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AIDS HELPLINE: 0800-123-22 Prevention is the cure

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GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF HEALTH DEPARTEMENT VAN GESONDHEID

No. R. 1321

8 December 2000

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

REGULATIONS RELATING TO PHARMACY EDUCATION AND TRAINING

CORRECTION NOTICE

The following correction to Government Notice No. R. 1156 of 20 November 2000 is hereby published for general information:

Regulations 42 to 48 on page 23 in Government Gazette 21754 are replaced by the following:

- “(a) the approval of the tutor under whom an internship or in-service training, as the case may be, is contemplated;
 - (b) the approval of the pharmacy or provider at which an internship or in-service training is contemplated; and
- (2) pay the evaluation fee as determined by council, if applicable.

Approval of premises

36. Upon receipt of the application and the fee referred to in regulation 35, the registrar must within 14 days appoint an inspector to inspect the pharmacy or the provider: provided that an inspector appointed must –

- (1) be a pharmacist conversant with the practice of pharmacy;
 - (2) have been registered as a pharmacist for a period of not less than three years;
 - (3) not have a direct or indirect beneficial interest in the pharmacy or provider to be inspected; and
 - (4) in the case of an inspector appointed to inspect a provider be in possession of at least a master's degree in a pharmaceutical field of study.
37. Such an inspector, must within 14 days of the receipt of the registrar's request, satisfy him- or herself by a physical inspection of such pharmacy or provider that it conforms to the minimum criteria determined by council for the training of pharmacist interns and pharmacists' assistants and must, within seven days submit to the registrar a written report on a form as approved and provided by council.
38. The responsible pharmacist or the pharmacist who applied for approval to act as tutor must co-operate fully with the inspector appointed by council and must assist him or her as may be necessary for him or her to carry out his or her inspection.
39. A pharmacy or provider may be inspected whenever an application is made for an internship or in-service training to be undertaken at such pharmacy or provider.
40. An inspector appointed by council must be remunerated by council in accordance with a fee as determined by council from time to time and reimbursed for his or her expenses.

CHAPTER IV

Approval of providers of pharmacy education and training

Approval of providers

41. The council may approve providers of education and training for purposes of –

- (1) conferring a qualification in pharmacy or a certificate of qualification;
- (2) registration of specialities, additional qualifications or supplementary training; or
- (3) continuing professional development.”.

WET OP APTEKERS, 1974 (WET NO. 53 VAN 1974)**REGULASIES BETREFFENDE APTEKERSONDERRIG EN -OPLEIDING****VERBETERINGSKENNISGEWING**

Die volgende verbetering aan Goewermentskennisgewing No. R. 1156 van 20 November 2000 word hierby vir algemene inligting gepubliseer:

Regulasies 42 tot 48 in die Engelse teks op bladsy 23 in Staatskoerant 21754 word hierby deur die volgende vervang:

- “(a) the approval of the tutor under whom an internship or in-service training, as the case may be, is contemplated;
 - (b) the approval of the pharmacy or provider at which an internship or in-service training is contemplated; and
- (2) pay the evaluation fee as determined by council, if applicable.

Approval of premises

36. Upon receipt of the application and the fee referred to in regulation 35, the registrar must within 14 days appoint an inspector to inspect the pharmacy or the provider: provided that an inspector appointed must –

- (1) be a pharmacist conversant with the practice of pharmacy;
 - (2) have been registered as a pharmacist for a period of not less than three years;
 - (3) not have a direct or indirect beneficial interest in the pharmacy or provider to be inspected; and
 - (4) in the case of an inspector appointed to inspect a provider be in possession of at least a master's degree in a pharmaceutical field of study.
37. Such an inspector, must within 14 days of the receipt of the registrar's request, satisfy him- or herself by a physical inspection of such pharmacy or provider that it conforms to the minimum criteria determined by council for the training of pharmacist interns and pharmacists' assistants and must, within seven days submit to the registrar a written report on a form as approved and provided by council.
38. The responsible pharmacist or the pharmacist who applied for approval to act as tutor must co-operate fully with the inspector appointed by council and must assist him or her as may be necessary for him or her to carry out his or her inspection.
39. A pharmacy or provider may be inspected whenever an application is made for an internship or in-service training to be undertaken at such pharmacy or provider.
40. An inspector appointed by council must be remunerated by council in accordance with a fee as determined by council from time to time and reimbursed for his or her expenses.

CHAPTER IV

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41. The council may approve providers of education and training for purposes of –

- (1) conferring a qualification in pharmacy or a certificate of qualification;
- (2) registration of specialities, additional qualifications or supplementary training; or
- (3) continuing professional development.”.

**DEPARTMENT OF JUSTICE
DEPARTEMENT VAN JUSTISIE****No. R. 1328****8 December 2000****THE CONSTITUTIONAL COURT**

NOTICE IN TERMS OF RULE 4(8) OF THE RULES OF THE CONSTITUTIONAL COURT MADE BY THE PRESIDENT OF THE CONSTITUTIONAL COURT IN CONSULTATION WITH THE CHIEF JUSTICE UNDER SECTION 171 OF THE CONSTITUTION OF THE REPUBLIC OF SOUTH AFRICA, 1996 (ACT No. 108 OF 1996), AND SECTION 16 OF THE CONSTITUTIONAL COURT COMPLEMENTARY ACT, 1995 (ACT No. 13 OF 1995) IN:

Case CCT 19/00

IN THE MATTER OF—

HANS JURGENS STEYN

Applicant

VERSUS

THE STATE

Respondent

ORDER OF COURT

On 29 November 2000 the Constitutional Court made the following order in the above-mentioned case:

- “1. Sections 309B and 309C of the Criminal Procedure Act, No. 51 of 1977, are inconsistent with Constitution and are declared invalid.
2. The words “subject to section 309B” in section 309 (1) of the Criminal Procedure Act, No. 51 of 1977, are inconsistent with the Constitution and are declared invalid.
3. The declarations of invalidity in paragraphs 1 and 2 of this order are suspended for a period of six months from the date of the order.
4. During the period of such suspension, clerks of the court shall, when submitting documents to a high court in terms of section 309C (3) of the Criminal Procedure Act, No. 51 of 1977, submit copies of the record of proceedings in the magistrate's court and the magistrate's reasons for the judgment appealed against in every case in which—
 - (a) the applicant for leave to appeal has been—
 - (i) sentenced, without the option of a fine, to a prison sentence of which the unsuspended portion is in excess of three months; or
 - (ii) given an option of a fine but that fine has remained unpaid for a period of two weeks from the date of sentence and the unsuspended portion of the alternative term of imprisonment is in excess of three months; and
 - (b) the applicant for leave to appeal is prosecuting the application for leave in person; and
 - (c) there is no automatic review in terms of section 302 of the Criminal Procedure Act, No. 51 of 1977.
5. The Minister of Justice and Constitutional Development may at any time before the expiry of the period of suspension provided for in paragraph 3 above, apply to this Court for an order varying the terms stipulated in paragraph 4 or extending the period of suspension provided for in paragraph 3 or both.”.

Thus done at JOHANNESBURG on 30 November 2000.

M. S. STANDER**Registrar: Constitutional Court**

00068983—B

No. R. 1337**8 December 2000****THE CONSTITUTIONAL COURT**

NOTICE IN TERMS OF RULE 4 (8) OF THE RULES OF THE CONSTITUTIONAL COURT MADE BY THE PRESIDENT OF THE CONSTITUTIONAL COURT IN CONSULTATION WITH THE CHIEF JUSTICE UNDER SECTION 171 OF THE CONSTITUTION OF THE REPUBLIC OF SOUTH AFRICA, 1996 (ACT No. 108 OF 1996), AND SECTION 16 OF THE CONSTITUTIONAL COURT COMPLEMENTARY ACT, 1995 (ACT No. 13 OF 1995) IN:

Case CCT 27/00

IN THE MATTER OF—

SOUTH AFRICAN ASSOCIATION OF PERSONAL INJURY LAWYERS

Appellant

versus

HEATH, WILLEM HENDRIK

First Respondent

THE SPECIAL INVESTIGATING UNIT

Second Respondent

PRESIDENT OF THE REPUBLIC OF SOUTH AFRICA

Third Respondent

THE MINISTER OF JUSTICE

Fourth Respondent

ORDER OF COURT

On 28 November 2000 the Constitutional Court made the following order in the abovementioned case:

1. The appeal is upheld with costs, which are to include the costs of two counsel.
2. The order made by the High Court is set aside and the following order is made in its place:
 - 2.1 Section 3 (1) of Act No. 74 of 1996, is declared to be inconsistent with the Constitution and invalid.
 - 2.2 Proclamation R. 24 of 1997 is declared to be inconsistent with the Constitution and invalid.
 - 2.3 The declarations of invalidity made in regard to section 3 (1) of Act No. 74 of 1996, and Proclamation R. 24 of 1997 are suspended for a period of 1 year.
 - 2.4 Proclamation R. 31 of 1999 is declared to be inconsistent with the Constitution and invalid.
 - 2.5 The declaration of invalidity made in regard to Proclamation R. 31 of 1999 is to take effect from the date of this order.
 - 2.6 The third and fourth respondents must pay the applicant's costs which are to include the costs of two counsel."

Thus done at Johannesburg on 30 November 2000.

M. S. STANDER

Registrar: Constitutional Court

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 1333**8 December 2000****LABOUR RELATIONS ACT, 1995****CANCELLATION OF GOVERNMENT NOTICES****MOTOR INDUSTRY—MIBCO: 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. 962 of 14 August 1998, R. 1093 of 28 August 1998, R. 1468 and R. 1469 of 20 November 1998, R. 987 of 20 August 1999, R. 506 of 26 May 2000 and R. 629 of 23 June 2000, with effect from 11 December 2000.

