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OF
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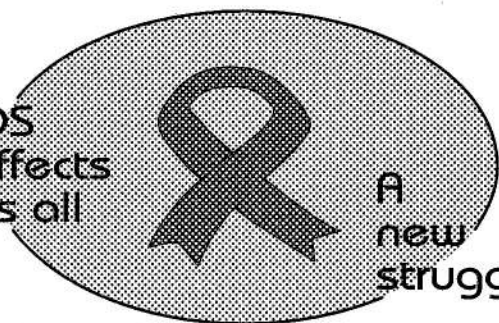
Vol. 418

PRETORIA, 20 APRIL 2000

No. 21111

We all have the power to prevent AIDS

AIDS
affects
us all



A
new
struggle

Prevention is the cure

**AIDS
HELPLINE**

0800 012 322

DEPARTMENT OF HEALTH

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GOVERNMENT NOTICE GOEWERMENTSKENNISGEWING

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 409

20 April 2000

LABOUR RELATIONS ACT, 1995

ROAD FREIGHT INDUSTRY: EXTENSION OF B-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 National Bargaining Council for the Road Freight Industry and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 1 May 2000 and for the period ending 28 February 2001.

M. M. S. MDLADLANA

Minister of Labour

SCHEDULE

NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT INDUSTRY

B-AGREEMENT

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

Road Freight Employers' Association

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

Motor Transport Workers' Union (South Africa)

South African Transport Workers' Union

Professional Transport Workers' Union of South Africa

Transport and General Workers' Union

African Miners' and Allied Workers' Union

and

Transport and Allied Workers' Union

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

being the parties to the National Bargaining Council for the Road Freight Industry,

to amend the Agreement published under Government Notice No. R. 920 of 24 July 1998, as amended and extended by Government Notices Nos. R. 1689 of 24 December 1998, R. 209 of 19 February 1999, R. 285 of 12 March 1999, R. 319 of 19 March 1999, R. 574 of 7 May 1999, R. 1315 of 12 November 1999, R. 145 of 18 February 2000 and R. 295 of 31 March 2000.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Road Freight Industry—
- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions, and who are engaged and employed therein, respectively;
 - (b) in the Republic of South Africa, excluding the following Magisterial Districts: Alberton, Benoni, Boksburg, Brakpan (excluding those portions of the Magisterial Districts of Boksburg and Brakpan which, prior to the publication of Government Notice No. R. 1779 of 6 November 1964, fell within the Magisterial District of Heidelberg, and excluding those portions of the Magisterial District of Brakpan which, prior to 1 April 1996 and 1 July 1972 (Government Notices Nos. R. 498 and R. 871 of 1 April 1996 and 26 May 1972, respectively), fell within the Magisterial District of Nigel), Delmas, Germiston, Johannesburg, Kempton Park (excluding those portions which, prior to 29 March 1956) and 1 November 1970 (Government Notices Nos. R. 556 and R. 1618 of 29 March 1956 and 2 October 1970, respectively), fell within the Magisterial District of Pretoria), Krugersdorp (including those

portions of the Magisterial Districts of Koster and Brits which, prior to 26 July 1963 and 1 June 1972, respectively (Government Notices Nos. R. 1105 of 26 July 1963 and R. 872 of 26 May 1972), fell within the Magisterial District of Krugersdorp), Oberholzer (excluding that portion of the Magisterial District of Oberholzer which, prior to the publication of Government Notice No. R. 1745 of 1 September 1978, fell within the Magisterial District of Potchefstroom), Randburg (excluding that portion which, prior to the publication of Government Notice No. R. 2152 of 22 November 1974, fell within the Magisterial District of Pretoria), Randfontein (including that portion of the Magisterial District of Koster which, prior to the publication of Government Notice No. R. 1105 of 26 July 1963, fell within the Magisterial District of Randfontein, but excluding the farms Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Phahtiki 20, Bospan 21 and Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging and Westonaria.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom minimum wages are prescribed in this Agreement and to the employers of such employees.

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

- (a) an owner who drives his own vehicle and the employees employed in connection with such a vehicle; and
- (b) an employer who operates one truck with one driver, and the employees employed by such employer.

(4) The provisions of clauses 1 (1) (a) and 1A of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade unions who entered into this Agreement.

