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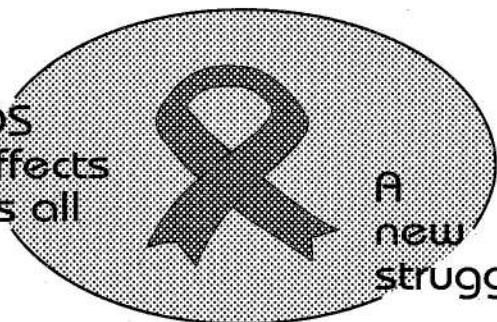
Vol. 418

PRETORIA, 20 APRIL 2000

No. 21112

We all have the power to prevent AIDS

AIDS
affects
us all



A
new
struggle

Prevention is the cure

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HELPUNE**

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DEPARTMENT OF HEALTH

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GOVERNMENT NOTICE GOEWERMENTSKENNISGEWING

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 410

20 April 2000

LABOUR RELATIONS ACT, 1995

ROAD FREIGHT INDUSTRY: EXTENSION OF A-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

A-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. 922 of 24 July 1998, as amended and extended by Government Notices Nos. R. 1691 of 24 December 1998, R. 211 of 19 February 1999, R. 284 of 12 March 1999, R. 320 of 19 March 1999, R. 575 of 7 May 1999, R. 1316 of 12 November 1999, R. 144 of 18 February 2000 and R. 294 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 Magisterial District of Alberton, Benoni, Boksburg, Brakpan (excluding those portions of the Magisterial District 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 1966 and 1 July 1972 (Government Notices Nos. R. 498 and R. 871 of 1 April 1966 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 by 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, Pahtiki 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) 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 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;"

(2) Insert the following definition after the definition of "packer/loader":

"**'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 rate at which wages in respect of ordinary working hours shall be paid by an employer to each member of the undermentioned classes of his employees shall be as follows:

(a) Weekly wages:

Grade	Class	Wage
1A.	Truck assistant.....	R230,00
1B.	General worker, packer/loader	R312,00
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
3.	Medium motor vehicle driver, gantry crane operator, Grade I, loader operator, Grade II, mobile hoist operator, Grade I, storeman (workshop).....	R420,00
4.	Heavy motor vehicle driver, extra-heavy motor vehicle driver, despatch clerk, storeman (warehouse), loader operator, Grade I	R490,00
5.	Ultra-heavy motor vehicle driver.....	R532,00
6.	Security officer, Grade C	R712,80
	Security officer, Grade B	R788,40
	Security officer, Grade A.....	R798,40

- (b) Across-the-board increase: Employees who, prior to 1 March 2000, were in receipt of a wage equal to or higher than that prescribed for their class in Government Notice No. R. 575 of 7 May 1999, shall be awarded wage increases specified as follows:

Grade	Class	Across-the-board increase p.w.
1A.	Truck assistant.....	R20,00
1B.	General worker, packer/loader	R24,40
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	R28,00
3.	Medium motor vehicle driver, gantry crane operator, Grade I, loader operator, Grade II, mobile hoist operator, Grade I, storeman (workshop).....	R32,48
4.	Heavy motor vehicle driver, extra-heavy motor vehicle driver, despatch clerk, storeman (warehouse), loader operator, Grade I	R38,00
5.	Ultra-heavy motor vehicle driver.....	R42,48
6.	Security officer, Grade C	R52,80
	Security officer, Grade B	R58,40
	Security officer, Grade A.....	R58,40

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."

4. CLAUSE 5: PAYMENT FOR OVERTIME

- (1) In subclause (1), substitute the following for paragraphs (b) and (c):

- "(b) 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;
- (c) 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."

5. CLAUSE 6: SUBSISTENCE ALLOWANCE

- (1) In subclause (1), substitute the following for paragraph (b):

- "(b) for each of the three daily meals required to be obtained during such absence, R11,00."

6. CLAUSE 10: HOURS OF WORK AND OVERTIME

- (1) In subclause (1)(b)(iii), substitute the expression "in the case of a casual employee, nine hours on any one day and in the case of a security guard, not more than 10 hours on any one day or 50 hours per week" for the expression "in the case of a casual employee, nine hours on any one day and in the case of a security guard not more than 11 hours on any one day or 55 hours per week".

7. CLAUSE 14: HOLIDAY PAY BONUS FUND

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

- "(1) (a) 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	Class	Contribution
1A.	Truck assistant.....	R47,90
1B.	General worker, packer/loader.....	R64,90
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	R72,20
3.	Medium motor vehicle driver, gantry crane operator, Grade I, loader operator, Grade II, mobile hoist operator, Grade I, storeman (workshop)	R87,40
4.	Heavy motor vehicle driver, extra-heavy motor vehicle driver, despatch clerk, storeman (warehouse), loader operator, Grade I	R102,00
5.	Ultra-heavy motor vehicle driver	R110,70
6.	Security officer, Grade C..... Security officer, Grade B..... Security officer, Grade A	R148,30 R164,00 R166,10".