M. M. S. MDLADLANA,

Minister of Labour

No. R. 1333**8 Desember 2000****WET OP ARBEIDSVERHOUDINGE, 1995****INTREKKING VAN GOEWERMENSKENNISGEWINGS****MOTORNYWERHEID—MIBCO: HOOF KOLLEKTIEWE OOREENKOMS**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, trek hierby, kragtens artikel 32 (7) van die Wet op Arbeidsverhoudinge, 1995, Goewermmentskennisgewing Nos. R. 962 van 14 Augustus 1998, R. 1093 van 28 Augustus 1998, R. 1468 en R. 1469 van 20 November 1998, R. 987 van 20 Augustus 1999, R. 506 van 26 Mei 2000 en R. 629 van 23 Junie 2000 in, met ingang van 11 Desember 2000.

M. M. S. MDLADLANA,**Minister van Arbeid****No. R. 1334****8 December 2000****LABOUR RELATIONS ACT, 1995****MOTOR INDUSTRY—MIBCO: EXTENSION OF MAIN COLLECTIVE RE-ENACTING AND 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 agreement which appears in the Schedule hereto, which was concluded in the Motor Industry Bargaining Council—MIBCO 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 11 December 2000 and for the period ending 31 August 2001.

M. M. S. MDLADLANA,**Minister of Labour****SCHEDULE****MOTOR INDUSTRY BARGAINING COUNCIL—MIBCO****COLLECTIVE AGREEMENT**

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

Retail Motor Industry Organisation—RMI

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

National Union of Metalworkers of South Africa,**Motor Industry Employees' Union of South Africa**

and the

Motor Industry Staff Association

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

being parties to the Motor Industry Bargaining Council—MIBCO,

to re-enact and amend the Collective Agreement published under Government Notice No. R. 962 of 14 August 1998, as amended and extended by Government Notices Nos. R. 1093 of 28 August 1998, R. 1468 and R. 1469 of 20 November 1998, R. 987 of 20 August 1999, R. 506 of 26 May 2000 and R. 629 of 23 June 2000.

PREAMBLE**1. 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 operation for the period ending 31 August 2001.

2. SPECIAL PROVISIONS

The provisions of clauses 1 (1) (b), 17 (1) (b), 17 (1) (c) and 17 (4) of Division A, clause 1(3) of Division B, clause 4 (7) of Chapter 11 of Division C and clause 4 (6) of Chapter III of Division C of the Agreement published under Government Notice No. R. 962 of 14 August 1998, as amended and extended by Government Notices Nos. R. 1093 of 28 August 1998, R. 1468 and R. 1469 of 20 November 1998, R. 987 of 20 August 1999, R. 506 of 26 May 2000 and R. 629 of 23 June 2000 (hereinafter referred to as the "Former Agreement"), as further extended and amended from time to time, shall apply to employers and employees.

3. GENERAL PROVISIONS

(1) The provisions contemplated in clause 2 of the Preamble, clauses 1 (1) (a), 1 (2) to 1 (3) (b), clause 2 to 17 (1) (a), 17 (2), 17 (3), clauses 18 to 29 of Division A, clauses 1 (1), 1 (2), 1 (4) to 12 of Division B, clauses 1 to 4 of Chapter I, Division C, clauses 1 to 4 (6) of Chapter II, Division C, clauses 1 to 4 (5) of Chapter III, Division C, clauses 4 (7) to 4 (9) of Chapter III of Division C, clauses 1 to 4 of Chapter IV, Division C and clauses 1 to 4 of Chapter V, Division C of the Former Agreement (as further extended and amended from time to time) shall apply to employers and employees.

(2) Substitute the expression "Retail Motor Industry Organisation" for the expressions "South African Motor Industry Employers' Association" or "South African Vehicle Builders' and Repairers' Association" and substitute the expression "RMI" for the expressions "SAMIEA" or "SAVBRA" wherever these expressions appear in this Agreement.

DIVISION A

4. CLAUSE 1: SCOPE OR APPLICATION

- (1) The terms of this Agreement must be observed in the Motor Industry—
 - (a) throughout the Republic of South Africa as it existed prior to the commencement of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993);
 - (b) by the employers and the employees in the Motor Industry who are members of the employers' organisations and the trade unions, respectively.
- (2) Notwithstanding the provisions of subclause (1), the provisions of this Agreement will apply to—
 - (a) apprentices only in so far as they are not inconsistent with the provisions of or any conditions fixed under the Manpower Training Act, 1981; and
 - (b) trainees undergoing training under the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of or any conditions fixed under that Act.
- (3) (a) The provisions of this Agreement on ordinary hours of work, overtime and Sunday work as set out in the Schedule of this subclause, will not apply to managers and foremen who receive not less than—
 - (i) R1 500,00 per week if employed in any A Area;
 - (ii) R1 275,00 per week if employed in any other area.

SCHEDULE

Clause 18	Hours of work
Clause 19	Overtime
Clause 21	Sunday work

(b) Employees earning in excess of R1 500 per week if employed in any A area, or R1 275,00 per week in any other area, may not be required to work overtime other than on a voluntary basis, free from any form of coercion, intimidation or victimisation.

(4) Clauses 1 and 2 of the Preamble and clause 1 (1) (b) of Division A of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade unions, respectively.

5. CLAUSE 9: SPECIAL PROVISIONS RELATING TO WATCHMEN

- (1) In subclause (3), substitute the expression "R310,00" for the expression "R295,00".

6. CLAUSE 12: ADDITIONAL HOLIDAY PAY FOR APPRENTICES

(1) In subclause (1) (a), substitute the expressions "R11,51", "R16,61" and "R19,16" for the expressions "R10,96", "R15,82" and "R18,25", respectively.

(2) In subclause (1) (b), substitute the expressions "R11,51", "R14,06", "R16,61" and "R19,16" for the expressions "R10,96", "R13,39", "R15,82" and "R18,25", respectively.

7. CLAUSE 27: ADDITIONAL HOLIDAY PAY

(1) In subclause (2) (a), substitute the expressions "R30,68" and "R34,08" for the expressions "R29,16" and "R32,40", respectively.

(2) In subclause (2) (b), substitute the expression of "R34,08" for the expression of "R32,40".

DIVISION B

8. CLAUSE 3: WAGES

- (1) Substitute the following for the Wage Schedule in subclause (1) of this clause:

"WAGE SCHEDULE

Class of employee	Minimum wages			
	Areas A		Other areas	
	Per week	Per month	Per week	Per month
(a) Office, stores, sales and clerical employees—	R	R	R	R
During first year of experience	340,38	1 475,00	290,08	1 257,00
During second year of experience	388,85	1 685,00	329,31	1 427,00
During third year of experience	448,85	1 945,00	381,23	1 652,00
Thereafter	521,54	2 260,00	438,00	1 898,00
(b) Motor vehicle salesperson—				
During first year of experience	399,23	1 730,00	339,46	1 471,00
Thereafter	521,54	2 260,00	438,00	1 898,00
(c) Bookkeeper	665,77	2 885,00	565,85	2 452,00
(d) Accountant	1 119,23	4 850,00	951,23	4 122,00
(e) Parts salesperson—				
During first year of experience	426,92	1 850,00	363,00	1 573,00
Thereafter	523,85	2 270,00	440,08	1 907,00
Class of employee	All areas			
	Per week		Per month	
(f) Traveller—				
During first year of experience	426,92	1 850,00		
Thereafter	523,85	2 270,00		
(g) Supply sales person—				
During first year of experience	424,62	1 840,00		
During second year of experience	496,15	2 150,00		
During third year of experience	558,46	2 420,00		
Thereafter	609,23	2 640,00		
(h) Part-time employee	*	*		

* One eleventh of the minimum weekly wage as prescribed for clerical employees in (a) hereof, for ordinary time worked on each day on any one week, or one forty-fifth of such prescribed minimum weekly wage for each hour or part of an hour of ordinary time worked in any one week, whichever is the greater."

9. CLAUSE 8: ANNUAL LEAVE

- (1) In subclause (13) (b), substitute the expression "R1 773,00" for the expression "R1 685,00".

DIVISION C: CHAPTER 1**10. CLAUSE 3: WAGES**

- (1) Substitute the following for the Wage Schedule in subclause (1):

"WAGE SCHEDULE

Class of employee	Minimum wages			
	A areas		Other areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
Grade 1				
* Forecourt Attendant	186,30	4,14	139,50	3,10
Char	237,60	5,28	189,90	4,22

Class of employee	Minimum wages			
	A areas		Other areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
Grade 2	340,65	7,57	255,15	5,67
Grade 3	369,45	8,21	331,65	7,37
Grade 4	405,45	9,01	364,05	8,09
Grade 5	454,50	10,10	409,05	9,09
Grade 6	549,45	12,21	495,00	11,00

Class of employee	All areas	
	Per week	Per hour
	R	R
Grade 7	697,50	15,50
Grade 8	799,65	17,77
Watchman	310,00	(No hourly rate)

APPRENTICE WAGES

Class of employee	All areas	
	Per week	Per hour
	R	R
APPRENTICES		
Three-year trades		
First year	326,25	7,25
Second year	404,10	8,98
Third year	496,80	11,04
Four-year trades		
First year	326,25	7,25
Second year	357,30	7,94
Third year	404,10	8,98
Fourth year	496,80	11,04

DIVISION C: CHAPTER II

CLAUSE 4: WAGES

(1) Substitute the following for the Wage Schedule in subclause (2):

"SCHEDULE

PART A: MISCELLANEOUS

MINIMUM WAGES

Class of employee	Wages per week (All areas)
Grade 1	R237,60 (R5,28 per hour)
Grade 2	R340,65 (R7,57 per hour)
Grade 3	R369,45 (R8,21 per hour)

Class of employee	Wages per week (All areas)
Grade 5.....	R454,50 (R10,10 per hour)
Grade 6.....	R549,45 (R12,21 per hour)
Grade 7.....	R697,50 (R15,50 per hour)
Grade 8.....	R799,65 (R17,77 per hour)

PART B: OPERATIVES**MINIMUM WAGES**

Class of employee	Wages per week (All areas)
Grade 5.....	R454,50 (R10,10 per hour)

APPRENTICE WAGES

Class of employee	All areas	
	Per week	Per hour
	R	R
APPRENTICES		
Three-year trades		
First year.....	326,25	7,25
Second year.....	404,10	8,98
Third year.....	496,80	11,04
Four-year trades		
First year.....	326,25	7,25
Second year.....	357,30	7,94
Third year.....	404,10	8,98
Fourth year.....	496,80	11,04

- (2) Substitute the following for the wages prescribed in subclause (4): Part C: Actual Wages:

"Grade 1—8,4% for those employees earning less than R6,80 per hour.