1A. 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 28 February 2001.

2. CLAUSE 2: DEFINITIONS

(1) Insert the following definition after the definition of "general worker":

"**'Goldfields'** means the Magisterial Districts of Hennenman, Odendaalsrus, Virginia and Welkom;"

(2) Substitute the following definition for the definition of "night shift":

"**'night shift'** means a shift where 5,5 or more hours of ordinary working hours (overtime excluded) of the shift fall within the period of 18:00 and 06:00 the next day, and excludes—

- (i) vehicle crews if they qualify for and receive a subsistence allowance; and
- (ii) employees in the sugar and timber sectors;"

(3) Insert the following definition after the definition "part-time employee":

"**'remuneration'**, for the purposes of severance pay, means any payment in money or in kind, or both in money and in kind, made or owing to any person in return for that person working for any other person;"

3. CLAUSE 4: WAGES

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

"(1) For the period at least until 28 February 2001, the minimum wages that an employer shall pay to his employees shall be as prescribed in paragraphs (b), (c) and (d) hereunder: Provided that if a new employer, as defined in clause 1 (2), has been engaged in the Industry for more than 12 months but not more than 24 months in the aggregate, such wages may be reduced by not more than 10 per cent during such period, whereafter the minimum wages prescribed in paragraphs (b), (c) and (d) shall become payable and be paid:

(b)

		AREA A	AREA B
Grade	Class	In the Magisterial Districts of Bellville, Boksburg, Brakpan, Chatsworth, Durban, Goodwood, Inanda, Kempton Park, Kuils River, Nigel, Oberholzer, Paarl, Pinetown, Pretoria, Randburg, Sasolburg, Simonstown, Somerset West, Stellenbosch, Strand, The Cape, Wellington, Wonderboom and Wynberg	In the Magisterial Districts of Bloemfontein, Brits, Bronkhorstspuit, Camperdown, Cullinan, East London, Heidelberg (Gauteng), Hennenman, Kimberley, Klerksdorp, Middelburg (Mpumalanga), Odendaalsrus, Pietermaritzburg, Potchefstroom, Virginia, Welkom, Wesselsbron, Witbank, Albany, Balfour, Bethal, Bethlehem, Ermelo, George, Gordonia, Harrismith, Highveld Ridge, Port Elizabeth, Klip River, Knysna, Kroonstad, Lichtenburg, Lower Umfolozi, Malmesbury, Moorreesburg, Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Parys, Pietersburg, Port Shepstone, Potgietersrus, Rustenburg, Uitenhage, Umzinto, Vryburg, White River, Worcester and all other magisterial districts not specified in Area A, including those areas which formed part of the former Republic of Bophuthatswana, Republic of Venda, Republic of Transkei, Republic of Ciskei and the former self-governing territories of KwaZulu, QwaQwa, Lebowa, Gazankulu, KaNgwane and KwaNdebele.
		Weekly wage	Weekly wage
1A.	Truck assistant	R230,00	R230,00
1B.	General worker, packer/loader	R312,00	R284,00
2.	Security guard (50 hours), motor cycle/motor tricycle driver, light motor vehicle driver, repair shop assistant, checker, gantry crane operator, Grade II, mobile hoist operator, Grade II, team leader...	R347,00	R347,00
3.	Medium motor vehicle driver, gantry crane operator, Grade I, loader operator Grade II, mobile hoist operator Grade I, storeman (workshop)	R420,00	R420,00
4.	Heavy motor vehicle driver, extra-heavy motor vehicle driver, despatch clerk, storeman (warehouse) loader operator Grade 1....	R490,00	R462,00
5.	Ultra-heavy motor vehicle driver	R532,00	R532,00
6.	Security officer, Grade A	R798,40	R798,40
	Security officer, Grade B	R788,40	R788,40
	Security officer, Grade C	R712,80	R712,80

- (2) In subclause (5) (a), substitute the following for subparagraphs (i) and (ii):
- “(i) for each period of absence, R12,00: Provided that where the employer provides a bed, this allowance may be reduced by not more than R1,00 per night; and
- (ii) for each of the three daily meals required to be obtained during such absence, R11,00.”.
- (3) Substitute the following for subclause (6):
- (6) Across-the-board increase: Employees who, prior to 1 March 2000, were in receipt of a wage equal to or higher than the minimum prescribed for their class in Government Notice No. R. 574 of 7 May 1999, shall be awarded wage increases as specified in Table B:

