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GOVERNMENT NOTICES GOEWERMENSKENNISGEWINGS

DEPARTMENT OF HEALTH DEPARTEMENT VAN GESONDHEID

No. R. 1362**15 December 2000**

THE SOUTH AFRICAN DENTAL TECHNICIANS COUNCIL NOTICE REGARDING ANNUAL FEES PAYABLE TO THE COUNCIL

I, Mantombazana Edmie Tshabalala-Msimang, Minister of Health, hereby fix, in terms of section 49 of the Dental Technicians Act, 1979 (Act No. 19 of 1979), and on the recommendation of the South African Dental Technicians Council (hereinafter referred to as "the Council"), the fees set out in the Schedule as the fees to be paid to the Council by every dental technician.

M.E. TSHABALALA-MSIMANG**Minister of Health**

SCHEDULE

Annual fees payable by dental technicians

1. Any person who, in terms of section 18 of the Dental Technicians Act, 1979 (Act No. 19 of 1979)—
 - (a) is registered, shall pay to the council an amount of R363,00 as an annual fee for the period 1 January to 31 December of each year; or
 - (b) is registered during such period shall pay to the council an amount of R181,50 as an annual fee in respect of the unexpired portion of that year.

Liability

2. The annual fees referred to in—
 - (a) paragraph 1 (a) shall be due on 1 January of the year concerned and shall be payable not later than 31 January that year; and
 - (b) paragraph 1 (b) shall be due on the day of the registration concerned and shall be payable on or before the last day of the third month following that day, or on 31 December of that year, whichever date is the earlier.
3. (1) If a dental technician does not pay the annual fees referred to in paragraph 1 by the relevant date referred to in paragraph 2, the registrar shall send a reminder by registered post to such dental technician's address as entered in the register.
(2) If such dental technician does not pay the annual fees within three months after the date on which the reminder referred to in subparagraph (1) was sent to him or her, his or her name shall be removed from the register concerned in terms of section 24 (1) of the Act.
4. A dental technician referred to in paragraph 3 whose name has been removed from the register concerned, may be restored to such register in terms of section 24 (5) of the Act if such dental technician—
 - (a) within a period of six (6) months after the date his or her name was removed from the register concerned, pays the equivalent of two (2) times the annual fee referred to in paragraph 1(a), including any other outstanding fee(s);
 - (b) after a period of six months has expired after the date his or her name was removed from the register concerned, pays the equivalent of five (5) times the annual fee referred to in paragraph 1 (a), including any other outstanding fee(s).

Value-added tax

5. All fees referred to in the notice shall include 14% value-added tax.

Withdrawal

6. Government Notice No. R. 11 of 7 January 2000 is hereby withdrawn.

No. R. 1362**15 Desember 2000**

DIE SUID-AFRIKAANSE RAAD VIR TANDTEGNICI
KENNISGEWING BETREFFENDE DIE JAARLIKSE GELDE
BETAALBAAR AAN DIE RAAD

Ek, Mantombazana Edmie Tshabalala-Msimang, Minister van Gesondheid, het, kragtens artikel 49 van die Wet op Tandtegnici, 1979 (Wet No. 19 van 1979), en op aanbeveling van die Suid-Afrikaanse Raad vir Tandtegnici (hieronder "die Raad" genoem), die gelde in die Bylae uiteengesit, vasgestel as die gelde wat deur elke tandtegnikus aan die Raad betaal moet word.

M.E. TSHABALALA-MSIMANG**Minister van Gesondheid****BYLAE****Jaarlikse gelde betaalbaar deur tandtegnici**

1. Iemand wat kragtens artikel 18 van die Wet op Tandtegnici, 1979 (Wet No. 19 van 1979)—

- (a) geregistreer is, betaal aan die raad 'n bedrag van R363,00 as jaarlikse gelde vir die tydperk 1 Januarie tot 31 Desember van elke jaar; of
- (b) gedurende genoemde tydperk geregistreer word, betaal aan die raad 'n bedrag van R181,50 as jaarlikse gelde ten opsigte van die onverstreke gedeelte van daardie jaar.

Aanspreeklikheid

2. Die jaarlikse gelde bedoel in—

- (a) paragraaf 1 (a) is verskuldig op 1 Januarie van die betrokke jaar en is betaalbaar nie later nie as 31 Januarie van daardie jaar; en
- (b) paragraaf 1 (b) is verskuldig op die dag van die betrokke registrasie en is betaalbaar voor of op die laaste dag van die derde maand wat op daardie dag volg, of op 31 Desember van daardie jaar, welke datum ook al die vroegste is.

3. (1) Indien 'n tandtegnikus nie die jaarlikse geld in paragraaf 1 bedoel teen die datum in paragraaf 2 bedoel betaal nie, moet die registrateur 'n aanmaning per aangetekende pos aan sodanige tandtegnikus by sy of haar adres wat in die register aangeteken is, stuur.

(2) Indien sodanige tandtegnikus nie die jaarlikse geld binne drie maande na die datum waarop die aanmaning bedoel in subparagraaf (1) aan hom of haar gestuur is, betaal nie, moet sy of haar naam van die betrokke register geskrap word ingevolge artikel 24 (1) van die Wet.

4. 'n Tandtegnikus in paragraaf 3 bedoel, wie se naam geskrap is van die betrokke register, kan kragtens artikel 24 (5) van die Wet op sodanige register teruggeplaas word indien sodanige tandtegnikus—

- (a) binne 'n periode van ses (6) maande na die datum waarop sy of haar naam uit die betrokke register geskrap is, die ekwivalent van twee (2) keer die jaarlikse geld in regulasie 1(a) bedoel, insluitend enige ander uitstaande gelde, betaal.
- (b) nadat 'n periode van ses (6) maande verstryk het na die datum waarop sy of haar naam uit die betrokke register geskrap is, die ekwivalent van vyf (5) keer die jaarlikse geld in regulasie 1(a) bedoel, insluitend enige ander uitstaande gelde.

Belasting op toegevoegde waarde

5. Alle gelde in hierdie kennisgewing bedoel, sluit 14% belasting op toegevoegde waarde in.

Herroeping

6. Goewermentskennisgewing No. R. 11 van 7 Januarie 2000 word hierby herroep.

No. R. 1363**15 Desember 2000**

THE SOUTH AFRICAN DENTAL TECHNICIANS COUNCIL
REGULATIONS RELATING TO THE REGISTRATION OF DENTAL LABORATORIES
AND RELATED MATTERS: AMENDMENT

The Minister of Health has, in terms of section 50 of the Dental Technicians Act, 1979 (Act No. 19 of 1979), on the recommendation of the South African Dental Technicians Council, made the regulations contained in the Schedule hereto.

SCHEDULE**Definition**

1. In this Schedule "the Regulations" means the regulations published under Government Notice No. R. 308 of 26 February 1982, as amended by Government Notices Nos. R. 1808 of 27 August 1982, R. 196 of 4 February 1983, R. 284

of 15 Februarie 1985, R. 854 of 9 Mei 1986, R. 668 of 3 April 1987, R. 2440 of 2 Desember 1988, R. 2914 of 14 Desember 1990, R. 3156 of 27 Desember 1991, R. 107 of 22 Januarie 1993, R. 434 of 11 Maart 1994, R. 194 of 10 Februarie 1995, R. 134 of 2 Februarie 1996, R. 14 of 3 Januarie 1997, R. 1717 of 19 Desember 1997, R. 1685 of 24 Desember 1998, R. 8 of 7 Januarie 2000.

Substitution of regulation 11 of the Regulations

2. The following regulation is hereby substituted for regulation 11 of the Regulations:

"REGISTRATION FEES

11. (1) The registration fees for the registration of a dental laboratory under section 30 of the Act shall be R3 300,00: Provided that if the ownership of a dental laboratory was transferred in terms of section 30 (6) of the Act, the registration fee payable for such a dental laboratory by the new owner shall be R2 200,00.
- (2) The registration fee for a dental laboratory which is moved by the owner(s) to new premises shall be R660,00: Provided that if the moving of such laboratory is due to factors beyond the control of the owner(s), such owner(s) shall only pay a registration fee of R330,00.
- (3) The registration fees referred to in subregulations (1) and (2) shall include 14% value added tax."

Substitution of regulation 12 of the Regulations

3. The following regulation is hereby substituted for regulation 12 of the Regulations:

"ANNUAL FEES

12. (1) Every owner/partner of a dental laboratory shall pay to the Council an amount of R1 452,00 as an annual fee for the period 1 January to 31 December of each year or part thereof.
- (2) The amount referred to in subregulation (1) shall be due on 1 January of the year concerned and shall be payable not later than 31 January of that year.
- (3) The amount referred to in subregulation (1) shall include 14% value added tax.

M. E. TSHABALALA-MSIMANE

Minister of Health

Date: 5 December 2000

No. R. 1363

15 Desember 2000

DIE SUID-AFRIKAANSE RAAD VIR TANDTEGNICI

REGULASIES BETREFFENDE DIE REGISTRASIE VAN LABORATORIUMS VIR TANDKUNDIGE WERK EN AANVERWANTE AANGELEENTHEDE: WYSIGING

Die Minister van Gesondheid het, kragtens artikel 50 van die Wet op Tandtegnici, 1979 (Wet No. 19 van 1979), op aanbeveling van die Suid-Afrikaanse Raad vir Tandtegnici, die regulasies in die Bylae uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 308 van 26 Februarie 1982, soos gewysig by Goewermentskennisgewings Nos. R. 1808 van 27 Augustus 1982, R. 196 van 4 Februarie 1983, R. 284 van 15 Februarie 1985, R. 854 van 9 Mei 1986, R. 668 van 3 April 1987, R. 2440 van 2 Desember 1988, R. 2914 van 14 Desember 1990, R. 3156 van 27 Desember 1991, R. 107 van 22 Januarie 1993, R. 434 van 11 Maart 1994, R. 194 van 10 Februarie 1995, R. 134 van 2 Februarie 1996, R. 14 van 3 Januarie 1997, R. 1717 van 19 Desember 1997, R. 1685 van 24 Desember 1998 en R. 8 van 7 Januarie 2000.

Vervanging van regulasie 11 van die Regulasies

2. Regulasie 11 van die Regulasies word hierby deur die volgende regulasie vervang:

"REGISTRASIEGELDE

11. (1) Die registrasiegelde vir die registrasie van 'n laboratorium vir tandkundige werk ingevolge artikel 30 van die Wet is R3 300,00: Met dien verstande dat indien die eiendomsreg van 'n laboratorium vir tandkundige werk oorgedra is ingevolge artikel 30 (6) van die Wet, die registrasiegelde betaalbaar deur die nuwe eienaar vir sodanige laboratorium vir tandkundige werk R2 200,00 is.
- (2) Die registrasiegelde vir 'n laboratorium vir tandkundige werk wat deur die eienaar(s) verskuif is na 'n nuwe perseel is R660,00: Met dien verstande dat indien die verskuiwing van sodanige laboratorium te wyte is aan faktore buite die beheer van die eienaar(s), moet sodanige eienaar(s) slegs registrasiegelde van R330,00 betaal.
- (3) Die registrasiegelde in subregulasies (1) en (2) bedoel, sluit 14% belasting op toegevoegde waarde in."

Vervanging van regulasie 12 van die Regulasies

3. Regulasie 12 van die Regulasies word hierby deur die volgende regulasie vervang:

"JAARLIKSE GELDE

12. (1) Elke eienaar/vennoot van 'n laboratorium vir tandkundige werk betaal aan die raad 'n bedrag van R1 452,00 as jaarlikse gelde vir die tydperk van 1 Januarie tot 31 Desember van elke jaar of 'n gedeelte daarvan.
- (2) Die bedrag in subregulasie (1) bedoel, is verskuld op 1 Januarie van die betrokke jaar en is betaalbaar nie later nie as 31 Januarie van daardie jaar.
- (3) Die bedrag in subregulasie (1) bedoel, sluit 14% belasting op toegevoegde waarde in.