Grade 2—8,3% for those employees earning less than R10,50 per hour.

Grade 3—8,1% for those employees earning less than R11,05 per hour.

Grade 5—7,9% for those employees earning less than R13,40 per hour.

Grade 6—7,8% for those employees earning less than R15,30 per hour.

Grade 7—7,3% for those employees earning less than R18,60 per hour.

Grade 8—7,3% for those employees earning less than R20,80 per hour.

6,8% across the board for all other employees, including Division B employees with the exception of employees earning commission."

- (3) Substitute the following for subclause (6):

"(6) An employer who has granted an increase on actual wages of 5% or more on or after 1 July 1999, and who has implemented the provisions of Government Notice No. R. 629 of Gazette No. 21283 may offset the increase granted on 3 July 2000 against the increase in actual wages due to come into effect in December 2000."

DIVISION C: CHAPTER III**12. CLAUSE 4: WAGES**

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

"(4) For the period 1 September 2000 to 31 August 2001, or for the 12 months after the effective date of the Amending Main Collective Agreement, the employer must pay the following:

- (a) A guaranteed increase of 7% to employees earning up to R9,99 per hour.

(b) A guaranteed increase of 6,5% to employees earning R10,00 or more per hour.

This subclause shall be applicable to all Division B employees with the exception of employees earning commission.”.

(2) Substitute the following for the Wage Schedule prescribed in subclause (8):

“SCHEDULE

PART A: MISCELLANEOUS

Class of employee	Wages per week (All areas)
Grade 1.....	R237,60 (R5,28 per hour)
Grade 2.....	R340,65 (R7,57 per hour)
Grade 8.....	R799,65 (R17,77 per hour)

PART B: OPERATIVES WHO MAY QUALIFY FOR SETTING BONUS

Class of employee	Wages per week (All areas)
Grade 3.....	R369,45 (R8,21 per hour)
Grade 4.....	R405,45 (R9,01 per hour)
Grade 5.....	R454,50 (R10,10 per hour)
Grade 6.....	R549,45 (R12,21 per hour)

APPRENTICE WAGES

Class of employee	All areas	
	Per week	Per hour
	R	R
APPRENTICES		
Three-year trades		
First year	326,25	7,25
Second year.....	404,10	8,98
Third year.....	496,80	11,04
Four-year trades		
First year	326,25	7,25
Second year.....	357,30	7,94
Third year.....	404,10	8,98
Fourth year	496,80	11,04"

DIVISION C: CHAPTER IV

13. CLAUSE 4: WAGES

(1) Substitute the following for the Wage Schedule to this clause:

“WAGE SCHEDULE

Class of employee	Minimum wages			
	A areas		Other areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
Grade 1	237,60	5,28	189,90	4,22
Grade 2	340,65	7,57	255,15	5,67

Class of employee	Minimum wages			
	A areas		Other areas	
	Per week	Per hour	Per week	Per hour
	R	R	R	R
Grade 3	369,45	8,21	331,65	7,37
Grade 4	405,45	9,01	364,05	8,09
Grade 5	454,50	10,10	409,05	9,09
Grade 6	549,45	12,21	495,00	11,00

Class of employee	All areas	
	Per week	Per hour
	R	R
Grade 7	697,50	15,50
Grade 8	799,65	17,77
Watchman	310,00	(No hourly rate)

APPRENTICE WAGES

Class of employee	All areas	
	Per week	Per hour
	R	R
APPRENTICES		
Three-year trades		
First year	326,25	7,25
Second year	404,10	8,98
Third year	496,80	11,04
Four-year trades		
First year	326,25	7,25
Second year	357,30	7,94
Third year	404,10	8,98
Fourth year	496,80	11,04".

(4) Substitute the following for Note 1 at the end of the Wage Schedule:

"Operative engine assembler

For the first 18 months of experience R454,05 per week (R10,09 per hour)

Thereafter R697,05 per week (R15,49 per hour)

Operative, grade A

For the first 12 months of experience R454,05 per week (R10,09 per hour)

Thereafter R549,00 per week (R12,20 per hour)

Operative, grade B

For the first 6 months of experience R373,50 per week (R8,30 per hour)

Thereafter R401,85 per week (R8,93 per hour)".

DIVISION C: CHAPTER V**14. CLAUSE 4: WAGES**

(1) Substitute the following for the Wage Schedule to this clause:

"SCHEDULE**PART A: MISCELLANEOUS**

Class of employee	Wages per week (All areas)
Grade 1.....	R237,60 (R5,28 per hour)
Grade 2.....	R340,65 (R7,57 per hour)
Grade 3.....	R369,45 (R8,21 per hour)
Grade 4.....	R405,45 (R9,01 per hour)
Grade 5.....	R454,50 (R10,10 per hour)
Grade 6.....	R549,45 (R12,21 per hour)
Grade 7.....	R697,50 (R15,50 per hour)
Grade 8.....	R799,65 (R17,77 per hour)

PART B: OPERATIVES

Class of employee	Wages per week (All areas)
Grade 4.....	R405,45 (R9,01 per hour)
Grade 5.....	R454,50 (R10,10 per hour)

APPRENTICE WAGES

Class of employee	All areas	
	Per week	Per hour
	R	R
APPRENTICES		
Three-year trades		
First year.....	326,25	7,25
Second year	404,10	8,98
Third year	496,80	11,04
Four-year trades		
First year.....	326,25	7,25
Second year	357,30	7,94
Third year	404,10	8,98
Fourth year	496,80	11,04".

Signed at Randburg, on behalf of the parties, this 8th day of November 2000.

R. BASTICK

President of the Council

M. LOUW

Vice-President of the Council

B. G. DU PREEZ

General Secretary of the Council

No. R. 1334

8 Desember 2000

WET OP ARBEIDSVERHOUDINGE, 1995

MOTORNYWERHEID—MIBCO: UITBREIDING VAN HOOF KOLLEKTIEWE HERBEKRAFTIGING- EN 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 ooreenkoms wat in die Bylae hiervan verskyn en wat in die Motornywerheid-bedingingsraad—MIBCO 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 11 Desember 2000, en vir die tydperk wat op 31 Augustus 2001 eindig.

M. M. S. MDLADLANA, Minister van Arbeid

BYLAE**MOTORNYWERHEID-BEDINGINGSRAAD—MIBCO****KOLLEKTIEWE OOREENKOMS**

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

Retail Motor Industry Organisation—RMI

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

National Union of Metalworkers of South Africa,**Motor Industry Employees' Union of South Africa**

en die

Motor Industry Staff Association

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

wat die partye is by die Motornywerheid-bedingingsraad—MIBCO,

tot herbekragtiging en wysiging van die Kollektiewe Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 962 van 14 Augustus 1998, soos gewysig en verleng by Goewermentskennisgewings Nos. R. 1093 van 28 Augustus 1998, R. 1468 en R. 1469 van 20 November 1998, R. 987 van 20 Augustus 1999, R. 506 van 26 Mei 2000 en R. 629 van 23 Junie 2000.

AANHEF**1. 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 vir die tydperk wat op 31 Augustus 2001 eindig.

2. SPESIALE BEPALINGS

Die bepalings soos vervat in klousules 1 (1) (b), 17 (1) (b), 17 (1) (c) en 17 (4) van Afdeling A, klousule 1 (3) van Afdeling B, klousule 4 (7) van Hoofstuk II van Afdeling C en klousule 4 (6) van Hoofstuk III van Afdeling C van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 962 van 14 Augustus 1998, soos gewysig en verleng deur Goewermentskennisgewings Nos. R. 1093 van 28 Augustus 1998, R. 1468 en R. 1469 van 20 November 1998, R. 987 van 20 Augustus 1999, R. 506 van 26 Mei 2000 en R. 629 van 23 Junie 2000 (hierna die "Vorige Ooreenkoms" genoem) soos verleng en gewysig van tyd tot tyd, is van toepassing op sowel werkgewers as werknemers.

3. ALGEMENE BEPALINGS

(1) Die bepalings soos bedoel in klousule 2 van die Aanhef, klousules 1 (1) (a), 1 (2) tot 1 (3) (b), klousules 2 tot 17 (1) (a), 17 (2), 17 (3), klousules 18 tot 29 van Afdeling A, klousules 1 (1), 1 (2), 1 (4) tot 12 van Afdeling B, klousules 1 tot 4 van Hoofstuk I, Afdeling C, klousules 1 tot 4 (6) van Hoofstuk II, Afdeling C, klousules 1 tot 4 (5) van Hoofstuk III, Afdeling C, klousules 4 (7) tot 4 (9) van Hoofstuk III van Afdeling C, klousules 1 tot 4 van Hoofstuk IV, Afdeling C en klousules 1 tot 4 van Hoofstuk V, Afdeling C van die Vorige Ooreenkoms (soos van tyd tot tyd verder verleng en gewysig), is van toepassing op sowel werkgewers as werknemers.