(2) In subclause (1)(a)(i), substitute the following formula for the existing formula:

$$\frac{4.8 \times \text{annual wage}}{100 \quad 12 \times 195}.$$

8. CLAUSE 40: 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 day of 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. 410

20 April 2000

WET OP ARBEIDSVERHOUDINGE, 1995

PADVRAGNYWERHEID: UITBREIDING VAN A-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 Padvragnywerheid 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****A-OOREENKOMS**

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

Road Freight Employers' Association

(hierna die "werkgewers" of die "werknemersorganisasie" 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 Goewermmentskennisgewing No. R. 922 van 24 Julie 1998, soos gewysig, en verleng by Goewermmentskennisgewings Nos. R. 1691 van 24 Desember 1998, R. 211 van 19 Februarie 1999, R. 284 van 12 Maart 1999, R. 320 van 19 Maart 1999, R. 575 van 7 Mei 1999, R. 1316 van 12 November 1999, R. 144 van 18 Februarie 2000 en R. 294 van 31 Maart 2000.

1. TOEPASSINGSBESTEK

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

- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakbonde is, en wat onderskeidelik daarin betrokke en werksaam is;
- (b) in die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan (uitgesonderd die gedeeltes van die landdrosdistrikte Boksburg en Brakpan wat voor die publikasie van Goewermmentskennisgewing No. R. 1779 van 6 November 1964, binne die landdrosdistrik Heidelberg, geval het, en uitgesonderd die gedeeltes van die landdrosdistrik Brakpan wat voor 1 April 1966 en 1 Julie 1972 (Goewermmentskennisgewings Nos. R. 498 en R. 871 van onderskeidelik 1 April 1966 en 26 Mei 1972), binne die landdrosdistrik Nigel geval het), Delmas, Gefmiston, Johannesburg, Kempton Park (uitgesonderd die gedeeltes wat voor 29 Maart 1956 en 1 November 1970 (Goewermmentskennisgewings Nos. R. 556 en R. 1618 van onderskeidelik 29 Maart 1956 en 2 Oktober 1970) binne die landdrosdistrik Pretoria geval het), Krugersdorp (met inbegrip van die gedeeltes wat die landdrosdistrikte Koster en Brits wat voor onderskeidelik 26 Julie 1963 en 1 Junie 1972 (Goewermmentskennisgewings Nos. R. 1105 van 26 Julie 1963 en R. 872 van 26 Mei 1972), binne die landdrosdistrik Krugersdorp geval het), Oberholzer (uitgesonderd die gedeelte van die landdrosdistrik Oberholzer wat voor die publikasie van Goewermmentskennisgewing No. R. 1745 van 1 September 1978, binne die landdrosdistrik Potchefstroom geval het), Randburg (uitgesonderd die gedeelte wat voor die publikasie van Goewermmentskennisgewing No. R. 2152 van 22 November 1974 binne die landdrosdistrik Pretoria geval het), Randfontein (met inbegrip van gedeeltes van die landdrosdistrik Koster wat voor die publikasie van Goewermmentskennisgewing No. R. 1105 van 26 Julie 1963, binne die landdrosdistrik 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 bepalings van klousules 1 (1) (a) en 1A. van hierdie Ooreenkoms is nie van toepassing op werkgewers en werknemers wat nie lede is van die werkgewersorganisasie en die vakbonde wat die Ooreenkoms aangegaan het nie.

1A. GELDIGHEIDSDUUR VAN 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) Vervang die omskrywing "nagskof" deur die volgende:

"nagskof" is '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 omvat nie die volgende nie:

- (i) Voertuig-bemanning indien hulle kwalifiseer vir en/of 'n verblyftoelaag; en
- (ii) werknemers in die suiker- en houtsektor;"

(2) Voeg die volgende omskrywing in na die omskrywing "verpakker/laaier":

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

3. KLOUSULE 4. LONE

(1) Vervang subklousule 4 (1) (a) en (b) deur die volgende:

"(1) Vir die tydperk tot minstens 28 Februarie 2001 moet 'n werkgewer ten opsigte van gewone werkure die volgende minimum loon aan elke lid van ondergenoemde klasse van sy werknemers betaal:

(a) Weekloon:

Graad	Klas	Loon
1A.	Vragmotor-assistent.....	R230,00
1B.	Algemene werker, verpakker/laaier	R312,00
2.	Sekuriteitswag (50 uur), motorfiets-/motordriewieldrywer, drywer van 'n ligte motorvoertuig, herstelwinkelassistent, nasiener, bediener van 'n bokkraan graad II, bediener van 'n mobiele hystoestel graad II, spanleier	R347,00
3.	Drywer van 'n medium motorvoertuig, bediener van 'n bokkraan graad I, bediener van 'n laaigraaf graad II, bediener van 'n mobiele hystoestel of 'n vurkhyswa graad I, magasynman (werkwinkel).....	R420,00
4.	Drywer van 'n swaar motorvoertuig, drywer van 'n ekstra swaar motorvoertuig, versendingsklerk, magasynman (pakhuis), bediener van 'n laaigraaf graad I	R490,00
5.	Drywer van 'n ultraswaar motorvoertuig.....	R532,00
6.	Veiligheidsbeampte graad C	R712,80
	Veiligheidsbeampte graad B.....	R788,40
	Veiligheidsbeampte graad A.....	R798,40

(b) Algemene verhoging (deur die bank): Werknemers wat voor 1 Maart 2000 'n loon ontvang het wat gelykstaande is met of hoër is as dit wat vir hulle klas voorgeskryf is ingevolge Goewernementskennisgewing No. R.575 van 7 Mei 1999, moet die loonverhogings ontvang wat soos volg gespesifiseer word:

Graad	Klas	Algemene verhoging p.w.
1A.	Vragmotor-assistent.....	R20,00
1B.	Algemene werker, verpakker/laaier	R24,40
2.	Sekuriteitswag (50 uur), motorfiets-/motordriewieldrywer, drywer van 'n ligte motorvoertuig, herstelwinkelassistent, nasiener, bediener van 'n bokkraan graad II, bediener van 'n mobiele hystoestel graad II, spanleier	R28,00
3.	Drywer van 'n medium motorvoertuig, bediener van 'n bokkraan graad I, bediener van 'n laaigraaf graad II, bediener van 'n mobiele hystoestel of 'n vurkhyswa graad I, magasynman (werkwinkel).....	R32,48
4.	Drywer van 'n swaar motorvoertuig, drywer van 'n ekstra swaar motorvoertuig, versendingsklerk, magasynman (pakhuis), bediener van 'n laaigraaf graad I	R38,00
5.	Drywer van 'n ultraswaar motorvoertuig.....	R42,48
6.	Veiligheidsbeampte graad C	R52,80
	Veiligheidsbeampte graad B.....	R58,40
	Veiligheidsbeampte graad A.....	R58,40

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."

4. KLOUSULE 5: BETALING VAN OORTYD

(1) In subklousule (1), vervang paragrawe (b) en (c) deur die volgende:

- (b) 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 werk: Met dien verstande dat vir alle oortyd van meer as 11 uur in 'n 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;
- (c) in die geval van 'n werknemer van 'n tydelike werkverskaffingsdiens wat oortyd werk terwyl werk verrig word in twee of meer werkkategorieë gedurende 'n betaalweek, 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 uur in 'n week betaal moet word teen een en 'n half maal die uurloon ten opsigte van die ure aldus gewerk in elke kategorie."

5. KLOUSULE 6: VERBLYFTOELAE

(1) In subklousule (1), vervang paragraaf (b) deur die volgende:

- (b) vir elk van die drie daaglikse maaltye wat bekom word gedurende sodanige afwesigheid R11,00."

6. KLOUSULE 10: WERKURE EN OORTYD

(1) In subklousule (1)(b)(iii) vervang die uitdrukking: "in die geval van 'n los werknemer, nege uur op 'n bepaalde dag en in die geval van 'n sekuriteitswag nie meer as 11 uur op enige dag of 55 uur per week" deur die uitdrukking "in die geval van 'n los werknemer nege uur op 'n bepaalde dag en in die geval van 'n sekuriteitswag, nie meer as 10 uur op enige dag of 50 uur per week".

7. KLOUSULE 14: VAKANSIESOLDYBONUSFONDS

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

- "(1) (a) Die Vakansiesoldybonusfonds, deur die Raad ingestel kragtens die Ooreenkoms gepubliseer by Goewermentskennisgewing 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	Klas	Bydrae
1A.	Vragmotor-assistent	R47,90
1B.	Algemene werker, verpakker/laaier	R64,90
2.	Sekuriteitswag (50 uur), motorfiets-/motordriewieldrywer, drywer van 'n ligte motorvoertuig, herstelwinkelassistent, nasiener, bediener van 'n bokkraan graad II, bediener van 'n mobiele hystoestel graad II, spanleier	R72,20
3.	Drywer van 'n medium motorvoertuig, bediener van 'n bokkraan graad I, bediener van 'n laaigraaf graad II, bediener van 'n mobiele hystoestel of 'n vurkhywa graad I, magasynman (werkwinkel)	R87,40
4.	Drywer van 'n swaar motorvoertuig, drywer van 'n ekstra swaar motorvoertuig, versendingsklerk, magasynman (pakhuis), bediener van 'n laaigraaf graad I	R102,00
5.	Drywer van 'n ultraswaar motorvoertuig	R110,70
6.	Veiligheidsbeampste graad C	R148,30
	Veiligheidsbeampste graad B	R164,00
	Veiligheidsbeampste graad A	R166,10"