M. E. TSHABALALA-MSIMANE

Minister van Gesondheid

Datum: 5 Desember 2000

**SOUTH AFRICAN REVENUE SERVICE
SUID-AFRIKAANSE INKOMSTEDIENS**

No. R. 1345

15 December 2000

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/1070)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

M. MPAHLWA

Deputy Minister of Finance

SCHEDULE

Head- ing	Subheading	C D	Article Description	Statistical Unit	Rate of Duty		
					General	EU	SADC
93.01, 93.02, 93.03, 93.04, 93.05, 93.06 and 93.07			By the substitution for headings Nos. 93.01, 93.02, 93.03, 93.04 93.05, 93.06 and 93.07 of the following:				
93.01	9301.00	3	Military weapons (excluding revolvers, pistols and the arms of heading No. 93.07)	u	15%	15%	free
93.02	9302.00	7	Revolvers and pistols (excluding those of heading No. 93.03 or 93.04)	u	15%	15%	free
93.03			Other firearms and similar devices which operate by the firing of an explosive charge (for example, sporting shotguns and rifles, muzzle-loading firearms, very pistols and other devices designed to project only signal flares, pistols and revolvers for firing blank ammunition, captive-bolt humane killers, line-throwing guns):				
	9303.10	5	- Muzzle-loading firearms	u	15%	15%	free
	9303.20	2	- Other sporting, hunting or target- shooting shotguns, including combination shotgun-rifles	u	15%	15%	free
	9303.30	4	- Other sporting, hunting or target- shooting rifles	u	15%	15%	free

Head= ing	Subheading	C D	Article Description	Statistical Unit	Rate of Duty		
					General	EU	SADC
93.04	9303.90		- Other:				
	.25	7	-- Captive-bolt humane killers or tunnors and line-throwing guns; anti-hail devices	u	free	free	free
	.90	7	-- Other	u	15%	15%	free
	9304.00		Other arms (for example, spring, air or gas guns and pistols, truncheons) (excluding those of heading No. 93.07):				
	.10	1	- Gas-powered guns or pistols, designed to project a missile suitable for the injection of animals	u	free	free	free
93.05	.20	9	- Other spring, air or gas guns or pistols	u	free	free	free
	.90	0	- Other	u	15%	15%	free
			Parts and accessories of articles of headings Nos. 93.01 to 93.04:				
	9305.10	2	- Of revolvers or pistols	kg	15%	15%	free
	9305.2		- Of shotguns or rifles of heading No. 93.03:				
93.06	9305.21	3	-- Shotgun barrels	kg	15%	15%	free
	9305.29	4	-- Other	kg	15%	15%	free
	9305.90		- Other:				
	.10	6	-- Parts of spring, air or gas guns and pistols	kg	free	free	free
	.90	4	-- Other	kg	15%	15%	free
93.06			Bombs, grenades, torpedoes, mines, missiles, and similar munitions of war and parts thereof; cartridges and other ammunition and projectiles and parts thereof, including shot and cartridge wads:				

Heading	Subheading	C D	Article Description	Statistical Unit	Rate of Duty		
					General	EU	SADC
	9306.10		- Cartridges for riveting or similar tools or for captive-bolt humane killers and parts thereof:				
	.10	3	-- Cartridges not exceeding 6,35 mm caliber, rimfire type, for riveting tools, and parts thereof	kg	free	free	free
	.20	5	-- Cartridges for captive-bolt humane killers or stunners, and parts thereof	kg	free	free	free
	.90	1	-- Other	kg	15%	15%	free
	9306.2		- Shotgun cartridges and parts thereof; air gun pellets:				
	9306.21	7	-- Cartridges	kg	30%	30%	24%
	9306.29		-- Other:				
	.10	5	--- Parts of cartridges	kg	30%	30%	24%
	.90	3	--- Other	kg	20%	20%	13%
	9306.30	5	- Other cartridges and parts thereof	kg	15%	15%	free
	9306.90	2	- Other	kg	15%	15%	free
93.07	9307.00	5	Swords, cutlasses, bayonets, lances and similar arms and parts thereof and scabbards and sheaths therefor	kg	15%	15%	free"

No. R. 1345

15 Desember 2000

DOEANE EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/1070)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.

M. MPAHLWA

Adjunkminister van Finansies

BYLAE

Pos	Subpos	T S	Artikel Beskrywing	Statis= tiese Eenheid	Skaal van Reg		
					Algemeen	EU	SAOG
93.01, 93.02, 93.03, 93.04, 93.05, 93.06 en 93.07			Deur poste Nos. 93.01, 93.02, 93.03, 93.04, 93.05, 93.06 en 93.07 deur die volgende te vervang:				
93.01	9301.00	3	Militêre wapens (uitgesonderd rewolwers, pistole en die wapens van pos No. 93.07)	u	15%	15%	vry
93.02	9302.00	7	Rewolwers en pistole (uitgesonderd dié van pos No. 93.03 of 93.04)	u	15%	15%	vry
93.03			Ander vuurwapens en dergelike toestelle wat werk deur die ontsteking van 'n ontplofbare lading (byvoorbeeld, sporthaelgewere en -gewere, voorlaai-vuurwapens, verypistole en ander toestelle ontwerp om slegs seinfakkels te werp, pistole en rewolwers wat loskruitammunisie afvuur, pynlose skuifboudoders, lynwerpgewere):				
	9303.10	5	- Voorlaaiers	u	15%	15%	vry
	9303.20	2	- Ander sport-, jag- of skyfskiethaelgewere, met inbegrip van gekombineerde haelgewere en gewere	u	15%	15%	vry
	9303.30	4	- Ander sport-, jag- of skyfskietgewere	u	15%	15%	vry

Pos	Subpos	T S	Artikel Beskrywing	Statis= tiese Eenheid	Skaal van Reg		
					Algemeen	EU	SAOG
	9303.90		- Ander:				
	.25	7	-- Pynlose skuifboutdoders of be= dwelmers en lynwerpgewere; hael= voorkomingstoestelle	u	vry	vry	vry
	.90	7	-- Ander	u	15%	15%	vry
93.04	9304.00		Ander wapens (byvoorbeeld, veer-, lug- of gasgewere en -pistole, knuppels) (uitgesonderd dié van pos No. 93.07):				
	.10	1	- Gasaangedrewe gewere of pistole, ontwerp om 'n missiel wat geskik is vir die inspuit van diere, te werp	u	vry	vry	vry
	.20	9	- Ander veer-, lug of gasgewere of - pistole	u	vry	vry	vry
	.90	0	- Ander	u	15%	15%	vry
93.05			Onderdele en bybehoorsels van artikels van poste Nos. 93.01 tot 93.04:				
	9305.10	2	- Van rewolwers of pistole	kg	15%	15%	vry
	93.05.2		- Van haelgewere of gewere van pos No. 93.03:				
	9305.21	3	-- Haelgeweerlope	kg	15%	15%	vry
	9305.29	4	-- Ander	kg	15%	15%	vry
	9305.90		- Ander:				
	.10	6	-- Onderdele van veer-, lug of gasgewere en -pistole	kg	vry	vry	vry
	.90	4	-- Ander	kg	15%	15%	vry
93.06			Bomme, granate, torpedo's, myne, missiele en dergelike krygstuig en onderdele daarvan; patrone en ander ammunisie en projektile en onderdele daarvan, met inbegrip van hael en patroonpluisies:				

Pos	Subpos	T S	Artikel Beskrywing	Statis- tiese Eenheid	Skaal van Reg		
					Algemeen	EU	SAOG
	9306.10		- Patrone vir klinknaelgereedskap of vir pynlose skuifboutdoders en onderdele daarvan:				
	.10	3	-- Patrone van hoogstens 6,35 mm kaliber, randontstekingstipe, vir klinknaelgereedskap, en onderdele daarvan	kg	vry	vry	vry
	.20	5	-- Patrone vir pynlose skuifboutdoders, en onderdele daarvan	kg	vry	vry	vry
	.90	1	-- Ander	kg	15%	15%	vry
	9306.2		- Haelgeweerpatrone en onderdele daarvan; windbukskoeltjies:				
	9306.21	7	-- Patrone	kg	30%	30%	24%
	9306.29		-- Ander:				
	.10	5	--- Onderdele vir patrone	kg	30%	30%	24%
	.90	3	--- Ander	kg	20%	20%	13%
	9306.30	5	- Ander patrone en onderdele daarvan	kg	15%	15%	vry
	9306.90	2	- Ander	kg	15%	15%	vry
93.07	9307.00	5	Swaarde, kortelasse, bajonette, lanse en dergelike wapens en onderdele daarvan en skeie en skedes daarvoor	kg	15%"	15%	vry"

No. R. 1346

15 December 2000

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 3 (No. 3/483)

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 3 to the said Act is hereby amended, with retrospective effect to 1 July 1999, to the extent set out in the Schedule hereto.

M. MPAHLWA

Deputy Minister of Finance

I	II				III	
Rebate Item	Tariff Heading	Rebate Code	C D	Description	Extent of Rebate	Annotations
316.01	"7604.21	01.06	62	By the substitution for tariff heading No. 7604.21 of the following: Hollow profiles, of aluminium alloys, of an inside diameter exceeding 12,5 mm and containing, by mass, not more than – 6 per cent of copper; or 6 per cent of magnesium; or 2 per cent of silicon; or 8,5 per cent of zinc; or 2 per cent of manganese; or 2 per cent of lead; or 4 per cent of titanium; or 0,5 per cent of boron, for the manufacture of condensers and evaporators for motor vehicle air conditioner equipment, in such quantities as the Director-General: Trade and Industry may allow by specific permit after he has been satisfied that the quality of such locally manufactured hollow profiles of aluminium alloys is not acceptable to the motor industry	Full duty"	

I	II				III	
Rebate Item	Tariff Heading	Rebate Code	C D	Description	Extent of Rebate	Annotations
	"7608.20	01.06	69	By the substitution for tariff heading No. 7608.20 of the following: Tubes and pipes, of aluminium alloys, of an inside diameter exceeding 12,5 mm and containing, by mass, not more than – 6 per cent of copper; or 6 per cent of magnesium; or 2 per cent of silicon; or 8,5 per cent of zinc; or 2 per cent of manganese; or 2 per cent of lead; or 4 per cent of titanium; or 0,5 per cent of boron, for the manufacture of condensers and evaporators for motor vehicle air conditioner equipment, in such quantities as the Director-General: Trade and Industry may allow by specific permit after he has been satisfied that the quality of such locally manufactured hollow profiles of aluminium alloys is not acceptable to the motor industry	Full duty"	

No. R. 1346

15 Desember 2000

DOEANE EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 3 (No. 3/483)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 3 by genoemde Wet hiermee gewysig, met terugwerkende krag tot 1 Julie 1999, in die mate in die Bylae hierby aangetoon.

M. MPAHLWA

Adjunkminister van Finansies

BYLAE

I				II		III	
Korting= item	Tarief= pos	Korting= kode	C D	Beskrywing		Mate van Korting	Annota= sies
316.01	"7604.21	01.06	62	Deur tariefpos No. 7604.21 deur die volgende te vervang: Hol profiele, van aluminiumlegerings, met 'n binnedeursnee van minstens 12,5 mm en wat, volgens massa, hoogstens – 6 persent koper; of 6 persent magnesium; of 2 persent silikon; of 8,5 persent sink; of 2 persent mangaan; of 2 persent lood; of 4 persent titaan; of 0,5 persent boor bevat, vir die vervaardiging van kondensators en verdampers vir motorvoertuiglug= versorgingstoerusting, in die hoeveel= hede wat die Direkteur-generaal: Handel en Nywerheid by bepaalde permit toelaat nadat hy tevrede gestel is dat die kwaliteit van sodanige plaaslik vervaardigde hol profiele, van aluminiumlegerings, nie aanvaarbaar is vir die motornywerheid nie		Volle reg"	

I	II				III	
Korting= item	Tarief= pos	Korting= kode	C D	Beskrywing	Mate van Korting	Annota= sies
	"7608.20	01.06	69	Deur tariefpos No. 7608.20 deur die volgende te vervang: Buise en pype, van aluminiumlegerings, met 'n binnedeursnee van minstens 12,5 mm en wat, volgens massa, hoogstens — 6 persent koper; of 6 persent magnesium; of 2 persent silikon; of 8,5 persent sink; of 2 persent mangaan; of 2 persent lood; of 4 persent titaan; of 0,5 persent boor bevat, vir die vervaardiging van kondensators en verdampers vir motorvoertuiglug= versorgingstoerusting, in die hoeveel= hede wat die Direkteur-generaal: Handel en Nywerheid by bepaalde permit toelaat nadat hy tevrede gestel is dat die kwaliteit van sodanige plaaslik vervaardigde hol profiele, van aluminiumlegerings, nie aanvaarbaar is vir die motornywerheid nie	Volle reg"	

**DEPARTMENT OF WELFARE
DEPARTEMENT VAN WELSYN**

No. R. 1361

15 December 2000

REGULATIONS UNDER AGED PERSONS AMENDMENT ACT, 1998

The national Minister for Welfare and Population Development has, under section 9 of the Aged Persons Amendment Act, 1998 (Act No. 100 of 1998) and after consultation with every competent authority referred to in the definition of "Minister" in section 1 of the Aged Persons Act, 1967 (Act No. 81 of 1967), made the regulations in the Schedule.