(2) Vervang die uitdrukkings "South African Motor Industry Employers' Association" of "South African Vehicle Builders' and Repairers' Association" deur die uitdrukking "Retail Motor Industry Organisation" en vervang die uitdrukkings "SAMIEA" of "SAVBRA" deur die uitdrukking "RMI" waar hierdie uitdrukkings ook al voorkom in hierdie Ooreenkoms.

AFDELING A**4. KLOUSULE 1: TOEPASSINGSBESTEK**

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

(a) oral in die Republiek van Suid-Afrika soos dit bestaan het onmiddellik voor die datum van inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993);

- (b) deur die werkgewers en die werknemers in die Motornywerheid wat lede is van onderskeidelik die werkgewers-organisasie en die vakbonde.
- (2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op—
- (a) vakleerlinge slegs vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of voorwaardes wat daarkragtens gestel is nie; en
- (b) kwekelinge wat opleiding ingevolge die Wet op Mannekragopleiding, 1981, ondergaan, slegs vir sover dit nie onbestaanbaar is met daardie Wet op voorwaardes wat daarkragtens gestel is nie.
- (3) (a) Hierdie Ooreenkoms betreffende gewone werkure, oortydwerk en Sondagwerk wat in die Bylae van hierdie subklousule uiteengesit word, is nie van toepassing op bestuurders en voormanne wat minstens die volgende ontvang nie:
- (i) R1 500,00 per week indien hulle in diens is in enigeen van Gebiede A;
- (ii) R1 275,00 per week indien hulle in diens is in enige ander gebied.

BYLAE

Klousule 18.....	Werkure
Klousule 19.....	Oortydwerk
Klousule 21.....	Sondagwerk

(b) Daar mag nie van werknemers wat meer as R1 500,00 per week verdien indien hulle in enigeen van Gebiede A, werksaam is, of R1 275,00 per week verdien indien hulle in enige Ander Gebiede werksaam is, verwag word om oortyd te werk nie tensy dit op 'n vrywillige basis is, vry van enige vorm van dwang, intimidasie of viktimisering.

(4) Klousules 1 en 2 van die Aanhef en klousule 1(1)(b) van Afdeling A van hierdie Ooreenkoms is nie van toepassing op werkgewers en werknemers wat nie lede van onderskeidelik die werkgewersorganisasie en die vakbonde is nie.

5. KLOUSULE 9: SPESIALE BEPALINGS BETREFFENDE WAGTE

- (1) In subklousule (3), vervang die uitdrukking "R295,00" deur die uitdrukking "R310,00".

6. KLOUSULE 12: ADDISIONELE VAKANSIEBESOLDIGING VIR VAKLEERLINGE

(1) In subklousule (1) (a), vervang die uitdrukking "R10,96", "R15,82" en "R18,25" deur onderskeidelik die uitdrukking "R11,51", "R16,61" en "R19,16".

(2) In subklousule (1) (b), vervang die uitdrukking "R10,96", "R13,39", "R15,82" en "R18,25" deur onderskeidelik die bedrae "R11,51", "R14,06", "R16,61" en "R19,16".

7. KLOUSULE 27: ADDISIONELE VAKANSIEBESOLDIGING

(1) In subklousule (2) (a), vervang die bedrae "R29,16" en "R32,40" deur onderskeidelik die bedrae "R30,68" en "R34,08".

- (2) In subklousule (2) (b), vervang die uitdrukking "R32,40" deur die uitdrukking "R34,08".

AFDELING B**8. KLOUSULE 3: LONE**

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

"LOONBYLAE"

Klas werknemer	Minimum loon			
	Gebiede A		Ander gebiede	
	Per week	Per maand	Per week	Per maand
(a) Kantoor-, pakhuis- en verkoops- werknemer en klerk—	R	R	R	R
Gedurende eerste jaar				
ondervinding	340,38	1 475,00	290,08	1 257,00
Gedurende tweede jaar				
ondervinding	388,85	1 685,00	329,31	1 427,00
Gedurende derde jaar				
ondervinding	448,85	1 945,00	381,23	1 652,00
Daarna	521,54	2 260,00	438,00	1 898,00
(b) Motorvoertuigverkoopspersoon—				
Gedurende eerste jaar				
ondervinding	399,23	1 730,00	339,46	1 471,00

Klas werknemer	Minimum loon			
	Gebiede A		Ander gebiede	
	Per week	Per maand	Per week	Per maand
Daarna	521,54	2 260,00	438,00	1 898,00
(c) Boekhouer	665,77	2 885,00	565,85	2 452,00
(d) Rekenmeester	1 119,23	4 850,00	951,23	4 122,00
(e) Onderdeleverkoopspersoon—				
Gedurende eerste jaar				
ondervinding	426,92	1 850,00	363,00	1 573,00
Daarna	523,85	2 270,00	440,08	1 907,00
Klas werknemer	Alle gebiede			
	Per week		Per maand	
(f) Handelsreisiger—				
Gedurende eerste jaar ondervinding	426,92	1 850,00		
Daarna	523,85	2 270,00		
(g) Leweransier-verkoopspersoon				
Gedurende eerste jaar ondervinding	424,62	1 840,00		
Gedurende tweede jaar ondervinding	496,15	2 150,00		
Gedurende derde jaar ondervinding	558,46	2 420,00		
Daarna	609,23	2 640,00		
(h) Deeltydse werknemer	*	*		

* Een elfde van die minimum weekloon wat in (a) hiervan vir klerke voorgeskryf word, vir gewone tyd gewerk op elke dag in 'n bepaalde week of een vyf-en-veertigste van sodanige voorgeskrewe minimum weekloon vir elke uur of gedeelte van 'n uur gewone tyd gewerk in 'n bepaalde week, nl. die grootste bedrag.”.

9. KLOUSULE 8: JAARLIKSE VERLOF

- (1) In subklousule (13) (b), vervang die uitdrukking “R1 6850,00” deur die uitdrukking “R1 773,00”.

AFDELING C: HOOFSTUK 1

10. KLOUSULE 3: LONE

- (1) Vervang die Loonbylae voorgeskryf in subklousule (1) deur die volgende:

“LOONBYLAE

Klas werknemer	Minimum lone			
	Gebiede A		Ander gebiede	
	Per week	Per uur	Per week	Per uur
	R	R	R	R
Graad 1				
* Voorbaanassistent	186,30	4,14	139,50	3,10
Skoonmaker	237,60	5,28	189,90	4,22
Graad 2	340,65	7,57	255,15	5,67
Graad 3	369,45	8,21	331,65	7,37
Graad 4	405,45	9,01	364,05	8,09
Graad 5	454,50	10,10	409,05	9,09
Graad 6	549,45	12,21	495,00	11,00

Klas werknemer	Alle gebiede	
	Per week	Per uur
	R	R
Graad 7.....	697,50	15,50
Graad 8.....	799,65	17,77
Wag.....	310,00	(Geen uur-loon)

LONE VIR VAKLEERLINGE

Klas werknemer	Alle gebiede	
	Per week	Per uur
	R	R
VAKLEERLINGE		
Driejaarambagte		
Eerste jaar	326,25	7,25
Tweede jaar	404,10	8,98
Derde jaar	496,80	11,04
Vierjaarambagte		
Eerste jaar	326,25	7,25
Tweede jaar	357,30	7,94
Derde jaar	404,10	8,98
Vierde jaar	496,80	11,04"

AFDELING C: HOOFSTUK II

KLOUSULE 4: LONE

(1) Vervang die Loonbylae voorgeskryf in subklousule (2) deur die volgende:

"LOONBYLAE

DEEL A: DIVERSE

MINIMUM LONE

Klas werknemer	Loon per week (Alle gebiede)
Graad 1.....	R237,60 (R5,28 per uur)
Graad 2.....	R340,65 (R7,57 per uur)
Graad 3.....	R369,45 (R8,21 per uur)
Graad 5.....	R454,50 (R10,10 per uur)
Graad 6.....	R549,45 (R12,21 per uur)
Graad 7.....	R697,50 (R15,50 per uur)
Graad 8.....	R799,65 (R17,77 per uur)

DEEL B: WERKMANNE

MINIMUM LONE

Klas werknemer	Loon per week (Alle gebiede)
Graad 5.....	R454,50 (R10,10 per uur)

LONE VIR VAKLEERLINGE

Klas werknemer	Alle gebiede	
	Per week	Per uur
	R	R
VAKLEERLINGE		
Driejaarambagte		
Eerste jaar	326,25	7,25
Tweede jaar	404,10	8,98
Derde jaar	496,80	11,04
Vierjaarambagte		
Eerste jaar	326,25	7,25
Tweede jaar	357,30	7,94
Derde jaar	404,10	8,98
Vierde jaar	496,80	11,04

(2) Vervang die lone voorgeskryf in subklousule (4): Deel C: Werklike Lone, deur die volgende:

"Graad 1—8,4% vir daardie werknemers wat minder as R6,80 per uur verdien.

Graad 2—8,3% vir daardie werknemers wat minder as R10,50 per uur verdien.

Graad 3—8,1% vir daardie werknemers wat minder as R11,05 per uur verdien.

Graad 5—7,9% vir daardie werknemers wat minder as R13,40 per uur verdien.

Graad 6—7,8% vir daardie werknemers wat minder as R15,30 per uur verdien.

Graad 7—7,3% vir daardie werknemers wat minder as R18,60 per uur verdien.

Graad 8—7,3% vir daardie werknemers wat minder as R20,80 per uur verdien.

