entry (except bills of entry for export and removal in bond) and for the receipt of duties and other revenue.	Monday to Friday 08:00 to 12:15 and 13:15 to 15:00
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		b) For the acceptance of bills of entry for export and removal in bond.	Monday to Friday 07:45 to 12:30 and 13:15 to 16:15
		c) For the examination of passengers and their baggage on scheduled international flights.	Twenty-four hour service
		d) For other business.	Monday to Friday 07:45 to 12:30 and 13:15 to 16:15
201.20.13	Johannesburg International Airport	a) For the acceptance of bills of entry (except bills of entry for export and removal in bond) and for the receipt of duties and other revenue.	Monday to Friday 08:00 to 12:30 and 13:30 to 15:00
		b) For the acceptance of bills of entry for export and removal in bond.	Monday to Friday 08:00 to 12:30 and 13:30 to 16:30
		c) For the examination of passengers and their baggage.	Twenty-four hour service
		d) For other business	Monday to Friday 08:00 to 12:45 and 13:30 to 16:30
201.20.14	Durban International Airport	a) For the acceptance of bills of entry (except bills of entry for export and removal in bond) and for the receipt of duties and other revenue.	Monday to Friday 07:30 to 12:00 and 13:00 to 14:30
		b) For the acceptance of bills of entry for export and removal in bond.	Monday to Friday 07:30 to 12:00 and 13:00 tot 16:00
		c) For the examination of passengers and their baggage on scheduled international flights.	Twenty-four hour service
		d) For other business.	Monday to Friday 07:15 to 12:15 and 13:00 to 16:00

201.20.15	Messina Airport	a) For all business	Monday to Friday 08:00 to 12:15 and 13:15 to 16:00 Saturday 08:00 to 12:15 and 13:15 to 15:30
201.20.16	Nelspruit Airport	a) For the acceptance of bills of entry for export and removal in bond b) For the examination of passengers and their baggage on scheduled international flights.	Monday to Friday 08:00 to 17:00 Twenty-four hour service

Note: Due to the official closure of the office in Maputo with effect from 1 April 1996, the rules are amended accordingly.

No. R. 1228

22 Oktober 1999

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN REËLS (No. DAR 11)

Kragtens artikel 6 (1) van die Doeane- en Aksynswet, 1964, word die Bylae by die Reëls gepubliseer by Goewermentskennisgewing R. 1874 van 8 Desember 1995, gewysig in die mate in die Bylae hiervan aangetoon.

P. GORDHAN

Waarnemende Kommissaris van die Suid-Afrikaanse Inkomstediens

BYLAE

a) Deur item 201.10 met die volgende te vervang:

201.10 Amptelike diensureKantoorDiensure

201.10.01 Hoofkantoor

Maandag tot Vrydag
07:30 tot 12:30 en
13:15 tot 16:15201.10.02 Alle distrikkantore (uitgesonderd Durban,
Richardsbaai, Johannesburg Internasionale
Lughawe en Stellenbosch)Maandag tot Vrydag
07:30 tot 12:30 en
13:15 tot 16:15

201.10.03 Durban en Richardsbaai

Maandag tot Vrydag
07:15 tot 12:15 en
13:00 tot 16:00

201.10.04 Johannesburg Internasionale Lughawe

Maandag tot Vrydag
08:00 tot 13:00 en
13:30 tot 16:30

201.10.05 Stellenbosch

Maandag tot Vrydag
07:45 tot 12:30 en
13:15 tot 16:30

b) Deur die skrapping van die woord Maputo in item 201.20.02.

c) Deur items 201.20.08 tot 201.20.16 met die volgende te vervang:

201.20.08	Lebombo	a) Vir die aanname van klaringsbriewe (uitgesonderd klaringsbriewe vir uitvoer en vervoer onder waarborg) en vir die ontvangs van regte en ander inkomste.	Maandag tot Vrydag 08:00 tot 12:15 en 13:25 tot 15:00
		b) Vir ander sake	Daaglik 08:00 tot 17:00
201.20.09	Beitbrug	a) Vir die aanname van klaringsbriewe (in- en uitvoer) ten opsigte van kommersiële besendings	Daaglik, behalwe 1 Januarie, 18 en 27 April, 1 Mei, 25 en 26 Desember 08:00 tot 12:30 en 13:30 tot 16:00
		b) Vir ander sake	Daaglik – 05:30 tot 22:30
201.20.10	Stellenbosch	a) Vir die aanname van klaringsbriewe (uitgesonderd klaringsbriewe vir uitvoer en vervoer onder waarborg) en vir die ontvangs van regte en ander inkomste.	Maandag tot Vrydag 08:00 tot 12:15 en 13:15 tot 15:00
		b) Vir die aanname van klaringsbriewe vir uitvoer en vervoer onder waarborg	Maandag tot Vrydag 07:45 tot 12:30 en 13:15 tot 16:30
		c) Vir ander sake.	Maandag tot Vrydag 07:45 tot 12:30 en 13:15 tot 16:30
201.20.11	Saldanhaabaai	Vir alle sake	Maandag tot Vrydag 07:30 tot 12:30 en 13:15 tot 16:15