SCHEDULE**Definitions**

1. In these regulations any word or expression to which a meaning has been assigned in the Act shall have that meaning and unless the context otherwise indicates-

"management committee" means a management committee contemplated in section 3B of the Act;

"ombudsperson" means a person who investigates complaints and monitors the outcome of investigations regarding residents and monitors their well-being;

"organisation" means an organisation which owns a home for the aged;

"principal Act" means the Aged Persons Act, 1967 (Act No. 81 of 1967);

"resident" means an aged person and a debilitated person as defined in section 1 of the principal Act ;

"the Act" means the Aged Persons Amendment Act, 1998.

Conditions of use of subsidy paid in terms of section 2 of the principal Act

2. (1) A subsidy paid in terms of section 2 of the principal Act may only be used on condition that-

- (a) it be used for the care of residents of a home for the aged or any other place, as contemplated in section 4(1)(a) of the principal Act, and who meet the requirements as determined by the Minister in the *Gazette* from time to time;
- (b) the manager allows an official of the State, designated by the Director-General thereto in writing, to inspect a home for the aged at any time and provide that official with all documentation and information which may be required by that official;
- (c) the manager or the management committee immediately reports any financial irregularities or abuse to the South African Police Service or the designated official referred to in paragraph (b); and
- (d) the management committee complies with the accounting procedures set out in subregulation (2).

(2) Despite any other law, a management committee or, in the case where a registered home for the aged is owned by an organisation, the organisation, must-

- (a) keep proper books and records in relation to receipts and payments;
- (b) prepare a report of all the activities of the management committee or organisation, as the case may be, including financial statements, in respect of each financial year;
- (c) annually, within nine months after the end of each financial year,

submit the report and financial statements referred to in paragraph (b) to the Director-General of the National Department.

(3) In subregulation (2) "financial year" means-

(a) the period from the date on which the management committee is appointed for the first time to the last day of March in the following year; and

(b) each period of 12 months thereafter ending on the last day of March.

(4) The financial statements must comply with generally accepted accounting principles and any other directions that may be given by the Minister or the Minister of Finance as to the information to be contained in such statements, the manner in which such information is to be presented or the methods and principles according to which such statements are to be prepared.

(5) The management committee or organisation, as the case may be, must preserve the documents referred to in subregulation (2), as well as all supporting vouchers and receipts, whether original or reproduced, for a period of five years.

Management committee

3. (1) The management committee or organisation, as the case may be, must within 60 days from the coming into operation of these regulations, in not less than two newspapers circulating in the area where a home for the aged is situated, invite members of the community to nominate persons to serve on the management committee.

(2) The management committee or organisation, as the case may be, must consider those nominations and appoint suitable persons to the management committee, which must consist of-

(a) a minimum of five and a maximum of nine persons representing the local community in general of which one will serve as an

ombudsperson: Provided that such representation must have regard to the demographic composition of the population, gender and race equity and a fair geographic spread;

- (b) the manager of the home for the aged representing the staff;
- (c) where the home for the aged is owned by an organisation, a representative designated by that organisation; and
- (d) a representative of the residents of the home for the aged elected or designated by the majority of the residents.

(3) A member of the management committee, except the manager, holds office for a period specified in the letter of appointment but not exceeding three years and may be reappointed upon expiry of that term of office: Provided that such member does not hold the same office for two consecutive terms.

(4) At the expiration of the management committee's term of office, the provisions of regulation 3(1) and (2) apply with the necessary changes.

(5) If a member dies or vacates office, the management committee or organisation, as the case may be, may appoint another suitable person as member and that person serves for the unexpired portion of the predecessor's term of office.

(6) Members of the management committee, excluding the manager, only receive reimbursement for travel and subsistence expenditure on pre-approved official business for the home for the aged or organisation, as the case may be.

(7) No member of the management committee may use any of the assets, resources or staff of a home for the aged for personal purposes.

(8) Before a member is appointed to the management committee, he or she must in writing indicate whether he or she has, directly or indirectly, any financial or other interest in the relevant home for the aged or organisation, as the case may be.

(9) A person is disqualified from being a member of a management committee if he or she is-

- (a) not a South African citizen;
- (b) declared insolvent;
- (c) convicted of an offence and sentenced to imprisonment without the option of a fine;
- (d) convicted of any offence of which dishonesty or violence is an element;
- (e) a relative of a member of the staff of the home for the aged; or
- (f) in contravention of subregulation 3(8).

Vacation of members of management committee

4. (1) The management committee may at any time, by resolution, discharge a member of the management committee -

- (a) if the member has repeatedly failed to perform his or her functions efficiently;
- (b) if, because of any physical or mental illness or disability, a member has become incapable of performing his or her functions or performing them efficiently; or
- (c) for misconduct.

(2) A member of the management committee vacates office when-

- (a) he or she is disqualified in terms of regulation 3(9) ;
- (b) he or she is discharged in terms of subregulation (1);
- (c) he or she is absent from three consecutive meetings of the management committee without the chairperson's permission, unless the management committee has condoned the absence

on good reasons advanced by the member; or

- (d) the member's resignation takes effect.

Meetings of management committee

5. (1) The first meeting of the management committee is held at the time and place determined by the manager, at which meeting a chairperson and a vice-chairperson must be appointed by all the members present. Thereafter meetings will be held monthly at such times and places as the management committee determines.

(2) The chairperson may at any time call a special meeting of the management committee to be held at the time and place determined by him or her.

(3) All members must be notified in writing of every meeting of the management committee.

(4) A majority of the members forms a quorum at any meeting of the management committee.

(5) Subject to subregulation (4), a decision of the majority of the members present at a meeting of the management committee constitutes a decision of the management committee and, in the event of an equality of votes on any matter, the person chairing the relevant meeting has a casting vote in addition to a deliberative vote.

(6) No decision taken by the management committee or an act performed under its authority, is invalid merely by reason of-

- (a) a vacancy on the management committee; or
- (b) the fact that any person not entitled to do so, sat as a member of the management committee at the time that decision was taken if that decision was taken or that act was authorised by the required majority of members present at the meeting who were entitled to sit as members.

(7) If the chairperson is for any reason unable to act, the management committee must designate any other member to act as chairperson.

Minutes of management committee's meetings

6. (1) A management committee must cause minutes of its meetings to be kept and copies of the minutes to be circulated to its members.

(2) Such minutes, when signed at a next meeting by the person who chairs that meeting, are, in the absence of proof of error therein, regarded as a true and correct record of the proceedings and are *prima facie* evidence of those proceedings before a court of law, any tribunal or a commission of enquiry.

Delegation and assignment by management committee

7. (1) Subject to subregulations (2), (3), (4) and (5), a management committee may, by resolution, delegate any power, and assign any duty, conferred or imposed on it by these regulations or the Act, to a member of that committee.

(2) A management committee is not divested of any power or relieved of any function it so delegated or assigned.

(3) Such delegation or assignment-

(a) may be made subject to conditions determined by the management committee; and

(b) must be communicated to the delegatee or assignee in writing.

(4) The written communication in terms of subregulation (3)(b) must contain full particulars of the matters delegated or assigned.

(5) A management committee may, by resolution-

(a) amend or revoke a delegation or assignment made in terms of subregulation (1);

- (b) withdraw any decision, other than a decision which confers a right on any third party, made by the delegatee or assignee with regard to a delegated or assigned matter, and decide the matter itself.

Admission of persons to homes for the aged

8. Any person who wishes to be admitted to a home for the aged must in writing apply to the manager of that home for admission.

Warrant for removal of aged and debilitated persons

9. The warrant referred to in section 6A(2) of the Act must substantially correspond with Form 1 to these Regulations.

National register on abuse of aged and debilitated persons

10. (1) The national Minister shall cause to be kept a National register on the abuse of aged and debilitated persons for the sole purpose of protecting such persons as provided for in this regulation in which the following must be entered:

- (a) Identifying details of the person concerned;
- (b) particulars of the nearest family members;
- (c) the nature and extent of the abuse of the person concerned;
- (d) identifying details and address of the convicted perpetrator;
- (e) details of the relationship between the person concerned and the perpetrator;
- (f) details of the court, case number, conviction and sentence in respect of such perpetrator; and
- (g) details of homes for the aged or any other place contemplated in section 4(1)(a) of the Act where the perpetrator was employed.

(2) For the purposes of subregulation (1), the management committee must in the form of Form 2 to these regulations, inform the Director-General of the National Department of any conviction resulting from the abuse of an aged and debilitated person.

(3) The national Minister may, subject to the conditions he or she determines generally or in a particular case, approve that the register may be examined or inspected for official and *bona fide* research purposes such as the following:

- (a) Collecting of information on the occurrence, distribution and prevalence of cases of abuse;
- (b) collecting of information on cases of abuse and of the various interventions made in such cases; and
- (c) collecting of information for employment and registration purposes.

(4) The national Minister may, subject to the conditions he or she determines generally or in a particular case, disclose information contained in the register to a person with the sole purpose of serving the interest, safety and welfare of aged and debilitated persons.

(5) No person shall be liable in respect of any information provided for entry in the register and given in good faith in accordance with these regulations.

Minimum service standards

11. Every home for the aged must comply with the minimum service standards as the Minister may from time to time determine by notice in the *Gazette*.

Measures to prevent and combat abuse of residents

12. (1) No person shall in any manner restrain or administer drugs to a resident in order to restrain the resident, unless it is required to treat a medical condition or to ensure the safety of the resident, other residents or staff members.

(2) A resident may only be restrained with the consent of a registered medical practitioner.

(3) The management committee must keep a register in the form of Form 3 to these regulations in which full details of the restraining of any resident must immediately be recorded.

(4) The register referred to in subregulation (3) must be submitted to the management committee at each of its meetings.

(5) When a resident is restrained, the manager must within 24 hours or as soon as possible inform the relatives of that resident of that fact.

(6) Any complaints from staff, residents or their representatives, must be reported to the manager or the ombudsperson and must be recorded in a Complaints Register and dealt with immediately by either the manager or the ombudsperson. The management committee must be informed of all complaints and the outcome thereof at each of their committee meetings.

(7) Where grievances, complaints and abuse are discussed during a management committee meeting, the discussion and outcome of the investigation must be noted in the official minutes, which shall be treated as confidential.

Form and content of service level agreement between resident and management committee

13. A service level agreement entered into between a resident and a management committee must contain the following information:

(a) Accommodation:

(i) Date of occupation;

(ii) type of accommodation.

(b) Services:

- (i) Board and lodging which includes at least three nutritionally balanced meals per day, taking into account the health status of the resident;**
- (ii) nursing and medical care;**
- (iii) bed and bath linen; and**
- (iv) laundry services.**

(c) Financial provisions:

- (i) The residents must pay a monthly amount for services rendered to be determined by the home for the aged or organisation.**
- (ii) Residents must be timeously informed of any changes in the fees.**
- (iii) In determining the amount mentioned in subparagraph (i) regard shall be given to the type and quality of the accommodation and services provided and also the resident's children's financial position and ability to pay.**
- (iv) The amount payable and the manner of payment must be indicated.**
- (v) The resident must provide the home for the aged with full details of his or her assets, liabilities, income and expenditure.**
- (vi) Arrangements with the home for the aged if the resident is in receipt of a social grant.**
- (vii) Financial details of residents and their families must be made available to the Department on request.**

(d) General:

- (i) Procedures during termination of agreement;
- (ii) the home for the aged may from time to time make rules regulating the running of the establishment;
- (iii) procedures when a resident dies;
- (iv) responsibility of the resident and his/her family during the termination of the agreement;
- (v) confidentiality;
- (vi) signing of the agreement;
- (vii) funeral costs;
- (viii) damage costs;
- (ix) a clause which provides that no resident shall be discharged due to disruptive behaviour; and
- (x) no resident shall be discharged if there is no alternative care.

Commencement

14. These regulations shall come into effect on 1 August 2000.

FORM 1**WARRANT TO REMOVE AN AGED PERSON TO A HOSPITAL OR SUCH OTHER PLACE
AS AGREED UPON: REGULATION 9**

To :

.....
*(name of registered dentist, medical practitioner,
nurse, social worker, authorised person)*

In terms of section 6A(2)(a) of the Aged Persons Amendment Act, 1998 (Act No. 100 of 1998), you are hereby authorised and ordered to remove

.....
.....
.....
(name of aged persons)

and to take him/her/them to a hospital or other place as agreed for safe care/support and the necessary treatment.