ACROSS-THE-BOARD INCREASES (PER WEEK)—TABLE B

Grade	Areas as specified in clause 4 (1) (b), excluding Goldfields		Goldfields	
	A	B	From	From 2000-06-01 a further
1A.	R20,00	R20,00	R13,80	R 6,20
1B.	R24,40	R24,40	R13,80	R10,60
2.	R28,00	R28,00	R19,00	R 9,00
3.	R32,48	R32,48	R18,28	R14,20
4.	R38,00	R38,00	R20,88	R17,12
5.	R42,48	R42,48	R23,04	R19,44
6.—A.	R58,40	R58,40	R58,40	—
—B.	R58,40	R58,40	R58,40	—
—C.	R52,80	R52,80	R52,80	—

If an employee, after being awarded the across-the-board increase, receives a wage less than the minimum prescribed for his grade, his wage shall be adjusted to the grade minimum.”.

3. CLAUSE 6: ORDINARY HOURS OF WORK, OVERTIME AND PAYMENT FOR OVERTIME

- (1) In subclause (1) (a), substitute the following for the proviso to subparagraphs (i) and (ii):
- “Provided that if such employee performs the duties of a security guard he may, in the case of subparagraph (i), work not more than 10 ordinary hours and, in the case of subparagraph (ii), not more than nine ordinary hours on any day;”.
- (2) Substitute the following for subclause (1) (b) (i) and (ii) (aa), respectively:
- “(1) (b) (i) 50 in any week from Monday to Saturday, inclusive; and”
- “(1) (b) (ii) (aa) not more than five days in a week, 10 on any day;”.
- (3) Substitute the following for subclause (6) (a) and (b):
- (a) An employer shall pay an employee who works overtime at a rate of not less than—
- in the case of a casual employee, one and a third times his hourly wage in respect of the total period so worked by such employee on any day: Provided that all overtime in excess of nine hours in any three-day period shall be paid for at one and a half times his hourly wage in respect of the total period so worked by such employee in any three-day period;
 - in the case of any other employee, one and a third times his hourly wage in respect of the total period so worked by such employee in any week: Provided that all overtime in excess of 11 hours in any week shall be paid for at one and a half times his hourly wage in respect of the total period so worked by such employee in any week;
 - in the case of an employee of a temporary employment service who works overtime while employed in two or more job categories during a pay week, one and one third his hourly wage in respect of the total hours so worked in each category: Provided that all overtime in excess of 11 hours in any week shall be paid for at one and a half times his hourly wage in respect of the hours so worked in each category.
- (b) In all areas an employer shall pay his employee working overtime on emergency services for each hour or part thereof at not less than double the employee's weekly wage, divided by 45, in respect of overtime hours worked in excess of daily and/or weekly overtime specified in terms of this Agreement.”.

4. CLAUSE 31: HOLIDAY PAY BONUS FUND

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

- "(1) (a) (i) The holiday Pay Bonus Fund, established by the Council under the provisions of the Agreement published under Government Notice No. R. 41 of 15 January 1971, is hereby continued; and for the purposes of this clause "employee" means an employee categorised in clause 4 (1) (a). Every employer shall pay into the Holiday Pay Bonus Fund by not later than the 20th day of each and every month in respect of each of the employees employed by him during the preceding month, who have completed 21 shifts, an amount equal to 1/12 of 4,8% of the annual equivalent of the minimum wages prescribed for each class of employee in clause 4, as detailed in the following contribution table:

Grade	Areas as specified in clause 4 (1) (b)	
	A	B
1A.....	R47,90	R47,90
1.....	R64,90	R59,10
2.....	R72,20	R72,20
3.....	R87,40	R87,40
4.....	R102,00	R96,10
5.....	R110,70	R110,70
6.—A.....	R166,10	R166,10
—B.....	R164,00	R164,00
—C.....	R148,30	R148,30

Provided that where an employer, prior to the date of coming into operation of this Agreement, has independently paid an annual or holiday bonus to any grade of employee specified in clause 4, he may reduce such annual or holiday bonus by the equivalent of the sum of the monthly contributions remitted to the Council in terms of subclause (1) (a) in respect of that grade of employee for the corresponding period.