DOEANE EN AKSYNSLUGHAWENS

201.20.12	Kaapstad Internasionale Lughawe	a) Vir die aanname van klaringsbriewe (uitgesonderd klaringsbriewe vir uitvoer en vervoer onder waarborg) en vir die ontvangs van regte en ander inkomste.	Maandag tot Vrydag 08:00 tot 12:15 en 13:15 tot 15:00
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		b) Vir die aanname van klaringsbriewe vir uitvoer en vervoer onder waarborg.	Maandag tot Vrydag 07:45 tot 12:30 en 13:15 tot 16:15
		c) Vir die ondersoek van passasiers en hul bagasie op geskeduleerde internasionale vlugte	Etmaaldiens
		d) Vir ander sake	Maandag tot Vrydag 07:45 tot 12:30 en 13:15 tot 16:15
201.20.13	Johannesburg Internasionale Lughawe	a) Vir die aanname van klaringsbriewe (uitgesonderd klaringsbriewe vir uitvoer en vervoer onder waarborg) en vir die ontvangs van regte en ander inkomste.	Maandag tot Vrydag 08:00 tot 12:30 en 13:30 tot 15:00
		b) Vir die aanname van klaringsbriewe vir uitvoer en vervoer onder waarborg.	Maandag tot Vrydag 08:00 tot 12:30 en 13:30 tot 16:30
		c) Vir die ondersoek van passasiers en hul bagasie	Etmaaldiens
		d) Vir ander sake	Maandag tot Vrydag 08:00 tot 12:45 en 13:30 tot 16:30
201.20.14	Durban Internasionale Lughawe	a) Vir die aanname van klaringsbriewe (uitgesonderd klaringsbriewe vir uitvoer en vervoer onder waarborg) en vir die ontvangs van regte en ander inkomste.	Maandag tot Vrydag 07:30 tot 12:00 en 13:00 tot 14:30
		b) Vir die aanname van klaringsbriewe vir uitvoer en vervoer onder waarborg.	Maandag tot Vrydag 07:30 tot 12:00 en 13:00 tot 16:00
		c) Vir die ondersoek van passasiers en hul bagasie op geskeduleerde internasionale vlugte	Etmaaldiens
		d) Vir ander sake.	Maandag tot Vrydag 07:15 tot 12:15 en 13:00 tot 16:00

201.20.15	Messina- vliegveld	a) Vir alle sake	Maandag tot Vrydag 08:00 tot 12:15 en 13:15 tot 16:00 Saterdag 08:00 tot 12:15 en 13:15 tot 15:30
201.20.16	Nelspruit- lughawe	a) Vir die aanname van klaringsbriewe vir uitvoer en vervoer onder waarborg b) Vir die ondersoek van passasiers en hul bagasie op geskeduleerde internasionale vlugte.	Maandag tot Vrydag 08:00 tot 17:00 Etmaaldiens

Opmerking: Weens die amptelike sluiting van die kantoor in Maputo, met ingang van 1 April 1996, word die reëls diensooreenkomstig aangepas.

No. R. 1229

22 October 1999

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF RULES (No. DAR 10)

Under section 120 of the Customs and Excise Act, 1964, the Schedule to the Rules published in Government Notice No. R. 1874 of 8 December 1995, is amended to the extent set out in the Schedule hereto.

G. GORDHAN

Acting Commissioner for the South African Revenue Service

SCHEDULE

a) By the substitution for rule 12.01 of the following:

- 12.01 Goods imported by road from or through Mozambique must be duly entered for South African Customs purposes at the office of the Controller of Customs and Excise, Lebombo, or other appointed place of entry in the Kingdom of Swaziland. Where such goods are imported by train due entry may be made at Lebombo or before the nearest Controller of Customs and Excise at the destination of the goods in South Africa prior to delivery of such goods to the consignee.

Note: Due to the closure of the Office of the Controller of Customs and Excise, Maputo with effect from 1 April 1996, the Rule is amended accordingly.

b) By the substitution for rule 18.04(a)(i) of the following:

- i) goods in transit through the Republic to a destination outside the Republic -

by road, at the place where the goods enter the common area or, if such place is not a place in the Republic and such goods have not been so entered, at the place where the goods are destined to leave the Republic.