6,0% regdeur vir alle ander werknemers, met inbegrip van Afdeling B werknemers met die uitsondering van werknemers wat kommissie verdien."

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

"(6) 'n Werkgewer wat alreeds 'n loonverhoging op werklike lone toegestaan het van 5% of meer op of na 1 Julie 1999, en wat die loonbepalings van Goewermmentskennisgewing R. 629 van *Staatskoerant* No. 21283 geïmplementeer het, kan die verhoging toegestaan op 3 Julie 2000 verreken met die verhoging op werklike lone wat in Desember 2000 in werking tree.

AFDELING C: HOOFSTUK III

12. KLOUSULE 4: LONE

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

"(4) Ten opsigte van die tydperk 1 September 2000 tot 31 Augustus 2001, of vir die 12 maande na die effektiewe datum van die Hoof Kollektiewe Wysigingsooreenkoms moet 'n werkgewer die volgende betaal:

(a) 'n Gewaarborgde verhoging van 7% aan werknemers wat tot R9,99 per uur verdien.

(b) 'n Gewaarborgde verhoging van 6,5% aan werknemers wat R10,00 of meer per uur verdien.

Hierdie subklousule is van toepassing op alle werknemers in Afdeling B met die uitsondering van werknemers wat kommissie verdien."

(2) Vervang die Loonbylae voorgeskryf in subklousule (8) deur die volgende:

"BYLAE

DEEL A: DIVERSE

Klas werknemer	Loon per week (Alle gebiede)
Graad 1	R237,60 (R5,28 per uur)
Graad 2	R340,65 (R7,57 per uur)
Graad 8	R799,65 (R17,77 per uur)

DEEL B: WERKMANNE WAT VIR 'N STELBONUS IN AANMERKING KOM

Klas werknemer	Loon per week (Alle gebiede)
Graad 3.....	R369,45 (R8,21 per uur)
Graad 4.....	R405,45 (R9,01 per uur)
Graad 5.....	R454,50 (R10,10 per uur)
Graad 6.....	R549,45 (R12,21 per uur)

LONE VIR VAKLEERLINGE

Klas werknemer	Alle gebiede	
	Per week	Per uur
	R	R
VAKLEERLINGE		
Driejaarambagte		
Eerste jaar	326,25	7,25
Tweede	404,10	8,98
Derde jaar	496,80	11,04
Vierjaarambagte		
Eerste jaar	326,25	7,25
Tweede jaar	375,30	7,94
Derde jaar	404,10	8,98
Vierde jaar	496,80	11,04"

AFDELING C: HOOFSTUK IV**13. KLOUSULE 4: LONE**

(1) Vervang die Loonbylae van die klousule deur die volgende:

"LOONBYLAE

Klas werknemer	Minimum lone			
	Gebiede A		Ander gebiede	
	Per week	Per uur	Per week	Per uur
	R	R	R	R
Graad 1	237,60	5,28	189,90	4,22
Graad 2	340,65	7,57	255,15	5,67
Graad 3	369,45	8,21	331,65	7,37
Graad 4	405,45	9,01	364,05	8,09
Graad 5	454,50	10,10	409,05	9,09
Graad 6	549,45	12,21	495,00	11,00

Klas werknemer	Alle gebiede	
	Per week	Per uur
	R	R
Graad 7	697,50	15,50
Graad 8	799,65	17,77
Wag	310,00	(Geen uurloon)

LONE VIR VAKLEERLINGE

Klas werknemer	Alle gebiede	
	Per week	Per uur
	R	R
VAKLEERLINGE		
Driejaarambagte		
Eerste jaar	326,25	7,25
Tweede jaar	404,10	8,98
Derde jaar	496,80	11,04
Vierjaarambagte		
Eerste jaar	326,25	7,25
Tweede jaar	357,30	7,94
Derde jaar	404,10	8,98
Vierde jaar	496,80	11,04"

(4) Vervang Opmerking 1 aan die einde van die Loonbylae deur die volgende:

"Werkman-enjinmonteur

Eerste 18 maande ondervinding R454,05 per week (R10,09 per uur)

Daarna R697,05 per week (R15,49 per uur)

Werkman graad A

Eerste 12 maande ondervinding R454,05 per week (R10,09 per uur)

Daarna R549,00 per week (R12,20 per uur)

Werkman graad B

Eerste ses maande ondervinding R373,50 per week (R8,30 per uur)

Daarna R401,85 per week (R8,93 per uur)".

AFDELING C: HOOFSTUK V**14. KLOUSULE 4: LONE**

(1) Vervang die Loonbylae van hierdie klousule deur die volgende:

"BYLAE**DEEL A: DIVERSE**

Klas werknemer	Lone per week (Alle gebiede)
Graad 1.....	R237,60 (R5,28 per uur)
Graad 2.....	R340,65 (R7,57 per uur)
Graad 3.....	R369,45 (R8,21 per uur)
Graad 4.....	R405,45 (R9,01 per uur)
Graad 5.....	R454,50 (R10,10 per uur)
Graad 6.....	R549,45 (R12,21 per uur)
Graad 7.....	R697,50 (R15,50 per uur)
Graad 8.....	R799,65 (R17,77 per uur)

DEEL B: WERKMANNE

Klas werknemer	Loon per week (Alle gebiede)
Graad 4.....	R405,45 (R9,01 per uur)
Graad 5.....	R454,50 (R10,10 per uur)

LONE VIR VAKLEERLINGE

Klas werknemer	Alle gebiede	
	Per week	Per uur
	R	R
VAKLEERLINGE		
Driejaarambagte		
Eerste jaar	326,25	7,25
Tweede jaar	404,10	8,98
Derde jaar	496,80	11,04
Vierjaarambagte		
Eerste jaar	326,25	7,25
Tweede jaar	357,30	7,94
Derde jaar	404,10	8,98
Vierde jaar	496,80	11,04"

Namens die partye op hede die 8ste dag van November 2000 te Randburg onderteken.

R. BASTICK

President van die Raad

M. LOUW

Visepresident van die Raad

B. G. DU PREEZ

Hoofsekretaris van die Raad

No. R. 1335

8 December 2000

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION OF ADMINISTRATIVE EXPENSES 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 agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council for the Leather Industry of South Africa 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 18 December 2000 and for the period ending 10 May 2003.

M. M. S. MDLADLANA

Minister of Labour

UMNYANGO WEZEMISEBENZI

Nombolo. R. 1335

8 December 2000

UMTHETHO WEZEMISEBENZI KA 1995

IMBONI YEZIKHUMBA YASENINGIZIMU AFRIKA: UKWELULWA KWESIVUMELWANO SIKAWONKEWONKE NGEZINDLEKO ZOLAWULO KULABO ABANGESIWONA AMALUNGA

Mina, Membathisi Mphumzi Shepherd Mdladlana, uNgqongqoshe wezemisebenzi, ngokwesigaba 32 (2) soMthetho wobuDiehlwano kwezemisebenzi, ka 1995, (Labour Relations Act, 1995), ngiyamemezela ukuthi iSivumelwano sika Wonkewonke esinezelelwa kwiSheduli yeSingisi exhunyiwe lapha, esahlangiswa emkhandlwini kaZwelonke wokuXoxisana kaZwelonke wokuXoxisana ngamaHolo eziMbonini zesiKhumba eNingizimu Afrika (National Bargaining Council of the Leather Industry of South Africa) futhi esiyisibhobo ngokwesigaba 31 soMthetho wobuDiehlwano kwezemisebenzi, ka 1995, (Labour Relations Act, 1995) kulawo maqembu ahlanganisa isinezelelo sesivumelwano leso, siyababopha nabanye abaqashi nabaqashwa kulowo mkhakha wezibomi, kusekela ngomhlaka 18 Disemba 2000 nangesikhathi sonke esiyophela mhla ziwu 10 Meyi 2003.

M. M. S. MDLADLANA

Ungqongqoshe Wezemisebenzi

Gaphela: Amakhophi alesi sivumelwano esiZulu ayatholakala eMkhandlwini kaZwelonke wokuXoxisana ngamaHoic weziMboni zesiKhumba eNingizimu Afrika uma usicela.

SCHEDULE**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA****ADMINISTRATION EXPENSES COLLECTIVE AGREEMENT**

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

South African Tanning Employers' Organisations (SATEO);

Southern African Footwear and Leather Industries Association (SAFLIA);

Association of South African Manufacturers of Luggage, Handbags and General Goods

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

National Union of Leather Allied Workers;

and

Southern African Clothing and Textile Workers' Union

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

being the parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the agreement published under Government Notice No. R.1320 of 6 November 1998.

1. SCOPE OF APPLICATION

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

- (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions, who are engaged and employed in the industry, respectively (other than persons engaged exclusively on repair work);
- (b) in the Republic of South Africa, as it existed prior to the promulgation of the Constitution of the Republic of South Africa (Act 200 of 1993):

Provided that on the operations set forth in paragraph (6) of the definition of "Leather Industry" as contained in clause 3 of this Agreement, it shall be observed only in the Magisterial Districts of Bellville, (including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville), The Cape and Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding that portion of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982, respectively, fell within the Magisterial District of Inanda, and Johannesburg:

Provided further that on the operations set forth in paragraph (7)(a) of the definition of "Leather Industry" as contained in clause 3 of this Agreement, it shall be observed only in the Magisterial Districts of Bellville, (including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville), The Cape and Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding that portion of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982, respectively fell within the Magisterial District of Inanda:

Provided further that on the operations set forth in paragraph (7)(b) of the definition of "Leather Industry" as contained in clause 3 of this Agreement, it shall be observed only in the Magisterial District of Wynberg:

Provided further than on the operations set forth in paragraph (8) of the definition of "Leather Industry", it shall be observed in the Magisterial Districts of Bellville, (including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial Districts of Bellville), Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort and The Cape:

Provided further that on the operations set forth in paragraph (9) of the definition of "Leather Industry", it shall be observed in the Magisterial Districts of Bellville, (including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville), Paarl, Oudtshoorn, Wellington, George, Uitenhage, Port Elizabeth, King Williamstown and Pietermaritzburg.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall, however, apply only to those employees for whom wages are prescribed in any of the Main Agreements of the Council.