- (ii) Every temporary employment service may, in lieu of the payment due in terms of subclause (a) (i) above, pay to each of his employees an amount based on the following formula for every ordinary hour worked in each job category:

$$\frac{4,8}{100} \times \frac{\text{Annual wage}}{12 \times 195}$$

5. CLAUSE 38: NIGHT SHIFT ALLOWANCE

(1) Substitute the amount of "R13,00" for the amount of "R12,00" in the first line.

Signed at Johannesburg, for and on behalf of the parties to the Council, this 22nd day of March 2000.

J. J. DUBE
Chairman of the Council

G. F. VAN NIEKERK
Vice-Chairman of the Council

B. S. E. GRATZ
Secretary of the Council

No. R. 409

20 April 2000

WET OP ARBEIDSVERHOUDINGE, 1995

PADVAGNYWERHEID: UITBREIDING VAN B-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 Nasionale Bedingingsraad vir die Padvagnywerheid 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 Mei 2000, en vir die tydperk wat op 28 Februarie 2001 eindig.

M. M. S. MDLADLANA
Minister van Arbeid

BYLAE**NASIONALE BEDINGINGSRAAD VIR DIE PADVRAGNYWERHEID****B-OOREENKOMS**

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

Road Freight Employers' Association

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

Motor Transport Workers' Union (South Africa)**South African Transport Workers' Union****Professional Transport Workers' Union of South Africa****Transport and General Workers' Union****African Miners' and Allied Workers' Union**

en

Transport and Allied Workers' Union

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

wat die partye is by die Nasionale Bedingsraad vir die Padvragnywerheid,

tot wysiging van die Ooreenkoms gepubliseer by Goewermetskennisgewing No. R. 920 van 24 Julie 1998, soos gewysig en verleng by Goewermetskennisgewings Nos. R. 1689 van 24 Desember 1998, R. 209 van 19 Februarie 1999, R. 285 van 12 Maart 1999, R. 319 van 19 Maart 1999, R. 574 van 7 Mei 1999, R. 1315 van 12 November 1999, R. 145 van 28 Februarie 2000 en R. 295 van 31 Maart 2000.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Padvragnywerheid nagekom word—

- (a) deur alle werkgewers wat alle lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakbonde is, en wat onderskeidelik in genoemde Nywerheid betrokke en daarin werksaam is;
- (b) in die Republiek van Suid-Afrika uitgesonderd die volgende landdrostdistrikte: Alberton, Benoni, Boksburg, Brakpan [uitgesonderd die gedeeltes van die landdrostdistrikte van Boksburg en Brakpan wat voor die publikasie van Goewermetskennisgewing No. R. 1779 van 6 November 1964, binne die landdrostdistrik Heidelberg, geval het, en uitgesonderd die gedeeltes van die landdrostdistrik Brakpan wat voor 1 April 1966 en 1 Julie 1972 (Goewermetskennisgewings Nos. R. 498 en R. 871 van onderskeidelik 1 April 1996 en 26 Mei 1972), binne die landdrostdistrik Nigel geval het], Delmas, Germiston, Johannesburg, Kempton Park [uitgesonderd die gedeeltes wat voor 29 Maart 1956 en 1 November 1970 (Goewermetskennisgewings Nos. R. 556 en R. 1618 van onderskeidelik 29 Maart 1956 en 2 Oktober 1970) binne die landdrostdistrik Pretoria geval het], Krugersdorp [met inbegrip van die gedeeltes van die landdrostdistrikte Koster en Brits wat voor onderskeidelik 26 Julie 1963 en 1 Junie 1972 (Goewermetskennisgewings Nos. R. 1105 en R. 872 van onderskeidelik 26 Julie 1963 en 26 Mei 1972), binne die landdrostdistrik Krugersdorp geval het], Oberholzer (uitgesonderd die gedeeltes van die landdrostdistrik Oberholzer wat, voor die publikasie van Goewermetskennisgewing No. R. 1745 van 1 September 1978, binne die landdrostdistrik Potchefstroom geval het), Randburg (uitgesonderd die gedeelte wat voor die publikasie van Goewermetskennisgewing No. R. 2152 van 22 November 1974 binne die landdrostdistrik Pretoria geval het), Randfontein (met inbegrip van die gedeelte van die landdrostdistrik Koster wat voor die publikasie van Goewermetskennisgewing No. R. 1105 van 26 Julie 1963, binne die landdrostdistrik Randfontein geval het, maar uitgesonderd die plase Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 en Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging en Westonaria.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie minimum lone voorgeskryf word by hierdie Ooreenkoms en op die werkgewers van sodanige werknemers.