Note: Due to the closure of the Office of the Controller of Customs and Excise, Maputo with effect from 1 April 1996, the Rule is amended accordingly.

No. R. 1229

22 Oktober 1999

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN REËLS (No. DAR 10)

Kragtens artikel 120 van die Doeane- en Aksynswet, 1964, word die Bylae gepubliseer by die Reëls gepubliseer by Goewermentskennisgewing R. 1874 van 8 Desember 1995, gewysig in die mate in die Bylae hiervan aangetoon.

P. GORDHAN

Waarnemende Kommissaris van die Suid-Afrikaanse Inkomstediens

BYLAE

a) Deur reël 12.01 met die volgende te vervang:

12.01 Goedere van of deur Mosambiek per pad ingevoer moet vir Suid-Afrikaanse doeanedoeleindes by the kantoor van die Kontroleur van Doeane en Aksyns, Lebombo, of ander aangewese klaringsplek in die Koningkryk van Swaziland geklaar word. Waar sodanige goedere per trein ingevoer word kan behoorlike klaring te Lebombo of by die naaste Kontroleur van Doeane en Aksyns by die bestemming van sodanige goedere in Suid-Afrika gedoen word, voor aflewering van sodanige goedere aan die geadresseerde.

Opmerking: Weens die sluiting van die Kantoor van die Kontroleur van Doeane en Aksyns, Maputo met ingang van 1 April 1996, word die reël dienooreenkomstig aangepas.

b) Deur reël 18.04(a)(i) met die volgende te vervang:

a) goedere in transito deur die Republiek na 'n bestemming buite die Republiek –

(i) per pad, by die plek waar die goedere die gemeenskaplike doeanegebied binnekom of, indien sodanige plek nie 'n plek in die Republiek is nie en sodanige goedere nie as sulks geklaar is nie, by die plek waar die goedere bestem is om die Republiek te verlaat.

Opmerking: Weens die amptelike sluiting van die Kantoor van die Kontroleur van Doeane en Aksyns, Maputo, met ingang van 1 April 1996, word die reël dienooreenkomstig aangepas.

**DEPARTMENT OF TRADE AND INDUSTRY
DEPARTEMENT VAN HANDEL EN NYWERHEID****No. R. 1218****22 October 1999****USURY ACT, 1968 (ACT No. 73 OF 1968)**

In accordance with the directions of the Minister of Trade and Industry, the annual finance charge rates, determined in terms of the provisions of section 2 (1), (2) and (3) of the Usury Act, 1968 (Act No. 73 of 1968), are as contained in the Schedule.

Registrar: Usury Act**SCHEDULE**

1. For the purposes of section 2 (1) of the Usury Act, 1968 (Act No. 73 of 1968) (hereinafter in this Notice referred to as the Act), the different percentages contemplated in that section shall be 27 per cent in respect of money lending transactions where the total amount of money does not exceed R6 000, and 24 per cent in respect of money lending transactions where the total amount of money exceeds R6 000.
2. For the purposes of section 2 (2) of the Act, 1968, the different percentages contemplated in that section shall be 27 per cent in respect of credit transactions of money values of the principal debt not exceeding R6 000, and 24 per cent in respect of credit transactions of money values of the principal debt exceeding R6 000.
3. For the purposes of section 2 (3) of the Act, the different percentages contemplated in that section shall be 27 per cent in respect of leasing transactions of money values of the principal debt not exceeding R6 000, and 24 per cent in respect of leasing transactions of money values of the principal debt exceeding R6 000.
4. This notice shall come into operation on 22 October 1999.
5. Paragraphs 1, 2 and 3 of Government Notice No. R. 873 of 16 July 1999 are hereby repealed with effect from 22 October 1999.

No. R. 1218**22 Oktober 1999****WOEKERWET, 1968 (WET No. 73 VAN 1968)**

Ooreenkomstig die voorskrifte van die Minister van Handel en Nywerheid, kragtens die bepalings van artikel 2 (1), (2) en (3) van die Woekerwet, 1968 (Wet No. 73 van 1968), is die finansieringskostekoerse per jaar soos vervat in die Bylae.