(3) Notwithstanding the provisions of subclause (1)(a), the terms of this Agreement shall not apply to non-parties in respect of clauses 1(1)(a) and 2.

2. DATE AND PERIOD OF OPERATION

This Agreement shall come into operation on such date as the Minister of Labour extends the Agreement to non-parties, and shall remain in force for the period ending 10 May 2003.

3. CLAUSE 8: DISPUTE RESOLUTION

- (1) Substitute the following for subclause (16):

"(16) If the dispute is referred to arbitration, the Secretary must appoint an arbitrator from the Council's Panel of Arbitrators. Arbitrators serving on the Panel shall be appointed to arbitrate matters on a rotational basis, unless the parties to the dispute agree upon an arbitrator from the panel, with the next available arbitrator being appointed should any panel member(s) not be available in terms of such rotation."

- (2) Substitute the following for subclause (19):

(19) Unless the Agreement provides otherwise, the arbitrator must resolve the dispute through arbitration."

Signed by the parties at Port Elizabeth this 13th day of July, 2000.

D. J. F. LINDE

Member of the Council

M. PAULSEN

Member of the Council

W. VAN DER RHEEDE

Member of the Council

L. M. VAN LOGGERENBERG

General Secretary of the Council

No. R. 1336

8 December 2000

LABOUR RELATIONS ACT, 1995

**SOUTH AFRICAN COTTON TEXTILE PROCESSING AND MANUFACTURING BARGAINING COUNCIL:
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 agreement which appears in the Schedule hereto, which was concluded in the South African Cotton Textile Processing and Manufacturing Bargaining Council 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 18 December 2000 and for the period ending 30 June 2001.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1336

8 Desember 2000

WET OP ARBEIDSVERHOUDINGE, 1995

**SUID-AFRIKAANSE KATOENTEKSTIELVERWERKINGS- EN VERVAARDIGINGSNYWERHEID BEDINGINGSRAAD:
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 ooreenkoms wat in die Bylae hiervan verskyn en wat in die Bedingingsraad vir die Suid-Afrikaanse Katoentekstielverwerkings- en Vervaardigingsnywerheid 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 18 Desember 2000, en vir die tydperk wat op 30 Junie 2001 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

SCHEDULE

**SOUTH AFRICAN COTTON TEXTILE PROCESSING AND MANUFACTURING BARGAINING COUNCIL
MAIN COLLECTIVE AGREEMENT**

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

South African Cotton Textile Processing Employers' Association

and

Thread Manufacturing and Processing Employers' Association

(hereafter referred to as the "employers" or the "employers' organization), of the one part, and the

Southern African Clothing and Textile Workers' Union

(herein referred to as the "employees" or the "trade union"), of the other part, being parties to the South African Cotton Textile Processing and Manufacturing Bargaining Council, to amend the Agreement published under Government Notice No. R. 582 of 15 June 2000.

PART A: APPLICATION**1. SCOPE OF APPLICATION**

This Agreement applies to all employers and all employees who are members of the parties to this Agreement and who are engaged in the Cotton Textile Processing and Manufacturing Industry as defined in this Agreement.

2. PERIOD OF OPERATION

2.1 This Agreement comes into operation—

- (a) in respect of the parties to the Agreement, on the date of signature;
- (b) in respect of non-parties, 10 days after the date of publication in the *Gazette*.

2.2 The Agreement shall remain in force until 30 June 2001.

3. EXCEPTIONS

This Agreement does not apply to—

- 3.1 employees whose wages are not prescribed in Annexure A to this Agreement; and
- 3.2 non-parties in respect of the clause 2, and items 9 and 10 of Annexure A.

4. ANNEXURE A

Substitute the following for Annexure A:

WAGE SCHEDULE

From date of coming into operation of this Agreement until 30th June 2001."

1. WAGES (Clause 4)

1.1 Employees are to be paid the Council minimum wage, or their existing wage increased by 6,5%, whichever is the greater.

1.2 Council Minimum Wage

Grade		Hourly wage (R)
1	=	R 9,93
2	=	R10,12
3	=	R10,40
4	=	R10,84
5	=	R11,39

2. ANNUAL BONUS (Clause 7)

Where the employer is paying an annual bonus of less than three weeks' wages, the minimum bonus payment in December 2000 is to be increased by one-third of a week, with a minimum payment of two and one-third weeks.

3. ORDINARY HOURS OF WORK (Clause 12)

The maximum ordinary hours of work that an employer may require or permit an employee to work are 45 hours in a week.

4. ANNUAL LEAVE (Clause 18)

An employee is entitled to 15 working days' paid leave per annum, paid at the employee's basic wage.

Public holidays are to be paid in addition to annual leave.

5. MATERNITY LEAVE (Clause 20)

A female employee who is pregnant is entitled to six months' maternity leave, four months of which is to be paid at 33,2% of her basic wage. The remaining two months, if taken, are unpaid.

6. PROVIDENT FUND (Clause 22)

Every employer and every employee must contribute a minimum amount equivalent to 5,5% of the employee's basic wage to a registered retirement fund.

7. HIGH SHIFT ALLOWANCE (Clause 6)

- 7.1 A minimum night shift allowance of 5% of the basic hourly rate of pay must be paid to an employee engaged in work performed between the hours of 18:00 and 06:00.
- 7.2 Where an employer currently pays a more favourable shift allowance, that employer is permitted to adjust such allowance to ensure that, on aggregate, it is no less favourable than any current shift allowance and/or shift premium currently being paid.

8. COUNCIL LEVIES (Clause 31)

The Council levy in respect of each employee and each employer is 30c per week for each employee whose wages are determined by the Agreement.

9. SHOP STEWARDS

- (a) **LEAVE:** Each party shop steward in an establishment is entitled to five days' paid leave for the period of this Agreement.
- (b) **INFORMATION TECHNOLOGY:** Each party shop steward in an establishment is entitled to access to information technology. The costs related to the provision and installation of hardware, software and lines are the responsibility of the union. The employer must provide a suitable venue.
- Shop stewards are entitled to a once-off period of five days, to be trained to use this information technology. This training is to be accredited by the SETA, and form part of the employers' training plan.
- (c) **HIV/AIDS AWARENESS:** Each shop steward must be allocated a once-off, period of two days' paid leave to attend an HIV/Aids awareness training programme. This will form the basis of an HIV/Aids awareness and prevention training programme in the workplace.

10. FLEXIBLE WORK PRACTICES

The parties have agreed to negotiate at plant level in respect of flexible work practices, such as shift patterns and other plant level issues. Such negotiations must be conducted in good faith, and must not constitute dual bargaining. Flexible work practices negotiations at plant level will in no way prejudice the collective bargaining process."

Signed at Durban, for and on behalf of the parties, this 3rd day of July 2000.

A. KRIEL

SACTWU

Q. M. C. BAXTER

SACTPEA

N. NTSHANQASE

TMPEA

No. R. 1339

8 December 2000

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION OF FOOTWEAR SECTION 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 Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council of the Leather Industry of South Africa 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 18 December 2000 and for the period ending 30 June 2001.

M. M. S. MDLADLAND

Minister of Labour

UMNYANGO WEZOKUSEBENZA

No. R. 1339

8 December 2000

UMTHETHO WOBUDLELWANO KWEZEMISEBENZI, KA 1995

UMKHANDLU WOKUXOXISANA KUZWELONKE ZWIMBONI YEZIKHUMBA ENINGIZIMU AFRIKA: UKWELULWA KWESIVULMELWANO SIKAWONKEWONKE NESICHIBIYELAYO KWINGXENYE YOKUGQOKWA EZINYAWENI SELULELWA KUBALO ABANGESIWONA AMALUNGA

Mina, Membathisi Mphumzi Shepherd Mdladlana, uNgqongqoshe wezeMisebenzi, ngokwesigaba 32 (2) soMthetho wobuDlelwano kwezemi Sebenzi, ka 1995, (Labour Relations Act, 1995), ngiyamemezela ukuthi isivumelwano sikawonkewonke esiphinda ukumiswa nesichibiyelayo futhi esikhona kwiSheduli exhunyelwa lapha, esahlanganiswa

kuMkhandlu wokuXoxisana kuZwelonke kwiMboni yeziKhumba eNingizimu Afrika futhi esiyisibhop ngokwesigaba 31 somthetho weZokusebenza, ka 1995, kulawo maqembu ahangisa isivumelwano siyisibopho nakwabanye abaqashi nabaqashwa abakulowo mkhamkha weziboni, kusekela ngomhlaka 18 Disemba 2000 nangesikhathi sonke esiyophela mhla ziwu 30 Juni 2001.

M. M. S. MDLADLANA

Ungqongqoshe Wezemisebenzi

Gaphela: Amakhophi alesi sivumelwano esiZulu ayatholakala eMkhandlwini kaZwelonke wokuXoxisana ngamaHoic-weziMboni zesiKhumba eNingizimu Afrika uma usicela.