(3) Ondanks subklousule (1) is hierdie Ooreenkoms nie van toepassing nie op—

- (a) 'n eienaar wat sy eie voertuig dryf en die werknemers wat in verband met sodanige voertuig in diens is; en
- (b) 'n werkgewer wat een vragmotor met een drywer bedryf, en die werknemers in diens van sodanige werkgewer.

(4) Die bepalinge van klousules 1 (1) (a) en 1A van hierdie Ooreenkoms is nie van toepassing op werkgewers en werknemers wat nie lede van onderskeidelik die werkgewersorganisasie en die vakbonde is wat hierdie Ooreenkoms aangegaan het nie.

1A. GELDIGHEIDSDUUR VAN DIE OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid ingevolge artikel 32 van die Wet op Arbeidsverhoudinge, 1995, vasstel en bly van krag tot 28 Februarie 2001.

2. KLOUSULE 2: WOORDOMSKRYWING

(1) Voeg die volgende woordoms krywing in na die omskrywing van "algemene werker":

"**'Goudveld'** die Landdrostdistrikte Hennenman, Odendaalsrus, Virginia en Welkom;"

(2) Vervang die volgende woordoms krywing deur die woordoms krywing van "nagskof":

"**'nagskof'** 'n skof waar 5,5 of meer gewone werkure (uitgesonderd oortyd) van die skof binne die tydperk 18:00 en 06:00 die volgende dag val, en uitgesonderd—

(i) voertuigbemanning indien hulle kwalifiseer vir, en 'n verblyftoelaag ontvang; en

(ii) werknemers in die suiker- en houtsektor;"

(3) Voeg die volgende woordoms krywing in na die omskrywing van "deeltydse werknemer":

"**'besoldiging'**, vir die doeleindes van 'n skeidingsloon, enige betaling in kontant of in goedere, of beide in kontant en in goedere gedoen of verskuldig aan iemand in ruil waarvoor daardie persoon vir 'n ander persoon werk;"

3. KLOUSULE 4: LONE

(1) Vervang subklousule (1) (a) en (b) deur die volgende:

"(1) Vir die tydperk tot minstens 28 Februarie 2001 moet die minimum lone soos uiteengesit in paragrawe (b), (c) en (d) hieronder, deur 'n werkgever aan sy werknemers betaal word": Met dien verstande dat indien 'n nuwe werkgever soos in klousule 1 (2) omskryf, langer as 12 maande, maar nie langer as altesaam 24 maande by die Nywerheid betrokke is, sodanige lone met hoogstens 10 persent gedurende sodanige tydperk verminder mag word, waarna die minimum lone soos bepaal in paragrawe (b), (c) en (d) betaalbaar word en betaal moet word:

(b)

		AREA A	AREA B
Graad	Klas	In die landdrostdistrikte Bellville, Boksburg, Brakpan, Chatsworth, Die Kaap, Durban, Goodwood, Inanda, Kempton Park, Kuilsrivier, Nigel, Oberholzer, Paarl, Pinetown, Pretoria, Randburg, Sasolburg, Simonstad, Somerset-Wes, Stellenbosch, Strand, Wellington, Wonderboom en Wynberg	In die landdrostdistrikte Bloemfontein, Brits, Bronkhorstspuit, Camperdown, Cullinan, Oos-Londen, Heidelberg (Gauteng), Hennenman, Kimberley, Klerksdorp, Middelburg (Mpumalanga), Odendaalsrus, Pietermaritzburg, Potchefstroom, Virginia, Welkom, Wesselsbron, Witbank, Albany, Balfour, Bethal, Bethlehem, Ermelo, George, Gordonia, Harrismith, Hoëveldrif, Port Elizabeth, Kliprivier, Knysna, Kroonstad, Lichtenburg, Lower Umfolozi, Malmesbury, Moorreesburg, Mosselbaai, Nelspruit, Newcastle, Oudtshoorn, Parys, Pietersburg, Port Shepstone, Potgietersrus, Rustenburg, Uitenhage, Umzinto, Vryburg, Witrivier, Worcester en alle ander landdrostdistrikte nie, in Area A gespesifiseer nie, insluitende die gebiede wat deel gevorm het van die voormalige Republiek van Bophuthatswana, Republiek van Venda, Republiek Transkei, Republiek Ciskei en die voormalige self-regerende state KwaZulu, KwaQwa, Lebowa, Gazankulu, KaNgwane en KwaNdebele.