Given at this day of

.....
DIRECTOR-GENERAL/OFFICER

DETAILS OF EXECUTION

I certify that the aged persons(s)

.....
.....
was/were removed by me on and placed in

.....
REGISTERED DENTIST, MEDICAL PRACTITIONER,

NURSE, SOCIAL WORKER, AUTHORISED PERSON

FORM 2**NOTICE OF CONVICTION: REGULATION 10(2)****1. Personal details**

Name:

ID Number:

2. On a charge of:**3. Conviction:****1. During the time of the offence employed at:** Home for the Aged ☐ Service centre ☐

Other:

Physical address:

Telephone:

4. Type of employment:**5. Court details**

Case number:

Telephone number:

Address:

Signed on this day of 20..... at.....

Signature

Capacity

Organisation (stamp)

Organisation: Name:

Address:

Tel:

FORM 3**REGISTER FOR THE RECORDING OF RESTRAINING OF RESIDENTS:
REGULATION 12(3)**

Record number:

Date:.....

1. Name of resident:

2. Reason for the restraining of the resident:

.....

3. The method of restraining used:

.....

4. Duration of the restraining:

5. Restraining applied by:

6. Restraining authorised by:

7. Previous restraining incidents

Reason(s) for restraining:

Date(s) of restraining:

Record number:

8. Family/representative notified: Yes ☐ No ☐

If not, why not?

.....

9. Minuted by Management Committee on:

.....

10. Action taken by Management Committee:

.....

Signature of Manager

Date:

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID****No. R. 1343****15 December 2000**

LABOUR RELATIONS ACT, 1995

CORRECTION NOTICE

ROAD FREIGHT INDUSTRY: EXTENSION OF B-COLLECTIVE AGREEMENT TO NON-PARTIES

The following correction to Government Notice No. R. 1026 appearing in *Government Gazette* No. 21671 of 27 October 2000, is hereby published for general information:

In the English text to the Schedule:

6. CLAUSE 31: HOLIDAY PAY BONUS FUND

Substitute "(i)" for "(ii)" where it appears at the beginning of the paragraph.

No. R. 1351**15 December 2000**

LABOUR RELATIONS ACT, 1995

**CLOTHING INDUSTRY (NORTHERN AREAS): 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 Clothing Industry Bargaining Council (Northern Areas) 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 25 December 2000 and for the period ending 30 June 2001.

M. M. S. MDLADLANA**Minister of Labour****No. R. 1351****15 Desember 2000**

WET OP ARBEIDSVERHOUDINGE, 1995

**KLERASIENYWERHEID (NOORDELIKE GEBIEDE): 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 Bedingsraad vir die Klerasienywerheid (Noordelike Gebied) 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 25 Desember 2000 en vir die tydperk wat op 30 Junie 2001 eindig.

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

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

SCHEDULE**CLOTHING INDUSTRY BARGAINING COUNCIL (NORTHERN AREAS)****MAIN COLLECTIVE AMENDING AGREEMENT**

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

Transvaal Clothing Manufacturers' Association

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

South African Clothing and Textile Workers' Union

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

being the parties to the Clothing Industry Bargaining Council (Northern Areas),

to amend the Agreement published under Government Notice No. R. 1041 of 10 September 1999, as amended by Government Notice No. R. 328 of 7 April 2000.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed—
- (a) by all employers who are members of the employers' organisation and who are engaged in the Clothing Industry, and by all employees who are members of the trade union and who are employed in the Industry;
 - (b) in the Province of the Transvaal, as it existed prior to the coming into operation of the constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993).
- (2) Clauses 1 (1) (a) and 2 of this Agreement shall not apply to employers and employees who are non-members of the employers' organisation and trade union, respectively.

2. PERIOD OF OPERATION OF AGREEMENT

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

3. CLAUSE 4: WAGES

Substitute the following for subclause (1):

- "(1) Subject to the provisions of subclauses (2) (a), (2) (b), (3), (5) and (6) of this clause, not less than the following weekly minimum wages shall be paid to the undermentioned categories of employees from the date of coming into operation of this Agreement and on each pay day thereafter: Provided that learners whose increased experience as at 30 June 2000 entitles them to a higher wage in terms of the table below shall be paid the increased wages from the date of coming into operation of this Agreement and on each pay day thereafter:

PRESCRIBED WEEKLY WAGE SCALES FOR CLOTHING WORKERS (NORTHERN AREAS) FROM DATE OF COMING INTO OPERATION OF THE AGREEMENT

C A T	Description of Occupation	Qualified	9th 1/2 year exp.	8th 1/2 year exp.	7th 1/2 year exp.	6th 1/2 year exp.	5th 1/2 year exp.	4th 1/2 year exp.	3rd 1/2 year exp.	2nd 1/2 year exp.	1st 1/2 year exp.
		R	R	R	R	R	R	R	R	R	R
A	Pattern maker and/or grader.....	757,20	Q	Q	Q	677,70	596,60	515,50	434,60	353,30	273,00
B	Marker-in.....	628,80	Q	Q	Q	569,60	510,10	450,80	391,20	331,90	273,00
C	Mechanic.....	613,20	575,60	537,70	499,70	461,70	424,20	386,10	348,20	310,30	273,00
D	Chopper out, cutter and/or re-cutter, negative maker, screen maker (engraver), screen printer, sample cutter	455,60	Q	Q	Q	Q	Q	410,50	364,30	318,30	273,00
*E1	Sample machinist.....	452,40	—	—	—	—	—	—	—	—	—
E	Sewing machinist, finisher, operator of a linking, overlocking and/or sewing machine; invisible mender embroiderer, embroidery machinist (other than embroidery machine minder); fagotter, beader and/or pleater by hand, baster, shaper, fitter up; checker, presser of garments, assistant screen maker (engraver), assistant screen printer, dark-room assistant, mixing and filtering operator, oven and curing operator, screen controller, screen preparer, squeegee preparer and dispatch packer	393,60	Q	Q	Q	Q	Q	364,30	332,80	302,90	273,00
F1	Machinist promoted to assistant supervisor	468,00	Q	Q	Q	Q	Q	Q	444,20	419,40	393,60
F	Asst supervisor, other than a machinist promoted to asst. supervisor: Despatch/factory clerk: Storeman	468,00	Q	Q	Q	Q	Q	419,80	370,60	321,60	273,00
G	Other pressers, not provided for elsewhere, under-presser, presser of shirts, ties pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; machine beltfixer; maintenance assistance; layer-up; plain sewer; operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the trubenizing of collars and/or clicker and shaper by template; general worker, appliqué cutter, tracer and/or marker and/or framer; pleater; embroidery machine minder	326,80	Q	Q	Q	Q	Q	313,10	299,70	286,30	273,00

C A T	Description of Occupation	Qualified	9th 1/2 year exp.	8th 1/2 year exp.	7th 1/2 year exp.	6th 1/2 year exp.	5th 1/2 year exp.	4th 1/2 year exp.	3rd 1/2 year exp.	2nd 1/2 year exp.	1st 1/2 year exp.
		R	R	R	R	R	R	R	R	R	R
H1	Foreman.....	1 032,80	—	—	—	—	—	—	—	—	—
H2	Supervisor; assistant foreman; head cutter	563,60	—	—	—	—	—	—	—	—	—
H3	Artisan.....	1 178,80	—	—	—	—	—	—	—	—	—
H4	Labourer, scooter driver and/or boiler attendant.....	363,20	—	—	—	—	—	—	—	—	—
H5	Watchman	419,60	—	—	—	—	—	—	—	—	—
H6	Driver (light motor vehicle)	413,60	—	—	—	—	—	—	—	—	—
H7	Driver (medium motor vehicle).....	442,00	—	—	—	—	—	—	—	—	—

* Sample machinist. Any employee when called upon to perform the duties of a sample machinist shall, while so employed, be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement.”.

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

"(b) Notwithstanding the provisions of subclause (1) of this clause, an employee, other than a learner, who on 30 June 2000 was entitled to a weekly wage in excess of the wage reflected in column 1 below for that employee's category of work, shall be entitled to receive from his employer the increase reflected in column 2 below on the first pay day after the coming into operation of this Agreement and on each pay thereafter:

<i>Category</i>	<i>Column 1</i>	<i>Column 2</i>
	(R)	(R)
A.....	721,00	36,20
B.....	599,00	29,80
C.....	584,00	29,20
D.....	434,00	21,60
E1.....	431,25	21,15
E.....	375,00	18,60
F1.....	446,00	22,00
F.....	446,00	22,00
G1.....	311,00	15,80
G2.....	312,00	14,80
H1.....	984,00	48,80
H2.....	537,00	26,60
H3.....	1 123,00	55,80
H4.....	346,00	17,20
H5.....	400,00	19,60
H6.....	394,00	19,60
H7.....	421,00	21,00".

4. CLAUSE 9: HOURS OF WORK

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

"(a) for more than 45 hours per week as from 1 December 2000; or".

5. CLAUSE 12: HOLIDAY LEAVE

(1) In subclause (4), and (7), delete the expressions "31 December 1999 and 2 January 2000".

(2) In subclause (5), substitute the expression "Day of Goodwill and New Year's Day," for the expression "Day of Goodwill the 31 December 1999 New Year's Day or 2 January 2000".

(3) In subclause (5), substitute the expression "four paid public holidays" for the expression "six paid public holidays".

(4) In subclause (7), substitute the expression "or the Day of Goodwill" for the expression "Day of Goodwill, the 31 December 1999 and 2 January 2000".

6. CLAUSE 21: PROCEDURE TO ENFORCE COMPLIANCE WITH THIS AGREEMENT

In subclause (1) (a), substitute the expression "request" for the expression "appoint".

7. CLAUSE 25: AGENCY SHOP: EMPLOYERS' ORGANISATION

(1) In subclause (3) (i), substitute the expression "R142,50" for the expression "R125,00".

(2) In subclause (3) (ii), substitute the expression "R2,85" for the expression "R2,50".

Signed at Johannesburg this 18th day of August 2000.

B. MSIMANGO

Chairman

P. JAFF

Vice-Chairman

T. DANIELS

Secretary

No. R. 1365

15 December 2000

LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY: EXTENSION OF AMENDMENT OF
COLLECTIVE AGREEMENT TO NON-PARTIES**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the Collective Amending Agreement which appears in the Schedule hereto, which was concluded in the Bargaining Council for the Building Industry, Kimberley, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Amending Agreement, shall be binding on the other employers and employees in that Industry with effect from 1 January 2001 and for the period ending 16 August 2003.

M. M. S. MDLADLANA

Minister of Labour

SCHEDULE**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY
COLLECTIVE AGREEMENT**

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

Northern Cape Master Builders' and Allied Trades Association

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

Amalgamated Union of Building Trade Workers of South Africa

and

Construction and Allied Workers Union

(hereinafter referred to as the "employees" or "trade union") on the other part being parties to the Bargaining Council for the Building Industry, Kimberley, to amend the Agreement published under Government Notice No. R. 957 of 7 August 1998 as amended by Government Notice No. R. 745 of 11 June 1999.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Building Industry—
 - (a) by the employers and employees who are members of the employers' organisation and the trade union, respectively;
 - (b) in an area bounded by and included in a radius of 20 kilometres of the General Post Office, Kimberley, in the Magisterial District of Kimberley;
 - (c) in the Magisterial District of Gordonia.
- (2) Notwithstanding the provisions of sub-clause (1), the terms of this Agreement shall apply to—
 - (a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder;
 - (b) trainees under the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder;
 - (c) labour-only contractors, working partners and working directors, principals and contractors.
- (3) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall not apply to—
 - (a) clerical employees and administrative staff;
 - (b) university students and graduates in building science, and to construction supervisors, construction surveyors and other persons doing practical work, in the completion of their academic training; and
 - (c) non-parties in respect of clauses 1 (1) (a) and 3 of this Agreement.

2. CLAUSE 21: MINIMUM WAGE RATES

Substitute the following for sub-clause (1):

"(1) No employer shall pay and no employee shall accept wages at rates lower than the following:

SCHEDULE		
	Wage per hour	
	Area	
	Kimberly	Gordonia
	With effect from the coming into operation of this Agreement	With effect from the coming into operation of this Agreement
CATEGORY OF EMPLOYEE	R	R
(a) General worker.....	4,57	4,23
(b) Trainee Tradesman, Class 3 and Tradesman, Class 3	5,48	5,14
(c) Trainee Tradesman, Class 2 and Tradesman, Class 2	5,58	5,24
(d) Trainee Tradesman, Class 1 and Tradesman, Class 1	7,38	7,04
(e) Artisan	9,65	9,27
(f) Craftsman.....	11,64	11,33

3. CLAUSE 37: SUBSCRIPTIONS - BUILDING INDUSTRIES FEDERATION (SOUTH AFRICA)

Substitute the following for subclause (1):

"(1) Every employer who is a member of the employers' organisation shall pay to the Council an amount of R1,00 per week in respect of each of his employees."