Registrateur: Woekerwet**BYLAE**

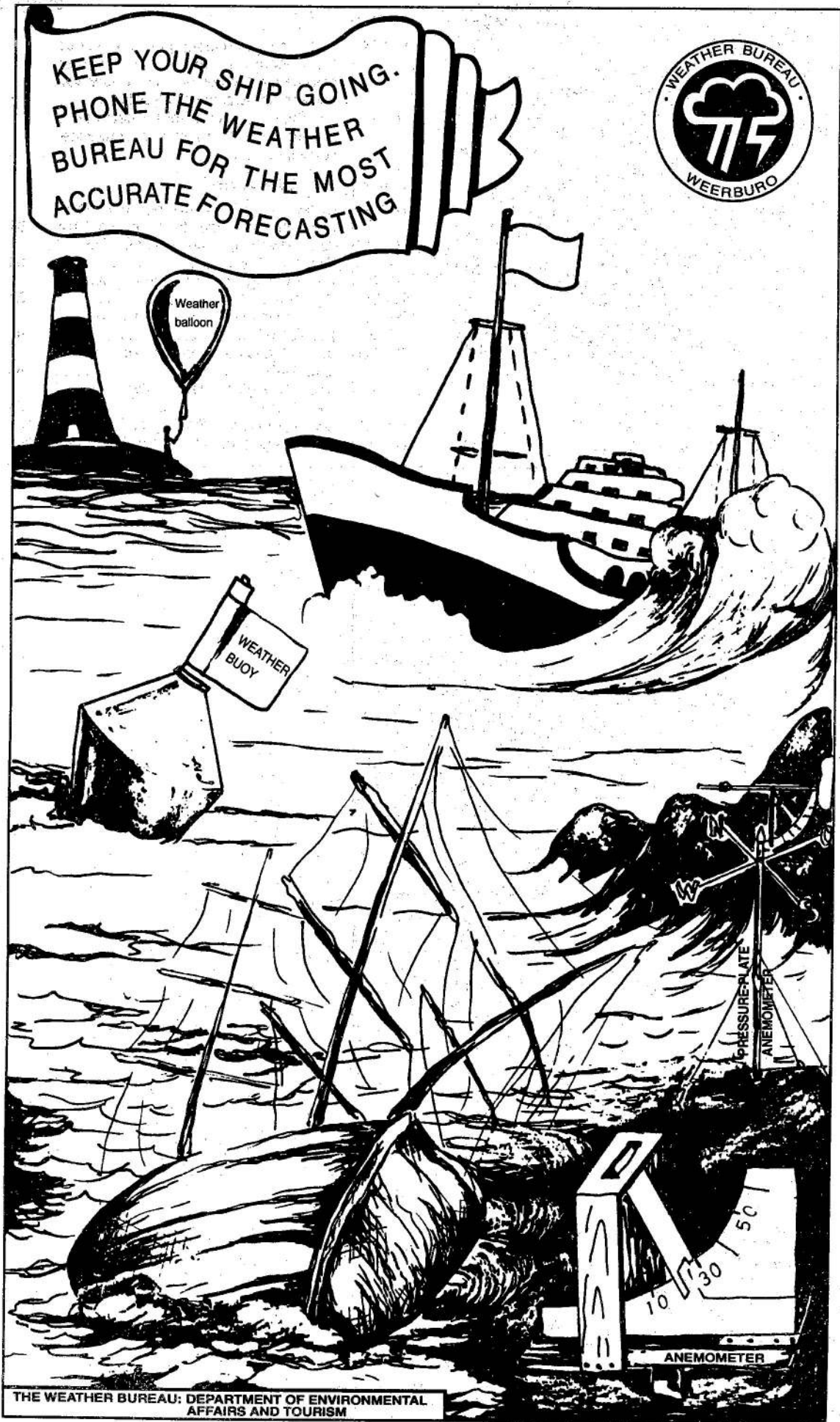
1. Vir doeleindes van artikel 2 (1) van die Woekerwet, 1968 (Wet No. 73 van 1968) (hieronder in hierdie kennisgewing die Wet genoem), is die verskillende persentasies 27 persent ten opsigte van geldleningstransaksies van totale bedrae geld wat nie R6 000, oorskry nie, en 24 persent ten opsigte van geldleningstransaksies van totale bedrae geld wat R6 000 oorskry.
2. Vir doeleindes van artikel 2 (2) van die Wet is die verskillende persentasies beoog in daardie artikel 27 persent ten opsigte van die krediettransaksies van geldwaardes van die hoofskuld wat nie R6 000 oorkry nie, en 24 persent ten opsigte van die krediettransaksies van geldwaardes van die hoofskuld wat R6 000 oorskry.
3. Vir doeleindes van artikel 2 (3) van die Wet is die verskillende persentasies beoog in daardie artikel 27 persent ten opsigte van huurtransaksies van geldwaardes van die hoofskuld wat nie R6 000 oorkry nie, en 24 persent ten opsigte van die huurtransaksies van geldwaardes van die hoofskuld wat R6 000 oorskry.
4. Hierdie kennisgewing tree in werking op 22 Oktober 1999.
5. Paragrafe 1, 2 en 3 van Goewermentkennisgewing No. R. 873 van 16 Julie 1999 word hierby met ingang van 22 Oktober 1999 herroep.

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