(2) In subklousule (1)(a)(i), vervang die bestaande formule deur die volgende formule:

$$\frac{4,8 \times \text{jaarlikse loon}}{100 \times 12 \times 195}.$$

8. KLOUSULE 40: NAGSKOFTOELAAG

(1) Vervang die bedrag van "R12,00" in die eerste reël deur "R13,00".

Vir en namens die partye by die Raad op hede die dag van 2000 te Johannesburg onderteken.

J. J. DUBE

Voorsitter van die Raad

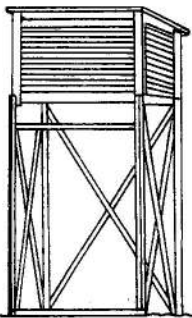
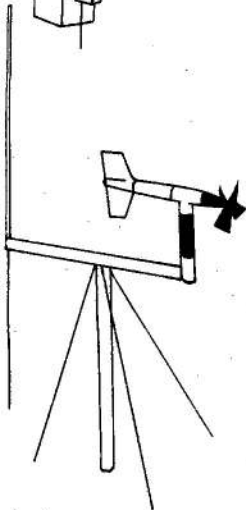
G. F. VAN NIEKERK

Ondervoorsitter van die Raad

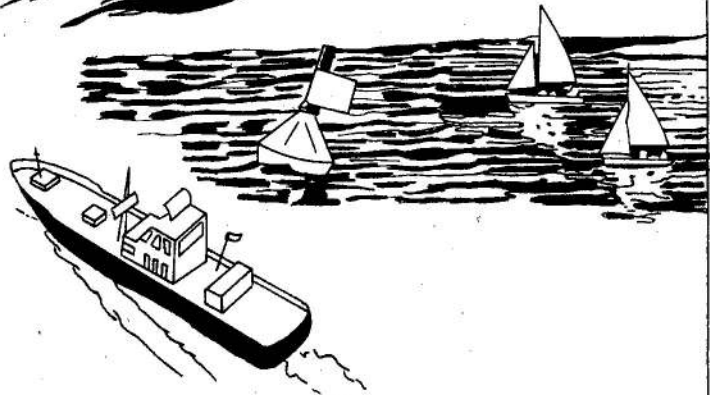
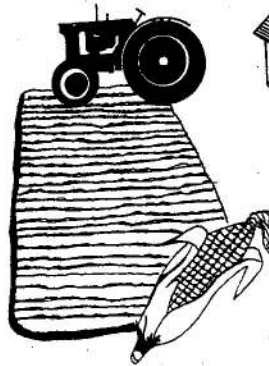
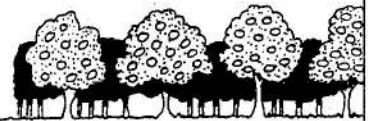
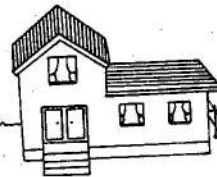
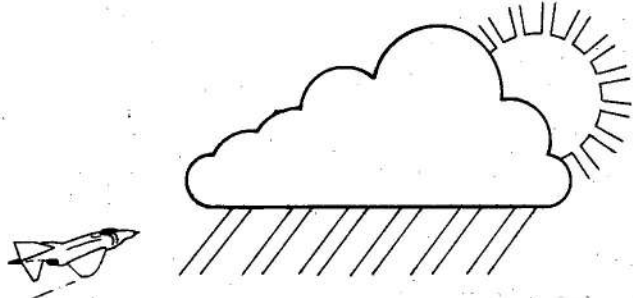
B. S. E. GRATZ

Sekretaris van die Raad

SA WEATHER BUREAU SA WEERBURO



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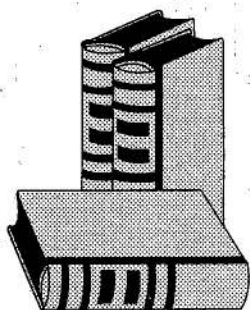
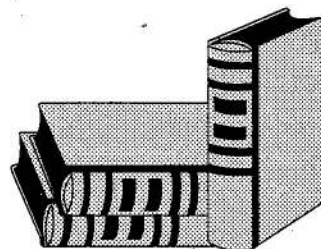
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