4. APPENDIXES

Substitute the following for Appendix A and B (Artisans and Craftsmen, Kimberley); Appendix A and B (Non-Artisans and Specified Skilled Workers, Kimberley); Appendix A and B (Artisans and Craftsmen, Gordonia) and Appendix A and B (Non-Artisans and Specified Skilled Workers, Gordonia).

Signed at Kimberley, on behalf of the parties on this 18th day of September 2000.

V. N. SMAILES

Chairman

A. R. HERMANUS

Vice Chairman

P. R. SERFONTEIN

Secretary

KIMBERLEY																
CRAFTSMEN & ARTISANS					APPENDIX A					APPENDIX B						
					EMPLOYERS CONTRIBUTION					EMPLOYEES CONTRIBUTION						
Wage Band		Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens Fund B	Ben Fund C	ICBI Levy D	Employ Total F	Pens Fund B	Ben Fund C	ICBI Levy D	Saving E	Worker Total F	Cash Bonus Include	Stamp
ART	1	—	9,65	0,64	34,02	32,41	13,89	1,50	81,82	32,41	13,89	1,50	4,00	51,80	411,25	133,62
	2	9,66	9,75	0,64	34,35	32,73	13,89	1,50	82,47	32,73	13,89	1,50	4,00	52,12	415,43	134,59
	3	9,76	9,85	0,65	34,71	33,08	13,89	1,50	83,18	33,08	13,89	1,50	4,00	52,47	420,03	135,65
	4	9,86	9,95	0,66	35,08	33,42	13,89	1,50	83,89	33,42	13,89	1,50	4,00	52,81	424,64	136,70
	5	9,96	10,05	0,66	35,41	33,74	13,89	1,50	83,54	33,74	13,89	1,50	4,00	53,13	428,82	137,67
	6	10,06	10,15	0,67	35,77	34,08	13,89	1,50	85,24	34,08	13,89	1,50	4,00	53,47	433,43	138,71
	7	10,16	10,25	0,68	36,14	34,43	13,89	1,50	85,96	34,43	13,89	1,50	4,00	53,82	438,03	139,78
	8	10,26	10,35	0,68	36,47	34,74	13,89	1,50	86,60	34,74	13,89	1,50	4,00	54,13	442,22	140,73
	9	10,36	10,45	0,69	36,83	35,09	13,89	1,50	87,31	35,09	13,89	1,50	4,00	54,48	446,82	141,79
	10	10,46	10,55	0,70	37,19	35,44	13,89	1,50	88,02	35,44	13,89	1,50	4,00	54,83	451,42	142,85
	11	10,56	10,65	0,70	37,52	35,75	13,89	1,50	88,66	35,75	13,89	1,50	4,00	55,14	455,61	143,80
	12	10,66	10,75	0,71	37,89	36,10	13,89	1,50	89,38	36,10	13,89	1,50	4,00	55,49	460,21	144,87
	13	10,76	10,85	0,72	38,25	36,45	13,89	1,50	90,09	36,45	13,89	1,50	4,00	55,84	464,81	145,93
	14	10,86	10,95	0,72	38,58	36,76	13,89	1,50	90,73	36,76	13,89	1,50	4,00	56,15	469,00	146,88
	15	10,96	11,05	0,73	38,95	37,11	13,89	1,50	91,45	37,11	13,89	1,50	4,00	56,50	473,60	147,95
	16	11,06	11,15	0,74	39,31	37,45	13,89	1,50	92,15	37,45	13,89	1,50	4,00	56,84	478,21	148,99
	17	11,16	11,25	0,74	39,64	37,77	13,89	1,50	92,80	37,77	13,89	1,50	4,00	57,16	482,39	149,96
	18	11,26	11,35	0,75	40,00	38,11	13,89	1,50	93,50	38,11	13,89	1,50	4,00	57,50	487,00	151,00
	19	11,36	11,45	0,76	40,37	38,46	13,89	1,50	94,22	38,46	13,89	1,50	4,00	57,85	491,60	152,07
	20	11,46	11,55	0,76	40,70	38,78	13,89	1,50	94,87	38,78	13,89	1,50	4,00	58,17	495,78	153,04
CRF	21	11,56	11,65	0,77	41,06	39,12	13,89	1,50	95,57	39,12	13,89	1,50	4,00	58,51	500,39	154,08
	22	11,66	11,75	0,78	41,43	39,47	13,89	1,50	96,29	39,47	13,89	1,50	4,00	58,86	504,99	155,15
	23	11,76	11,85	0,78	41,76	39,78	13,89	1,50	96,93	39,78	13,89	1,50	4,00	59,17	509,18	156,10
	24	11,86	11,95	0,79	42,12	40,13	13,89	1,50	97,64	40,13	13,89	1,50	4,00	59,52	513,78	157,16
	25	11,96	12,05	0,80	42,48	40,48	13,89	1,50	98,35	40,48	13,89	1,50	4,00	59,87	518,38	158,22

CRAFTSMEN & ARTISANS				APPENDIX A					APPENDIX B						
				EMPLOYERS CONTRIBUTION					EMPLOYEES CONTRIBUTION						
Wage Band	Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens Fund B	Ben Fund C	ICBI Levy D	Employ Total F	Pens Fund B	Ben Fund C	ICBI Levy D	Saving E	Worker Total F	Cash Bonus Include	Stamp
26	12,06	12,15	0,80	42,81	40,79	13,89	1,50	98,99	40,79	13,89	1,50	4,00	60,18	522,57	159,17
27	12,16	12,25	0,81	43,18	41,14	13,89	1,50	99,71	41,14	13,89	1,50	4,00	60,53	527,17	160,24
28	12,26	12,35	0,82	43,54	41,49	13,89	1,50	100,42	41,49	13,89	1,50	4,00	60,88	531,77	161,30
29	12,36	12,45	0,82	43,87	41,80	13,89	1,50	101,06	41,80	13,89	1,50	4,00	61,19	535,96	162,25
30	12,46	12,55	0,83	44,24	42,15	13,89	1,50	101,78	42,15	13,89	1,50	4,00	61,54	540,56	163,32
31	12,56	12,65	0,84	44,60	42,49	13,89	1,50	102,48	42,49	13,89	1,50	4,00	61,88	545,17	164,36
32	12,66	12,75	0,84	44,93	42,81	13,89	1,50	103,13	42,81	13,89	1,50	4,00	62,20	549,35	165,33
33	12,76	12,85	0,85	45,29	43,15	13,89	1,50	103,83	43,15	13,89	1,50	4,00	62,54	553,96	166,37
34	12,86	12,95	0,86	45,66	43,50	13,89	1,50	104,55	43,50	13,89	1,50	4,00	62,89	558,56	167,44
35	12,96	13,05	0,86	45,99	43,82	13,89	1,50	105,20	43,82	13,89	1,50	4,00	63,21	562,74	168,41
36	13,06	13,15	0,87	46,35	44,16	13,89	1,50	105,90	44,16	13,89	1,50	4,00	63,55	567,35	169,45
37	13,16	13,25	0,88	46,72	44,51	13,89	1,50	106,62	44,51	13,89	1,50	4,00	63,90	571,95	170,52
38	13,26	13,35	0,88	47,05	44,82	13,89	1,50	107,26	44,82	13,89	1,50	4,00	64,21	576,14	171,47
39	13,36	13,45	0,89	47,41	45,17	13,89	1,50	107,97	45,17	13,89	1,50	4,00	64,56	580,74	172,53
40	13,46	13,55	0,90	47,77	45,52	13,89	1,50	108,68	45,52	13,89	1,50	4,00	64,91	585,34	173,59
41	13,56	13,65	0,90	48,10	45,83	13,89	1,50	109,32	45,83	13,89	1,50	4,00	65,22	589,53	174,54
42	13,66	13,75	0,91	48,47	46,18	13,89	1,50	110,04	46,18	13,89	1,50	4,00	65,57	594,13	175,61
43	13,76	13,85	0,92	48,83	46,53	13,89	1,50	110,75	46,53	13,89	1,50	4,00	65,92	598,73	176,67
44	13,86	13,95	0,92	49,16	46,84	13,89	1,50	111,39	46,84	13,89	1,50	4,00	66,23	602,92	177,62
45	13,96	14,05	0,93	49,53	47,19	13,89	1,50	112,11	47,19	13,89	1,50	4,00	66,58	607,52	178,69
46	14,06	14,15	0,94	49,89	47,53	13,89	1,50	112,81	47,53	13,89	1,50	4,00	66,92	612,13	179,73
47	14,16	14,25	0,94	50,22	47,85	13,89	1,50	113,46	47,85	13,89	1,50	4,00	67,24	616,31	180,70
48	14,26	14,35	0,95	50,58	48,19	13,89	1,50	114,16	48,19	13,89	1,50	4,00	67,58	620,92	181,74
49	14,36	14,45	0,96	50,95	48,54	13,89	1,50	114,88	48,54	13,89	1,50	4,00	67,93	625,52	182,81
50	14,46	14,55	0,96	51,28	48,86	13,89	1,50	115,53	48,86	13,89	1,50	4,00	68,25	629,70	183,78

KIMBERLEY																
NON-ARTISANS AND SPECIFIED SKILLED WORKERS				APPENDIX A						APPENDIX B						
				EMPLOYERS CONTRIBUTION						EMPLOYEES CONTRIBUTION						
Wage Band	Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens Fund B	Ben Fund C	ICBI Levy D	Employ Total F		Pens Fund B	Ben Fund C	ICBI Levy D	Saving E	Workers Total F	Cash Bonus Included	Stamp
G/W 1	—	4,57	0,29	16,07	15,31	4,53	1,50	37,41		15,31	4,53	1,50	4,00	25,34	193,36	62,75
2	4,58	4,67	0,29	16,40	15,62	4,53	1,50	38,05		15,62	4,53	1,50	4,00	25,65	197,55	63,70
3	4,68	4,77	0,30	16,76	15,97	4,53	1,50	38,76		15,97	4,53	1,50	4,00	26,00	202,15	64,76
4	4,78	4,87	0,31	17,13	16,32	4,53	1,50	39,48		16,32	4,53	1,50	4,00	26,35	206,75	65,83
5	4,88	4,97	0,31	17,46	16,63	4,53	1,50	40,12		16,63	4,53	1,50	4,00	26,66	210,94	66,78
6	4,98	5,07	0,32	17,82	16,98	4,53	1,50	40,83		16,98	4,53	1,50	4,00	27,01	215,54	67,84
7	5,08	5,17	0,33	18,18	17,32	4,53	1,50	41,53		17,32	4,53	1,50	4,00	27,35	220,15	68,88
8	5,18	5,27	0,33	18,51	17,64	4,53	1,50	42,18		17,64	4,53	1,50	4,00	27,67	224,33	69,85
9	5,28	5,37	0,34	18,88	17,99	4,53	1,50	42,90		17,99	4,53	1,50	4,00	28,02	228,93	70,92
10	5,38	5,47	0,34	19,21	18,30	4,53	1,50	43,54		18,30	4,53	1,50	4,00	28,33	233,12	71,87
Class 3 11	5,48	5,57	0,35	19,57	18,65	4,53	1,50	44,25		18,65	4,53	1,50	4,00	28,68	237,72	72,93
Class 2 12	5,58	5,67	0,36	19,94	18,99	4,53	1,50	44,96		18,99	4,53	1,50	4,00	29,02	242,33	73,98
13	5,68	5,77	0,36	20,27	19,31	4,53	1,50	45,61		19,31	4,53	1,50	4,00	29,34	246,51	74,95
14	5,78	5,87	0,37	20,63	19,66	4,53	1,50	46,32		19,66	4,53	1,50	4,00	29,69	251,11	76,01
15	5,88	5,97	0,38	20,99	20,00	4,53	1,50	47,02		20,00	4,53	1,50	4,00	30,03	255,72	77,05
16	5,98	6,07	0,38	21,32	20,32	4,53	1,50	47,67		20,32	4,53	1,50	4,00	30,35	259,90	78,02
17	6,08	6,17	0,39	21,69	20,66	4,53	1,50	48,38		20,66	4,53	1,50	4,00	30,69	264,51	79,07
18	6,18	6,27	0,39	22,02	20,98	4,53	1,50	49,03		20,98	4,53	1,50	4,00	31,01	268,69	80,04
19	6,28	6,37	0,40	22,38	21,33	4,53	1,50	49,74		21,33	4,53	1,50	4,00	31,36	273,29	81,10
20	6,38	6,47	0,41	22,75	21,67	4,53	1,50	50,45		21,67	4,53	1,50	4,00	31,70	277,90	82,15
21	6,48	6,57	0,41	23,08	21,99	4,53	1,50	51,10		21,99	4,53	1,50	4,00	32,02	282,08	83,12
22	6,58	6,67	0,42	23,44	22,33	4,53	1,50	51,80		22,33	4,53	1,50	4,00	32,36	286,69	84,16
23	6,68	6,77	0,43	23,80	22,68	4,53	1,50	52,51		22,68	4,53	1,50	4,00	32,71	291,29	85,22
24	6,78	6,87	0,43	24,13	22,99	4,53	1,50	53,15		22,99	4,53	1,50	4,00	33,02	295,48	86,17
25	6,88	6,97	0,44	24,50	23,34	4,53	1,50	53,87		23,34	4,53	1,50	4,00	33,37	300,08	87,24