SCHEDULE

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

FOOTWEAR SECTION COLLECTIVE AGREEMENT

In accordance with the provisions of the Labour Relations Act, No. 66 of 1995, made and entered into by and between the

Southern African Footwear and Leather Industries Association

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

National Union of Leather and Allied Workers

] and [

Southern African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade unions")

of the other part,

being parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the Agreement published under Government Notice No. R. 1317 of 6 November 1998, R. 313 of 12 March 1999, R. 1094 of 17 September 1999, R. 1261 of 5 November 1999, and R. 821 of 25 August 2000.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Footwear Section of the Leather Industry—
 - (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 or employed in the said section of the industry;
 - (b) in the Republic of South Africa, as it existed prior to the promulgation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993).
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to all employees for whom wages are prescribed in the Annexures to this Agreement.
- (3) The terms of this Agreement shall not apply to non-parties in respect of clause 1 (1) (a), and 2.

2. DATE AND PERIOD OF OPERATION

This Agreement shall come into operation on such date as the Minister of Labour Extends the Agreement to non-parties, and shall remain in force for the period ending 30 June 2001.

3. CLAUSE 15: DISPUTE RESOLUTION

- (1) Substitute the following for subclause (16):

"(16) If the dispute is referred to arbitration, the Secretary must appoint an arbitrator from the Council's Panel of Arbitrators. Arbitrators serving on the Panel shall be appointed to arbitrate matters on a rotational basis, unless the parties to the dispute agree upon an arbitrator from the panel, with the next available arbitrator being appointed should any panel member(s) not be available in terms of such rotation."
- (2) Substitute the following for subclause (19):

"(19) Unless this Agreement provides otherwise, the Arbitrator must resolve the dispute through arbitration."

Signed by the parties at Port Elizabeth on this 13th day of July 2000.

D. J. F. LINDE

Member of the Council

M. PAULSEN

Member of the Council

W. VAN DER RHEEDE

Member of the Council

L. M. VAN LOGGERENBERG

General Secretary of the Council

No. R. 1340**8 December 2000****LABOUR RELATIONS ACT, 1995****NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION OF SICK BENEFIT 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 National Bargaining Council of the Leather Industry of South Africa 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 18 December 2000 and for the period ending 10 May 2005.

M. M. S. MDLADLANA**Minister of Labour****UMNYANGO WEZOKUSEBENZA****No. R. 1340****8 December 2000****UMTHETHO WOBUDLELWANO KWEZEMISEBENZI, KA 1995****IMBONI YEZIKHUMBA YASENINGIZIMU AFRIKA: UKWELULWA KWESIVULMELWANO SIKAWONKEWONKE SINEZELELA KWINGXENYE YESIKHWAMA SOKUKHOKHELA IZIGULI KULABO ABENGWONA AMALUNGU**

Mina, Membathisi Mphumzi Shepherd Mdladlana, uNgqongqoshe wezeMisebenzi, ngokwesigaba 32 (2) soMthetho wobuDlelwano kwezemi Sebenzi, ka 1995, (Labour Relations Act, 1995), ngiyamemezela ukuthi isivumelwano sikawonkewonke esiphinda ukumiswa nesichibiyelayo futhi esikhona kwiSheduli exhunyelwa lapha, esahlanganiswa kuMkhandlu wokuXoxisana kuZwelonke kwiMboni yezikhumba eNingizimu Afrika futhi esiyisibhop ngokwesigaba 31 somthetho weZokusebenza, ka 1995, kulawo maqembu ahlangisa isivumelwano siyisibopho nakwabanye abaqashi nabawashwa abakulowo mkhamkha wezibomi, kusekela ngomhlaka 18 Disemba 2000 nangesikhathi sonke esiyophela mhla ziwu 10 Meyi 2005.

M. M. S. MDLADLANA**Ungqongqoshe WezemiSebenzi**

Qaphela: Amakhophi alesi vumelwano esiZulu ayatholakala eMkhandlwini kaZwelonke wokuXoxisana ngama Holo weziMboni zezihumba eNingizimu Afrika uma usicela.

SCHEDULE**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA****SICK BENEFIT FUND COLLECTIVE AGREEMENT**

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

Southern African Footwear and Leather Industries Association (SAFLIA),

and

Association of South African Manufacturers of Luggage, Handbags and General Goods

and

South African Tanning Employers' Organisation

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

National Union of Leather and Allied Workers

and

Southern African Clothing and Textile Workers' Union

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

being the parties to the National Bargaining Council of the Leather Industry of South Africa, amend the Agreement published under Government Notice No. R. 1319 of 6 November 1998, as amended, extended and renewed by Government Notices Nos. R. 289 of 12 March 1999, R. 1018 of 27 August 1999, R. 1103 of 17 September 1999 and R. 422 of 28 April 2000.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Leather Industry—
- (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 or employed in the Leather Industry, respectively;
 - (b) in the Republic of South Africa, as it existed prior to the promulgation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993):

Provided that, on the operations set forth in paragraph (6) of the definition of "Leather Industry" as contained in clause 3 of this Agreement, it shall be observed only in the Magisterial Districts of Bellville including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, The Cape, Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding that portion of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982, respectively, fell within the Magisterial Districts of Inanda and Johannesburg;

Middelburg (Transvaal), Pretoria, Roodepoort and The Cape:

Provided further than on the operations set forth in paragraph (9) of the definition of "Leather Industry", it shall be observed in the Magisterial Districts of Bellville, (including those portions of the Magisterial Districts of Goodwood and Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville), Paarl, Oudtshoorn, Wellington, George, Uitenhage, Port Elizabeth, King Williamstown and Pietermaritzburg.

- (c) Notwithstanding the provisions of paragraph (a), the terms of this Agreement shall not apply to non-parties in respect of clauses 1 (1) (a) and 2.

2. DATE AND PERIOD OF OPERATION

This Agreement shall come into operation on such date as the Minister of Labour Extends the Agreement to non-parties, and shall remain in force for the period ending 10 May 2005.

3. CLAUSE 12: DISPUTE RESOLUTION

- (1) Substitute the following for subclause (16):

"(16) If the dispute is referred to arbitration, the Secretary must appoint an arbitrator from the Council's Panel of Arbitrators. Arbitrators serving on the Panel shall be appointed to arbitrate matters on a rotational basis, unless the parties to the dispute agree upon an arbitrator from the panel, with the next available arbitrator being appointed should any panel member(s) not be available in terms of such rotation."

- (2) Substitute the following for subclause (19):

"(19) Unless this Agreement provides otherwise, the Arbitrator must resolve the dispute through arbitration."

Signed by the parties at Port Elizabeth on this 13th day of July 2000.

D. J. F. LINDE

Member of the Council

M. PAULSEN

Member of the Council

W. VAN DER RHEEDE

Member of the Council

L. M. VAN LOGGERENBERG

General Secretary of the Council

No. R. 1341

8 December 2000

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION OF THE FOOTWEAR SECTION TECHNOLOGICAL 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 Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council of the Leather Industry of South Africa 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 18 December 2000 and for the period ending 10 May 2003.

M. M. S. MDLADLANA

Minister of Labour

UMNYANGO WEZEMISEBENZI**No. R. 1341****8 December 2000**

UMTHETHO WEZEMISEBENZI, KA 1995

IMBONI YEZIKHUMBA YASENINGIZIMU AFRIKA: UKWELUWA KWESIVUMELWANO SIKAWONKEWONKE SESIKHWAMA SOBUCIKO BOBUCHWEPHESHE SENGXENYE YEZINTO ZOKUGQOKA EZINYAWENI KULABO ABANGA ZIMBANDAKANYI

Mina, Membathisi Mphumzi Shepherd Mdladlana, uNgqongqoshe wezemisebenzi, ngokwesigaba 32 (2) soMthetho wobuDlelwano kwezemisebenzi, ka 1995, (Labour Relations Act, 1995), ngiyamemezela ukuthi iSivumelwano sika Wonkewonke esinezelelelwa kwiSheduli yeSingisi exhunyiwe lapha, esahlangiswa emkhandlwini kaZwelonke wokuXoxisana kaZwelonke wokuXoxisana ngamaHolo eziMbonini kaZwelonke wokuXoxisana kaZwelonke wokuXoxisana ngamaHolo eziMbonini zesiKhumba eNingizimu Afrika (National Bargaining Council of the Leather Industry of South Africa) futhi esiyisibhobo ngokwesigaba 31 soMthetho wobuDlelwano kwezemisebenzi, ka 1995, (Labour Relations Act, 1995) kulawo maqembu ahlanganiša isinezelelo sesivumelwano leso, siyababopha nabanye abaqashi nabaqashwa kulowo mkhakha wezibomi, kusekela ngomhlaka 18 Disemba 2000 nangesikhathi sonke esiyophela mhla ziwu 10 May 2003.

M. M. S. MDLADLANA**Minister of Labour**

Qaphela: Amakhophi alesi sivumelwano esiZulu ayatholakala eMkhandlwini kaZwelonke wokuXoxisana ngamaHoic weziMboni zesiKhumba eNingizimu Afrika uma usicela.

SCHEDULE**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA****FOOTWEAR SECTION: TECHNOLOGICAL FUND COLLECTIVE AGREEMENT**

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

Southern African Footwear and Leather Industries Association (SAFLIA)

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

National Union of Leather and Allied Workers

and

Southern African Clothing and Textile Workers' Union

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

being parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the Agreement published under Government Notice R. 1321 of 6 November 1998, as amended by Government Notice No. R. 1102 of 17 September 1999.

1. CLAUSE 1: SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed—

- (a) in the Republic of South Africa, as it existed prior to the promulgation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993);
- (b) by all employers who are members of the employers' organisations and who are engaged in the Footwear Section of the Leather Industry and by all employees who are members of the trade unions and who are employed in the Footwear Section of the Leather Industry.
- (c) The terms of this Agreement shall not apply to non-parties in respect of clauses 1 (b) and 2.