		Weekloon	Weekloon
1A.	Vragmotor-assistent	R230,00	R230,00
1B.	Algemene werker, verpakker/laaier	R312,00	R284,00
2.	Sekuriteitswag (55 uur), motorfiets-/motordriewieldrywer, drywer van 'n ligte motorvoertuig, herstelwinkelassistent, nasiener, bediener van 'n bakkraan graad II, bediener van 'n mobiele hystoestel graad II, spanleier.....	R347,00	R347,00
3.	Drywer van 'n medium motorvoertuig, bediener van 'n bakkraan graad I, bediener van 'n laaigraaf graad II, bediener van 'n mobiele hystoestel of 'n vurkhuyswa graad I, magasynman (werkwinkel)	R420,00	R420,00
4.	Drywer van 'n swaar motorvoertuig, drywer van 'n ekstra swaar motorvoertuig, versendings-klerk, magasynman (pakhuis), bediener van 'n laaigraaf graad I	R490,00	R462,00
5.	Drywer van 'n ultraswaar motorvoertuig	R532,00	R532,00
6.	Veiligheidsbeampte, graad A	R798,40	R798,40
	Veiligheidsbeampte, graad B	R788,40	R788,40
	Veiligheidsbeampte, graad C	R712,80	R712,80

(2) In subklousule (5) (a) vervang subparagrafe (i) en (ii) deur die volgende:

“(i) vir elke sodanige afwesigheid R12,00: Met dien verstande dat waar die werkgewer 'n bed verskaf, hierdie toelae met hoogstens R1,00 per nag verminder mag word; en

(ii) vir elk van die drie daaglikse maaltye wat bekom word gedurende sodanige afwesigheid, R11,00.”

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

(6) Algemene verhoging (deur die bank): Werkgewers wat voor 1 Maart 2000 'n loon ontvang het wat gelyk is met of hoër is as die minimum loon vir hulle klas voorgeskryf in Goewermentskenningsgewing No. R. 574 van 7 Mei 1999, moet die loonverhogings wat in Tabel B uiteengesit word, ontvang:

ALGEMENE VERHOGING (PER WEEK)—TABEL B

Graad	Areas soos gespesifiseer in klousule 4 (1) (b), uitgesonderd Goudveld		Goudveld	
	A	B	Van	Van 2000-06-01 en daarna
1A.	R20,00	R20,00	R13,80	R 6,20
1B.	R24,40	R24,40	R13,80	R10,60
2.	R28,00	R28,00	R19,00	R 9,00
3.	R32,48	R32,48	R18,28	R14,20
4.	R38,00	R38,00	R20,88	R17,12
5.	R42,48	R42,48	R23,04	R19,44
6.—A.....	R58,40	R58,40	R58,40	—
—B.....	R58,40	R58,40	R58,40	—
—C.....	R52,80	R52,80	R52,80	—

Indien 'n werknemer, nadat die algemene verhoging toegeken is, 'n loon ontvang wat minder is as die minimum loon wat vir sy graad voorgeskryf word, moet sy loon by die graadminimum aangepas word."

3. KLOUSULE 6: GEWONE WERKURE, OORTYD EN BETALING VIR OORTYD

- (1) In subklousule (1) (a), vervang die voorbehoudsbepaling na subparagrafe (i) en (ii) deur die volgende:

"Met dien verstande dat indien sodanige werknemer die pligte van 'n sekuriteitswag verrig, hy in die geval van subparagraaf (i) hoogstens 10 gewone werkure, en in die geval van subparagraaf (ii) hoogstens nege gewone werkure op 'n dag kan werk."