NON-ARTISANS AND SPECIFIED SKILLED WORKERS				APPENDIX A					APPENDIX B						
				EMPLOYERS CONTRIBUTION					EMPLOYEES CONTRIBUTION						
Wage Band	Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens Fund B	Ben Fund C	ICBI Levy D	Employ Total F	Pens Fund B	Ben Fund C	ICBI Levy D	Saving E	Workers Total F	Cash Bonus Included	Stamp
26	6,98	7,07	0,44	24,83	23,66	4,53	1,50	54,52	23,66	4,53	1,50	4,00	33,69	304,26	88,21
27	7,08	7,17	0,45	25,19	24,00	4,53	1,50	55,22	24,00	4,53	1,50	4,00	34,03	308,87	89,25
28	7,18	7,27	0,46	25,56	24,35	4,53	1,50	55,94	24,35	4,53	1,50	4,00	34,38	313,47	90,32
29	7,28	7,37	0,46	25,89	24,66	4,53	1,50	56,58	24,66	4,53	1,50	4,00	34,69	317,66	91,27
Class 1 30	7,38	7,47	0,47	26,25	25,01	4,53	1,50	57,29	25,01	4,53	1,50	4,00	35,04	322,26	92,33
31	7,48	7,57	0,48	26,61	25,36	4,53	1,50	58,00	25,36	4,53	1,50	4,00	35,39	326,86	93,39
32	7,58	7,67	0,48	26,94	25,67	4,53	1,50	58,64	25,67	4,53	1,50	4,00	35,70	331,05	94,34
33	7,68	7,77	0,49	27,31	26,02	4,53	1,50	59,36	26,02	4,53	1,50	4,00	36,05	335,65	95,41
34	7,78	7,87	0,50	27,67	26,37	4,53	1,50	60,07	26,37	4,53	1,50	4,00	36,40	340,25	96,47
35	7,88	7,97	0,50	28,00	26,68	4,53	1,50	60,71	26,68	4,53	1,50	4,00	36,71	344,44	97,42
36	7,98	8,07	0,51	28,37	27,03	4,53	1,50	61,43	27,03	4,53	1,50	4,00	37,06	349,04	98,49
37	8,08	8,17	0,51	28,70	27,34	4,53	1,50	62,07	27,34	4,53	1,50	4,00	37,37	353,23	99,44
38	8,18	8,27	0,52	29,06	27,69	4,53	1,50	62,78	27,69	4,53	1,50	4,00	37,72	357,83	100,50
39	8,28	8,37	0,53	29,42	28,03	4,53	1,50	63,48	28,03	4,53	1,50	4,00	38,06	362,44	101,54
40	8,38	8,47	0,53	29,76	28,35	4,53	1,50	64,14	28,35	4,53	1,50	4,00	38,38	366,62	102,52
41	8,48	8,57	0,54	30,12	28,70	4,53	1,50	64,85	28,70	4,53	1,50	4,00	38,73	371,22	103,58
42	8,58	8,67	0,55	30,48	29,04	4,53	1,50	65,55	29,04	4,53	1,50	4,00	39,07	375,83	104,62
43	8,68	8,77	0,55	30,81	29,36	4,53	1,50	66,20	29,36	4,53	1,50	4,00	39,39	380,01	105,59
44	8,78	8,87	0,56	31,18	29,70	4,53	1,50	66,91	29,70	4,53	1,50	4,00	39,73	384,62	106,64
45	8,88	8,97	0,56	31,51	30,02	4,53	1,50	67,56	30,02	4,53	1,50	4,00	40,05	388,80	107,61
46	8,98	9,07	0,57	31,87	30,37	4,53	1,50	68,27	30,37	4,53	1,50	4,00	40,40	393,40	108,67
47	9,08	9,17	0,58	32,23	30,71	4,53	1,50	68,97	30,71	4,53	1,50	4,00	40,74	398,01	109,71
48	9,18	9,27	0,58	32,57	31,03	4,53	1,50	69,63	31,03	4,53	1,50	4,00	41,06	402,19	110,69
49	9,28	9,37	0,59	32,93	31,37	4,53	1,50	70,33	31,37	4,53	1,50	4,00	41,40	406,80	111,73
50	9,38	9,47	0,60	33,29	31,72	4,53	1,50	71,04	31,72	4,53	1,50	4,00	41,75	411,40	112,79

GORDONIA																
CRAFTSMEN & ARTISANS				APPENDIX A					APPENDIX B							
				EMPLOYERS CONTRIBUTION					EMPLOYEES CONTRIBUTION							
Wage Band	Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens Fund B	Ben Fund C	ICBI Levy D	EMPLOY TOTAL F	Pens Fund B	Ben Fund C	ICBI Levy D	Saving E	WORKER TOTAL F	Cash Bonus Include	Stamp	
ART 1	—	9,27	0,61	32,66	31,12	13,88	3,50	81,16	31,12	13,88	3,50	4,00	52,50	392,10	133,66	
2	9,28	9,37	0,62	33,03	31,47	13,88	3,50	81,88	31,47	13,88	3,50	4,00	52,85	396,70	134,73	
3	9,38	9,47	0,63	33,39	31,82	13,88	3,50	82,59	31,82	13,88	3,50	4,00	53,20	401,30	135,79	
4	9,48	9,57	0,63	33,72	32,13	13,88	3,50	83,23	32,13	13,88	3,50	4,00	53,51	405,49	136,74	
5	9,58	9,67	0,64	34,09	32,48	13,88	3,50	83,95	32,48	13,88	3,50	4,00	53,86	410,09	137,81	
6	9,68	9,77	0,65	34,45	32,82	13,88	3,50	84,65	32,82	13,88	3,50	4,00	54,20	414,70	138,85	
7	9,78	9,87	0,65	34,78	33,14	13,88	3,50	85,30	33,14	13,88	3,50	4,00	54,52	418,88	139,82	
8	9,88	9,97	0,66	35,14	33,48	13,88	3,50	86,00	33,48	13,88	3,50	4,00	54,86	423,49	140,86	
9	9,98	10,07	0,67	35,51	33,83	13,88	3,50	86,72	33,83	13,88	3,50	4,00	55,21	428,09	141,93	
10	10,08	10,17	0,67	35,84	34,15	13,88	3,50	87,37	34,15	13,88	3,50	4,00	55,53	432,27	142,90	
11	10,18	10,27	0,68	36,20	34,49	13,88	3,50	88,07	34,49	13,88	3,50	4,00	55,87	436,88	143,94	
12	10,28	10,37	0,69	36,57	34,84	13,88	3,50	88,79	34,84	13,88	3,50	4,00	56,22	441,48	145,01	
13	10,38	10,47	0,69	36,90	35,15	13,88	3,50	89,43	35,15	13,88	3,50	4,00	56,53	445,67	145,96	
14	10,48	10,57	0,70	37,26	35,50	13,88	3,50	90,14	35,50	13,88	3,50	4,00	56,88	450,27	147,02	
15	10,58	10,67	0,71	37,62	35,85	13,88	3,50	90,85	35,85	13,88	3,50	4,00	57,23	454,87	148,08	
16	10,68	10,77	0,71	37,95	36,16	13,88	3,50	91,49	36,16	13,88	3,50	4,00	57,54	459,06	149,03	
17	10,78	10,87	0,72	38,32	36,51	13,88	3,50	92,21	36,51	13,88	3,50	4,00	57,89	463,66	150,10	
18	10,88	10,97	0,73	38,68	36,85	13,88	3,50	92,91	36,85	13,88	3,50	4,00	58,23	468,27	151,14	
19	10,98	11,07	0,73	39,01	37,17	13,88	3,50	93,56	37,17	13,88	3,50	4,00	58,55	472,45	152,11	
20	11,08	11,17	0,74	39,38	37,52	13,88	3,50	94,28	37,52	13,88	3,50	4,00	58,90	477,05	153,18	
21	11,18	11,27	0,74	39,71	37,83	13,88	3,50	94,92	37,83	13,88	3,50	4,00	59,21	481,24	154,13	
CRF 22	11,28	11,37	0,75	40,07	38,18	13,88	3,50	95,63	38,18	13,88	3,50	4,00	59,56	485,84	155,19	
23	11,38	11,47	0,76	40,43	38,52	13,88	3,50	96,33	38,52	13,88	3,50	4,00	59,90	490,45	156,23	
24	11,48	11,57	0,76	40,76	38,84	13,88	3,50	96,98	38,84	13,88	3,50	4,00	60,22	494,63	157,20	
25	11,58	11,67	0,77	41,13	39,19	13,88	3,50	97,70	39,19	13,88	3,50	4,00	60,57	499,23	158,27	

CRAFTSMEN & ARTISANS				APPENDIX A					APPENDIX B						
				EMPLOYERS CONTRIBUTION					EMPLOYEES CONTRIBUTION						
Wage Band	Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens Fund B	Ben Fund C	ICBI Levy D	EMPLOY TOTAL F	Pens Fund B	Ben Fund C	ICBI Levy D	Saving E	WORKER TOTAL F	Cash Bonus Include	Stamp
26	11,68	11,77	0,78	41,49	39,53	13,88	3,50	98,40	39,53	13,88	3,50	4,00	60,91	503,84	159,31
27	11,78	11,87	0,78	41,82	39,85	13,88	3,50	99,05	39,85	13,88	3,50	4,00	61,23	508,02	160,28
28	11,88	11,97	0,79	42,19	40,19	13,88	3,50	99,76	40,19	13,88	3,50	4,00	61,57	512,63	161,33
29	11,98	12,07	0,80	42,55	40,54	13,88	3,50	100,47	40,54	13,88	3,50	4,00	61,92	517,23	162,39
30	12,08	12,17	0,80	42,88	40,86	13,88	3,50	101,12	40,86	13,88	3,50	4,00	62,24	521,41	163,36
31	12,18	12,27	0,81	43,24	41,20	13,88	3,50	101,82	41,20	13,88	3,50	4,00	62,58	526,02	164,40
32	12,28	12,37	0,82	43,61	41,55	13,88	3,50	102,54	41,55	13,88	3,50	4,00	62,93	530,62	165,47
33	12,38	12,47	0,82	43,94	41,86	13,88	3,50	103,18	41,86	13,88	3,50	4,00	63,24	534,81	166,42
34	12,48	12,57	0,83	44,30	42,21	13,88	3,50	103,89	42,21	13,88	3,50	4,00	63,59	539,41	167,48
35	12,58	12,67	0,84	44,67	42,56	13,88	3,50	104,61	42,56	13,88	3,50	4,00	63,94	544,01	168,55
36	12,68	12,77	0,84	45,00	42,87	13,88	3,50	105,25	42,87	13,88	3,50	4,00	64,25	548,20	169,50
37	12,78	12,87	0,85	45,36	43,22	13,88	3,50	105,96	43,22	13,88	3,50	4,00	64,60	552,80	170,56
38	12,88	12,97	0,86	45,72	43,56	13,88	3,50	106,66	43,56	13,88	3,50	4,00	64,94	557,41	171,60
39	12,98	13,07	0,86	46,05	43,88	13,88	3,50	107,31	43,88	13,88	3,50	4,00	65,26	561,59	172,57
40	13,08	13,17	0,87	46,42	44,23	13,88	3,50	108,03	44,23	13,88	3,50	4,00	65,61	566,19	173,64
41	13,18	13,27	0,88	46,78	44,57	13,88	3,50	108,73	44,57	13,88	3,50	4,00	65,95	570,80	174,68
42	13,28	13,37	0,88	47,11	44,89	13,88	3,50	109,38	44,89	13,88	3,50	4,00	66,27	574,98	175,65
43	13,38	13,47	0,89	47,48	45,23	13,88	3,50	110,09	45,23	13,88	3,50	4,00	66,61	579,59	176,70
44	13,48	13,57	0,90	47,84	45,58	13,88	3,50	110,80	45,58	13,88	3,50	4,00	66,96	584,19	177,76
45	13,58	13,67	0,90	48,17	34,90	13,88	3,50	111,45	45,90	13,88	3,50	4,00	67,28	588,37	178,73
46	13,68	13,77	0,91	48,53	46,24	13,88	3,50	112,15	46,24	13,88	3,50	4,00	67,62	592,98	179,77
47	13,78	13,87	0,92	48,90	46,59	13,88	3,50	112,87	46,59	13,88	3,50	4,00	67,97	597,58	180,84
48	13,88	13,97	0,92	49,23	45,90	13,88	3,50	113,51	46,90	13,88	3,50	4,00	68,28	601,77	181,79
49	13,98	14,07	0,93	49,59	47,25	13,88	3,50	114,22	47,25	13,88	3,50	4,00	68,63	606,37	182,85
50	14,08	14,17	0,94	49,96	47,60	13,88	3,50	114,94	47,60	13,88	3,50	4,00	68,98	610,97	183,92