2. CLAUSE 2: DATE AND PERIOD OF OPERATION

This Agreement shall come into operation on such date as the Minister of Labour extends the Agreement to non-parties, and shall remain in force for the period ending 10 May 2003.

3. CLAUSE 6: DISPUTE RESOLUTION

- (1) Substitute the following for subclause (16):

"(16) If the dispute is referred to arbitration, the Secretary must appoint an arbitrator from the Council's Panel of Arbitrators. Arbitrators serving on the Panel shall be appointed to arbitrate matters on a rotational basis, unless the parties to the dispute agree upon an arbitrator from the panel, with the next available arbitrator being appointed should any panel member(s) not be available in terms of such rotation".

(2) Substitute the following for subclause (19):

"(19) Unless this Agreement provides otherwise, the Arbitrator must resolve the dispute through arbitration."

Signed at Port Elizabeth by the parties this 13th day of July 2000.

D. J. F. LINDE

Member of the Council

M. PAULSEN

Member of the Council

W. VAN DER RHEEDE

Member of the Council

L. M. VAN LOGGERENBERG

General Secretary of the Council

MINISTRY FOR SAFETY AND SECURITY MINISTERIE VIR VEILIGHEID EN SEKURITEIT

No. R. 1317

8 December 2000

SECURITY OFFICERS ACT, 1987 (ACT No. 92 OF 1987): EXEMPTION IN TERMS OF SECTION 10 (5) (a) OF THE ACT

By virtue of the power vested in the Minister for Safety and Security by section 10 (5) (a) of the Security Officers Act, 1987 (Act No. 92 of 1987), which power has been delegated to me in terms of section 36 of the Act, I, Jacobus Johannes Bothma, the Head: Central Firearms Register of the South African Police Service, hereby determine that the security officer listed below is exempted from the provisions of the Act as indicated with respect to his name:

Security Officer

Provisions of the Act

Mr M. D. Lamola

Id No. 430530 5432 089

All the provisions

Signed at Pretoria on this 15th day of November 2000.

J. J. BOTHMA

Director

The Head: Central Firearms Register: South African Police Service

No. R. 1317

8 Desember 2000

WET OP SEKURITEITSBEAMPTES, 1987 (WET No. 92 VAN 1987): VRYSTELLING INGEVOLGE ARTIKEL 10 (5) (a) VAN DIE WET

Kragtens die bevoegdheid verleen aan die Minister vir Veiligheid en Sekuriteit ingevolge artikel 10 (5) (a) van die Wet op Sekuriteitsbeamptes, 1987 (Wet No. 92 van 1987), welke bevoegdheid ingevolge artikel 36 van die Wet aan my gedelegeer is, bepaal ek, Jacobus Johannes Bothma, Die Hoof: Sentrale Vuurwapenregister van die Suid-Afrikaanse Polisie, hierby dat die ondervermelde sekuriteitsbeampte vrygestel word van die bepalings van die Wet soos teenoor sy naam aangedui:

Sekuriteitsbeampte

Bepalings van die Wet

Mr M. D. Lamola

Id No. 430530 5432 089

Al die bepalings

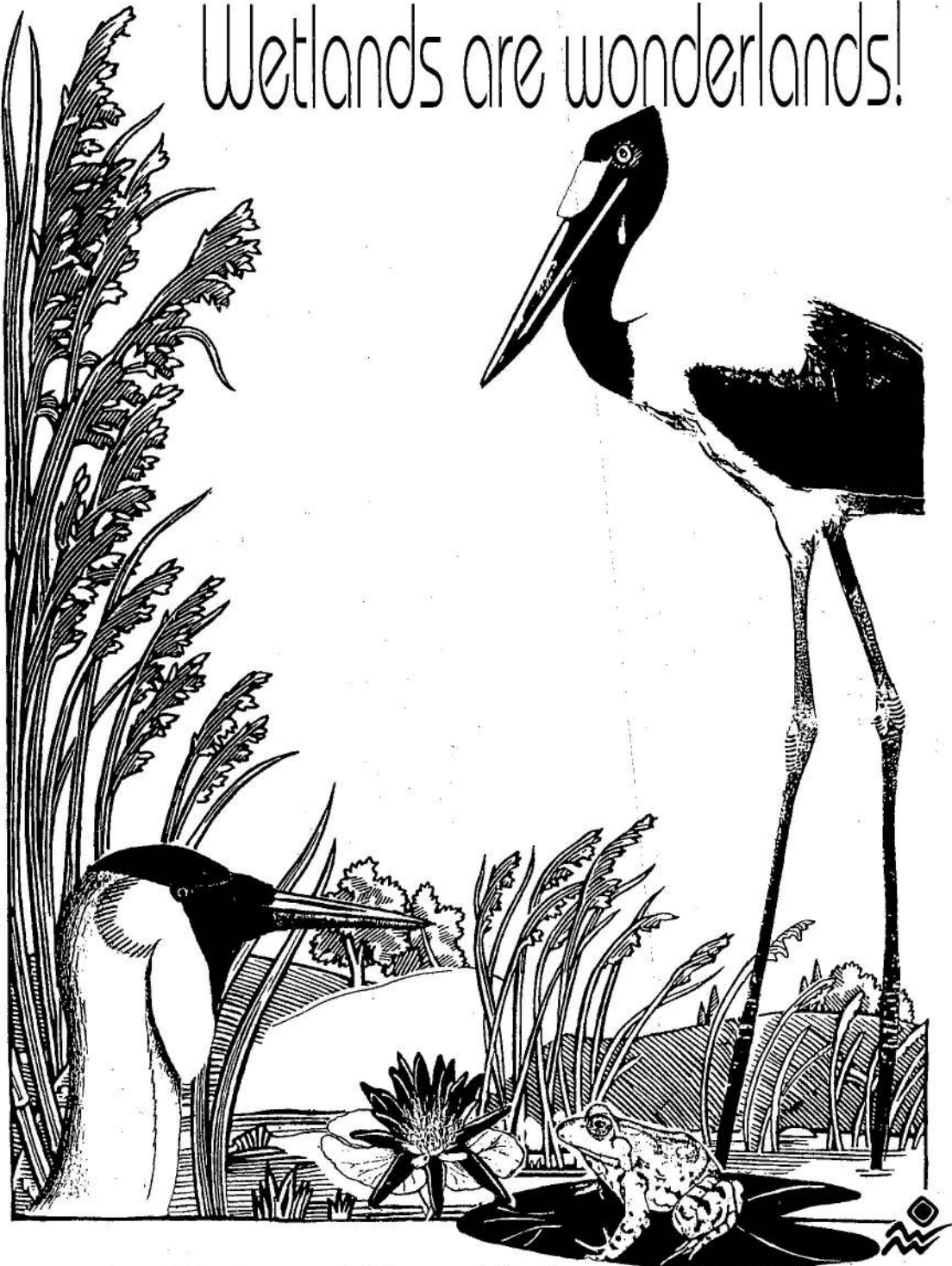
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J. J. BOTHMA

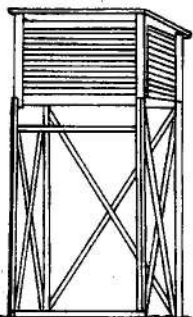
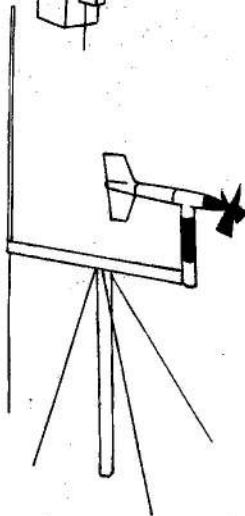
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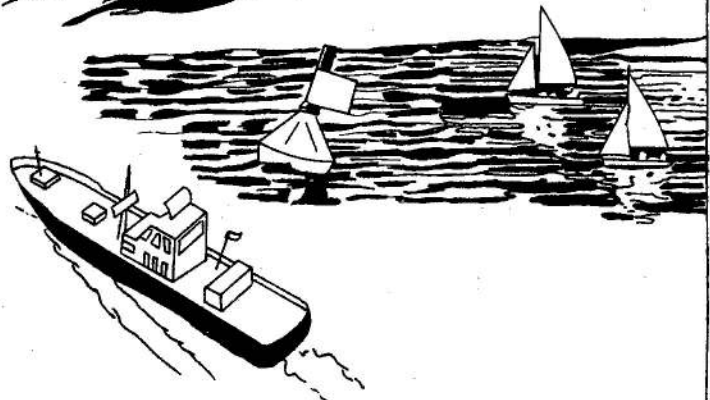
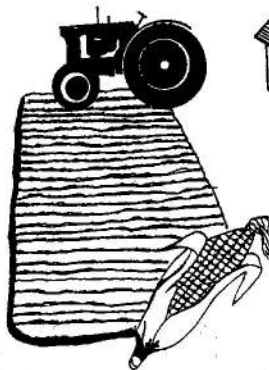
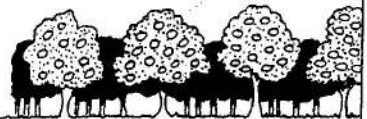
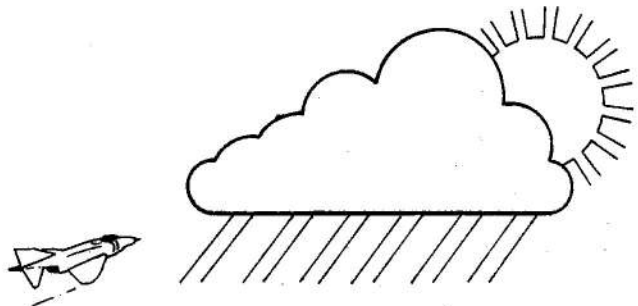
Wetlands are wonderlands!



Department of Environmental Affairs and Tourism

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