- (2) Vervang subklousules (1) (b) (i) en (ii) (aa) deur onderskeidelik die volgende:

"(1) (b) (i) 50 in 'n week van Maandag tot en met 'n Saterdag; en"

"(1) (b) (ii) (aa) hoogstens vyf dae in 'n week, 10 op 'n dag;"

- (3) Vervang subklousule (6) (a) en (b) deur die volgende:

- (a) 'n Werkgewer moet 'n werknemer wat oortyd werk, betaal teen 'n skaal van minstens—

- (i) in die geval van 'n los werknemer een en 'n derde maal sy uurloon ten opsigte van die hele tydperk wat sodanige werknemer aldus op 'n bepaalde dag gewerk het: Met dien verstande dat alle oortyd wat meer is as nege uur in 'n tydperk van drie dae, betaal moet word teen een en 'n half maal die uurloon ten opsigte van die hele tydperk wat sodanige werknemer aldus in 'n bepaalde tydperk van drie dae gewerk het;
- (ii) in die geval van alle ander werknemers, een en 'n derde maal sy uurloon ten opsigte van die hele tydperk wat sodanige werknemer aldus in 'n bepaalde week gewerk het: Met dien verstande dat vir alle oortyd meer as 11 uur in enige week betaal moet word teen een en 'n half maal die uurloon ten opsigte van die hele tydperk wat sodanige werknemer aldus in 'n bepaalde week gewerk het;
- (iii) in die geval van 'n werkgewer van 'n tydelike werkverskaffingsdiens, wat oortyd werk terwyl werk verrig word in twee of meer werkkategorieë gedurende 'n betaalweek, as een en 'n derde maal die uurloon ten opsigte van die totale ure aldus gewerk in elke kategorie: Met dien verstande dat vir alle oortyd van meer as 11 ure in 'n week betaling gemaak moet word teen een en 'n half maal die uurloon ten opsigte van die ure aldus gewerk in elke kategorie.

- (b) In alle gebiede moet 'n werkgewer sy werknemer wat oortydwerk op nooddienste verrig vir elke uur of gedeelte daarvan teen minstens dubbel die werknemer se weekloon gedeel deur 45 ten opsigte van oortydure gewerk bo die daaglikse en/of weeklikse oortydure in hierdie Ooreenkoms gespesifiseer, betaal."

4. KLOUSULE 31: VAKANSIESOLDYBONUSFONDS

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

"(1) (a) (i) Die Vakansiesoldybonusfonds, deur die Raad ingestel kragtens die Ooreenkoms gepubliseer by Goewermetskennisgewing No. R. 41 van 15 Januarie 1971, word hierby voortgesit, en vir die toepassing van hierdie klousule beteken "werknemer" 'n werknemer soos gekategoriseer in klousule 4 (1) (a). Elke werkgewer moet voor of op die 20ste dag van elke maand ten opsigte van elk van die werknemers wat gedurende die voorafgaande maand by hom in diens was en 21 skofte voltooi het, 'n bedrag in die Vakansiesoldybonusfonds inbetaal wat gelykstaande is met 1/12 van 4,8% van die jaarlikse ekwivalent van die minimum lone in klousule 4 ten opsigte van elke klas werknemer voorgeskryf, soos uiteengesit in die onderstaande bydraetabel:

Graad	Areas soos gespesifiseer in klousule 4 (1) (b)	
	A	B
1A	R47,90	R47,90
1.	R64,90	R59,10
2.	R72,20	R72,20
3.	R87,40	R87,40
4.	R102,00	R96,10
5.	R110,70	R110,70
6.—A	R166,10	R166,10
—B	R164,00	R164,00
—C	R148,30	R148,30

Met dien verstande dat waar 'n werkgewer voor die inwerkingtreding van hierdie Ooreenkoms uit eie beweging van enige graad werknemer soos gespesifiseer in klousule 4, 'n jaarlikse of vakansiebonus betaal het, hy sodanige jaarlikse of vakansiebonus kan verminder met die ekwivalent van die bedrag van die maandelikse bydraes wat ingevolge subklousule (1) (a) ten opsigte van die betrokke graad werknemer vir die ooreenstemmende tydperk aan die Raad oorbetal is.



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