GORDONIA																
NON-ARTISANS AND SPECIFIED SKILLED WORKERS				APPENDIX A						APPENDIX B						
				EMPLOYERS CONTRIBUTION							EMPLOYEES CONTRIBUTION					
Wage Band		Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens Fund B	Ben Fund C	ICBI Levy D	Employ Total F	Pens Fund B	Ben Fund C	ICBI Levy D	Saving E	Worker Total F	Cash Bonus Include	Stamp
G/W	1	—	4,23	0,27	14,88	14,18	4,54	3,50	37,10	14,18	4,54	3,50	4,00	26,22	176,28	63,32
	2	4,24	4,33	0,27	15,21	14,49	4,54	3,50	37,74	14,49	4,54	3,50	4,00	26,53	180,47	64,27
	3	4,34	4,43	0,28	15,57	14,84	4,54	3,50	38,45	14,84	4,54	3,50	4,00	26,88	185,07	65,33
	4	4,44	4,53	0,28	15,90	15,15	4,54	3,50	39,09	15,15	4,54	3,50	4,00	27,19	189,26	66,28
	5	4,54	4,63	0,29	16,27	15,50	4,54	3,50	39,81	15,50	4,54	3,50	4,00	27,54	193,86	67,35
	6	4,64	4,73	0,30	16,63	15,84	4,54	3,50	40,51	15,84	4,54	3,50	4,00	27,88	198,47	68,39
	7	4,74	4,83	0,30	16,96	16,16	4,54	3,50	41,16	16,16	4,54	3,50	4,00	28,20	202,65	69,36
	8	4,84	4,93	0,31	17,32	16,51	4,54	3,50	41,87	16,51	4,54	3,50	4,00	28,55	207,25	70,42
	9	4,94	5,03	0,32	17,69	16,85	4,54	3,50	42,58	16,85	4,54	3,50	4,00	28,89	211,86	71,47
	10	5,04	5,13	0,32	18,02	17,17	4,54	3,50	43,23	17,17	4,54	3,50	4,00	29,21	216,04	72,44
Class 3	11	5,14	5,23	0,33	18,38	17,51	4,54	3,50	43,93	17,51	4,54	3,50	4,00	29,55	220,65	73,48
Class 2	12	5,24	5,33	0,34	18,75	17,86	4,54	3,50	44,65	17,86	4,54	3,50	4,00	29,90	225,25	74,55
	13	5,34	5,43	0,34	19,08	18,18	4,54	3,50	45,30	18,18	4,54	3,50	4,00	30,22	229,43	75,52
	14	5,44	5,53	0,35	19,44	18,52	4,54	3,50	46,00	18,52	4,54	3,50	4,00	30,56	234,04	76,56
	15	5,54	5,63	0,35	19,77	18,84	4,54	3,50	46,65	18,84	4,54	3,50	4,00	30,88	238,22	77,53
	16	5,64	5,73	0,36	20,13	19,18	4,54	3,50	47,35	19,18	4,54	3,50	4,00	31,22	242,83	78,57
	17	5,74	5,83	0,37	20,50	19,53	4,54	3,50	48,07	19,53	4,54	3,50	4,00	31,57	247,43	79,64
	18	5,84	5,93	0,37	20,83	19,84	4,54	3,50	48,71	19,84	4,54	3,50	4,00	31,88	251,62	80,59
	19	5,94	6,03	0,38	21,19	20,19	4,54	3,50	49,42	20,19	4,54	3,50	4,00	32,23	256,22	81,65
	20	6,04	6,13	0,39	21,56	20,54	4,54	3,50	50,14	20,54	4,54	3,50	4,00	32,58	260,82	82,72
	21	6,14	6,23	0,39	21,89	20,85	4,54	3,50	50,78	20,85	4,54	3,50	4,00	32,89	265,01	83,67
	22	6,24	6,33	0,40	22,25	21,20	4,54	3,50	51,49	21,20	4,54	3,50	4,00	33,24	269,61	84,73
	23	6,34	6,43	0,40	22,58	21,51	4,54	3,50	52,13	21,51	4,54	3,50	4,00	33,55	273,80	85,68
	24	6,44	6,53	0,41	22,94	21,86	4,54	3,50	52,84	21,86	4,54	3,50	4,00	33,90	278,40	86,74
	25	6,54	6,63	0,42	23,31	22,21	4,54	3,50	53,56	22,21	4,54	3,50	4,00	34,25	283,00	87,81

NON-ARTISANS AND SPECIFIED SKILLED WORKERS				APPENDIX A					APPENDIX B						
				EMPLOYERS CONTRIBUTION					EMPLOYEES CONTRIBUTION						
Wage Band	Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens Fund B	Ben Fund C	ICBI Levy D	Employ Total F	Pens Fund B	Ben Fund C	ICBI Levy D	Saving E	Worker Total F	Cash Bonus Include	Stamp
26	6,64	6,73	0,42	23,64	22,52	4,54	3,50	54,20	22,52	4,54	3,50	4,00	34,56	287,19	88,76
27	6,74	6,83	0,43	24,00	22,87	4,54	3,50	54,91	22,87	4,54	3,50	4,00	34,91	291,79	89,82
28	6,84	6,93	0,44	24,37	23,22	4,54	3,50	55,63	23,22	4,54	3,50	4,00	35,26	296,39	90,89
29	6,94	7,03	0,44	24,70	23,53	4,54	3,50	56,27	23,53	4,54	3,50	4,00	35,57	300,58	91,84
Class 1 30	7,04	7,13	0,45	25,06	23,88	4,54	3,50	56,98	23,88	4,54	3,50	4,00	35,92	305,18	92,90
31	7,14	7,23	0,45	25,39	24,19	4,54	3,50	57,62	24,19	4,54	3,50	4,00	36,23	309,37	93,85
32	7,24	7,33	0,46	25,75	24,54	4,54	3,50	58,33	24,54	4,54	3,50	4,00	36,58	313,97	94,91
33	7,34	7,43	0,47	26,12	24,88	4,54	3,50	59,04	24,88	4,54	3,50	4,00	36,92	318,58	95,96
34	7,44	7,53	0,47	26,45	25,20	4,54	3,50	59,69	25,20	4,54	3,50	4,00	37,24	322,76	96,93
35	7,54	7,63	0,48	26,81	25,55	4,54	3,50	60,40	25,55	4,54	3,50	4,00	37,59	327,36	97,99
36	7,64	7,73	0,49	27,18	25,89	4,54	3,50	61,11	25,89	4,54	3,50	4,00	37,93	331,97	99,04
37	7,74	7,83	0,49	27,51	26,21	4,54	3,50	61,76	26,21	4,54	3,50	4,00	38,25	336,15	100,01
38	7,84	7,93	0,50	27,87	26,55	4,54	3,50	62,46	26,55	4,54	3,50	4,00	38,59	340,76	101,05
39	7,94	8,03	0,51	28,23	26,90	4,54	3,50	63,17	26,90	4,54	3,50	4,00	38,94	345,36	102,11
40	8,04	8,13	0,51	28,56	27,22	4,54	3,50	63,82	27,22	4,54	3,50	4,00	39,26	349,54	103,08
41	8,14	8,23	0,52	28,93	27,56	4,54	3,50	64,53	27,56	4,54	3,50	4,00	39,60	354,15	104,13
42	8,24	8,33	0,52	29,26	27,88	4,54	3,50	65,18	27,88	4,54	3,50	4,00	39,92	358,33	105,10
43	8,34	8,43	0,53	29,62	28,22	4,54	3,50	65,88	28,22	4,54	3,50	4,00	40,26	362,94	106,14
44	8,44	8,53	0,54	29,99	28,57	4,54	3,50	66,60	28,57	4,54	3,50	4,00	40,61	367,54	107,21
45	8,54	8,63	0,54	30,32	28,89	4,54	3,50	67,25	28,89	4,54	3,50	4,00	40,93	371,72	108,18
46	8,64	8,73	0,55	30,68	29,23	4,54	3,50	67,95	29,23	4,54	3,50	4,00	41,27	376,33	109,22
47	8,74	8,83	0,56	31,04	29,58	4,54	3,50	68,66	29,58	4,54	3,50	4,00	41,62	380,93	110,28
48	8,84	8,93	0,56	31,38	29,89	4,54	3,50	69,31	29,89	4,54	3,50	4,00	41,93	385,12	111,24
49	8,94	9,03	0,57	31,74	30,24	4,54	3,50	70,02	30,24	4,54	3,50	4,00	42,28	389,72	112,30
50	9,04	9,13	0,57	32,07	30,55	4,54	3,50	70,66	30,55	4,54	3,50	4,00	42,59	393,91	113,25

No. R. 1365

15 Desember 2000

WET OP ARBEIDSVERHOUDINGE, 1995

BEDINGINGSRAAD VIR DIE BOUNYWERHEID, KIMBERLEY: UITBREIDING VAN WYSIGING VAN KOLLEKTIEWE OOREENKOMS NA NIE-PARTYE

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, die Kollektiewe Ooreenkoms wat in die Bylae hiervan verskyn, en wat in die Bedingingsraad vir die Bounywerheid, Kimberley, aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 1 Januarie 2001 en vir die tydperk wat op 16 Augustus 2003 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

BYLAE**BEDINGINGSRAAD VIR DIE BOUNYWERHEID, KIMBERLEY****KOLLEKTIEWE OOREENKOMS**

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

Northern Cape Master Builders' and Allied Trades Association

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

Amalgamated Union of Building Trade Workers of South Africa

en

Construction and Allied Workers Union

(hierna die "werknemers" of die "vakbond" genoem) aan die ander kant, wat die partye is by die Bedingingsraad vir die Bounywerheid, Kimberley, tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 957 van 7 Augustus 1998 soos gewysig by Goewermentskennisgewing No. R. 745 van 11 Junie 1999.

1. TOEPASSINGSBESTEK

(1) Hierdie ooreenkoms moet in die Bounywerheid nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakbond is;
- (b) in die gebied begrens deur en ingesluit binne 'n straal van 20 kilometer vanaf die Hoofposkantoor, Kimberley in die landdrosdistrik Kimberley;
- (c) in die landdrosdistrik Gordonia.

(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 met 'n kontrak wat daarkragtens aangegaan of met voorwaardes wat daarkragtens gestel is nie;
- (b) kwekelinge wat opgelei word ooreenkomstig die Wet op Mannekragopleiding, 1981, slegs vir sover dit nie onbestaanbaar is met daardie Wet of met voorwaardes wat daarkragtens gestel is nie;
- (c) slegs arbeid-kontrakteurs, werkende vennote en werkende direkteure, prinsipale en aannemers.

(3) Ondanks subklousule (1) (a), is die bepalings van hierdie Ooreenkoms nie van toepassing op—

- (a) klerke en administratiewe personeel;
- (b) universiteitstudente en gegradueerdes in die bouwetenskap, en op konstruksie-toesighouers, konstruksie opmeters en ander persone wat besig is met praktiese werk ter voltooiing van hulle akademiese opleiding; en
- (c) nie-partye ten opsigte van klousules 1 (1) (a) en 3 van hierdie Ooreenkoms.

2. KLOUSULE 21: MINIMUM LOONSKALE

Vervang sub-klousule (1) deur die volgende:

- "(1) Geen lone laer as dié hieronder genoem, mag deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

BYLAE		
	Loon per uur	
	Gebied	
	Kimberly	Gordonia
	Met ingang van die datum van inwerking-treding van hierdie Ooreenkoms	Met ingang van die datum van inwerking-treding van hierdie Ooreenkoms
KATEGORIE VAN WERKNEMER	R	R
(a) Algemene Werker.....	4,57	4,23
(b) Kwekelingbouwerker, Klas 3 en Bouwerker, Klas 3...	5,48	5,14
(c) Kwekelingbouwerker, Klas 2 en Bouwerker, Klas 2...	5,58	5,24
(d) Kwekelingbouwerker, Klas 1 en Bouwerker, Klas 1	7,38	7,04
(e) Ambagsman	9,65	9,27
(f) Vakman.....	11,64	11,33"

3. KLOUSULE 37: LEDEGELD - BOU-INDUSTRIEË FEDERASIE (SUID-AFRIKA)

Vervang sub-klousule (1) deur die volgende:

- "(1) Elke werkgewer wat lid van die werkgewersorganisasie is, moet 'n bedrag van R1,00 per week aan die Raad betaal ten opsigte van elkeen van sy werknemers."

4. AANHANGSELS

Vervang Aanhangel A en B (Ambagsmanne en Vakmanne, Kimberley); Aanhangel A en B (Nie-Ambagsmanne en Kwekelinge, Kimberley); Aanhangel A en B (Ambagsmanne en Vakmanne, Gordonia) en Aanhangel A en B (Nie-Ambagsmanne en Kwekelinge, Gordonia).

Namens die partye op hede die 18de dag van September 2000 te Kimberley onderteken.

V. N. SMAILES

Voorsitter

A. R. HERMANUS

O/Voorsitter

P. R. SERFONTEIN

Sekretaris

KIMBERLEY																
AMBAGS- & VAKMANNE				AANGHANGSEL A					AANHANGSEL B							
				WERKGEWER SE BYDRAE					WERKNEMER SE BYDRAE							
Loon Interval		Min/Max tarief per uur		Kontant Bonus G	Vakans Fonds A	Pens Fonds B	Bystan Fonds C	Raad Heff D	W-Gewer Totaal F	Pens Fonds B	Bystan Fonds C	Raad Heff D	Spaar E	W-Nemer Totaal F	Kontant Bonus Ingesl.	Seël
AMB	1	—	9,65	0,64	34,02	32,41	13,89	1,50	81,82	32,41	13,89	1,50	4,00	51,80	411,25	133,62
	2	9,66	9,75	0,64	34,35	32,73	13,89	1,50	82,47	32,73	13,89	1,50	4,00	52,12	415,43	134,59
	3	9,76	9,85	0,65	34,71	33,08	13,89	1,50	83,18	33,08	13,89	1,50	4,00	52,47	420,03	135,65
	4	9,86	9,95	0,66	35,08	33,42	13,89	1,50	83,89	33,42	13,89	1,50	4,00	52,81	424,64	136,70
	5	9,96	10,05	0,66	35,41	33,74	13,89	1,50	83,54	33,74	13,89	1,50	4,00	53,13	428,82	137,67
	6	10,06	10,15	0,67	35,77	34,08	13,89	1,50	85,24	34,08	13,89	1,50	4,00	53,47	433,43	138,71
	7	10,16	10,25	0,68	36,14	34,43	13,89	1,50	85,96	34,43	13,89	1,50	4,00	53,82	438,03	139,78
	8	10,26	10,35	0,68	36,47	34,74	13,89	1,50	86,60	34,74	13,89	1,50	4,00	54,13	442,22	140,73
	9	10,36	10,45	0,69	36,83	35,09	13,89	1,50	87,31	35,09	13,89	1,50	4,00	54,48	446,82	141,79
	10	10,46	10,55	0,70	37,19	35,44	13,89	1,50	88,02	35,44	13,89	1,50	4,00	54,83	451,42	142,85
	11	10,56	10,65	0,70	37,52	35,75	13,89	1,50	88,66	35,75	13,89	1,50	4,00	55,14	455,61	143,80
	12	10,66	10,75	0,71	37,89	36,10	13,89	1,50	89,38	36,10	13,89	1,50	4,00	55,49	460,21	144,87
	13	10,76	10,85	0,72	38,25	36,45	13,89	1,50	90,09	36,45	13,89	1,50	4,00	55,84	464,81	145,93
	14	10,86	10,95	0,72	38,58	36,76	13,89	1,50	90,73	36,76	13,89	1,50	4,00	56,15	469,00	146,88
	15	10,96	11,05	0,73	38,95	37,11	13,89	1,50	91,45	37,11	13,89	1,50	4,00	56,50	473,60	147,95
	16	11,06	11,15	0,74	39,31	37,45	13,89	1,50	92,15	37,45	13,89	1,50	4,00	56,84	478,21	148,99
	17	11,16	11,25	0,74	39,64	37,77	13,89	1,50	92,80	37,77	13,89	1,50	4,00	57,16	482,39	149,96
	18	11,26	11,35	0,75	40,00	38,11	13,89	1,50	93,50	38,11	13,89	1,50	4,00	57,50	487,00	151,00
	19	11,36	11,45	0,76	40,37	38,46	13,89	1,50	94,22	38,46	13,89	1,50	4,00	57,85	491,60	152,07
	20	11,46	11,55	0,76	40,70	38,78	13,89	1,50	94,87	38,78	13,89	1,50	4,00	58,17	495,78	153,04
VAK	21	11,56	11,65	0,77	41,06	39,12	13,89	1,50	95,57	39,12	13,89	1,50	4,00	58,51	500,39	154,08
	22	11,66	11,75	0,78	41,43	39,47	13,89	1,50	96,29	39,47	13,89	1,50	4,00	58,86	504,99	155,15
	23	11,76	11,85	0,78	41,76	39,78	13,89	1,50	96,93	39,78	13,89	1,50	4,00	59,17	509,18	156,10
	24	11,86	11,95	0,79	42,12	40,13	13,89	1,50	97,64	40,13	13,89	1,50	4,00	59,52	513,78	157,16
	25	11,96	12,05	0,80	42,48	40,48	13,89	1,50	98,35	40,48	13,89	1,50	4,00	59,87	518,38	158,22

AMBAGS- & VAKMANNE				AANGHANGSEL A					AANHANGSEL B						
				WERKGEWER SE BYDRAE					WERKNEMER SE BYDRAE						
Loon Interval	Min/Max tarief per uur		Kontant Bonus G	Vakans Fonds A	Pens Fonds B	Bystan Fonds C	Raad Heff D	W-Gewer Totaal F	Pens Fonds B	Bystan Fonds C	Raad Heff D	Spaar E	W-Nemer Totaal F	Kontant Bonus Ingesl.	Seël
26	12,06	12,15	0,80	42,81	40,79	13,89	1,50	98,99	40,79	13,89	1,50	4,00	60,18	522,57	159,17
27	12,16	12,25	0,81	43,18	41,14	13,89	1,50	99,71	41,14	13,89	1,50	4,00	60,53	527,17	160,24
28	12,26	12,35	0,82	43,54	41,49	13,89	1,50	100,42	41,49	13,89	1,50	4,00	60,88	531,77	161,30
29	12,36	12,45	0,82	43,87	41,80	13,89	1,50	101,06	41,80	13,89	1,50	4,00	61,19	535,96	162,25
30	12,46	12,55	0,83	44,24	42,15	13,89	1,50	101,78	42,15	13,89	1,50	4,00	61,54	540,56	163,32
31	12,56	12,65	0,84	44,60	42,49	13,89	1,50	102,48	42,49	13,89	1,50	4,00	61,88	545,17	164,36
32	12,66	12,75	0,84	44,93	42,81	13,89	1,50	103,13	42,81	13,89	1,50	4,00	62,20	549,35	165,33
33	12,76	12,85	0,85	45,29	43,15	13,89	1,50	103,83	43,15	13,89	1,50	4,00	62,54	553,96	166,37
34	12,86	12,95	0,86	45,66	43,50	13,89	1,50	104,55	43,50	13,89	1,50	4,00	62,89	558,56	167,44
35	12,96	13,05	0,86	45,99	43,82	13,89	1,50	105,20	43,82	13,89	1,50	4,00	63,21	562,74	168,41
36	13,06	13,15	0,87	46,35	44,16	13,89	1,50	105,90	44,16	13,89	1,50	4,00	63,55	567,35	169,45
37	13,16	13,25	0,88	46,72	44,51	13,89	1,50	106,62	44,51	13,89	1,50	4,00	63,90	571,95	170,52
38	13,26	13,35	0,88	47,05	44,82	13,89	1,50	107,26	44,82	13,89	1,50	4,00	64,21	576,14	171,47
39	13,36	13,45	0,89	47,41	45,17	13,89	1,50	107,97	45,17	13,89	1,50	4,00	64,56	580,74	172,53
40	13,46	13,55	0,90	47,77	45,52	13,89	1,50	108,68	45,52	13,89	1,50	4,00	64,91	585,34	173,59
41	13,56	13,65	0,90	48,10	45,83	13,89	1,50	109,32	45,83	13,89	1,50	4,00	65,22	589,53	174,54
42	13,66	13,75	0,91	48,47	46,18	13,89	1,50	110,04	46,18	13,89	1,50	4,00	65,57	594,13	175,61
43	13,76	13,85	0,92	48,83	46,53	13,89	1,50	110,75	46,53	13,89	1,50	4,00	65,92	598,73	176,67
44	13,86	13,95	0,92	49,16	46,84	13,89	1,50	111,39	46,84	13,89	1,50	4,00	66,23	602,92	177,62
45	13,96	14,05	0,93	49,53	47,19	13,89	1,50	112,11	47,19	13,89	1,50	4,00	66,58	607,52	178,69
46	14,06	14,15	0,94	49,89	47,53	13,89	1,50	112,81	47,53	13,89	1,50	4,00	66,92	612,13	179,73
47	14,16	14,25	0,94	50,22	47,85	13,89	1,50	113,46	47,85	13,89	1,50	4,00	67,24	616,31	180,70
48	14,26	14,35	0,95	50,58	48,19	13,89	1,50	114,16	48,19	13,89	1,50	4,00	67,58	620,92	181,74
49	14,36	14,45	0,96	50,95	48,54	13,89	1,50	114,88	48,54	13,89	1,50	4,00	67,93	625,52	182,81
50	14,46	14,55	0,96	51,28	48,86	13,89	1,50	115,53	48,86	13,89	1,50	4,00	68,25	629,70	183,78

KIMBERLEY																
NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS				AANHANGSEL A						AANHANGSEL B						
				WERKGEWER SE BYDRAE						WERKNEMER SE BYDRAE						
Loon Band		Min/Max tarief per uur		Kontant Bonus G	Vakans Fonds A	Pens Fonds B	Byst. Fonds C	Raad Hef D	W-Gewer Totaal F	Pens Fonds B	Byst. Fonds C	Raad Hef D	Spaar E	W-Nemer Totaal F	Kontant Bonus Ingesl.	Seel
G/W	1	—	4,57	0,29	16,07	15,31	4,53	1,50	37,41	15,31	4,53	1,50	4,00	25,34	193,36	62,75
	2	4,58	4,67	0,29	16,40	15,62	4,53	1,50	38,05	15,62	4,53	1,50	4,00	25,65	197,55	63,70
	3	4,68	4,77	0,30	16,76	15,97	4,53	1,50	38,76	15,97	4,53	1,50	4,00	26,00	202,15	64,76
	4	4,78	4,87	0,31	17,13	16,32	4,53	1,50	39,48	16,32	4,53	1,50	4,00	26,35	206,75	65,83
	5	4,88	4,97	0,31	17,46	16,63	4,53	1,50	40,12	16,63	4,53	1,50	4,00	26,66	210,94	66,78
	6	4,98	5,07	0,32	17,82	16,98	4,53	1,50	40,83	16,98	4,53	1,50	4,00	27,01	215,54	67,84
	7	5,08	5,17	0,33	18,18	17,32	4,53	1,50	41,53	17,32	4,53	1,50	4,00	27,35	220,15	68,88
	8	5,18	5,27	0,33	18,51	17,64	4,53	1,50	42,18	17,64	4,53	1,50	4,00	27,67	224,33	69,85
	9	5,28	5,37	0,34	18,88	17,99	4,53	1,50	42,90	17,99	4,53	1,50	4,00	28,02	228,93	70,92
	10	5,38	5,47	0,34	19,21	18,30	4,53	1,50	43,54	18,30	4,53	1,50	4,00	28,33	233,12	71,87
Klas 3	11	5,48	5,57	0,35	19,57	18,65	4,53	1,50	44,25	18,65	4,53	1,50	4,00	28,68	237,72	72,93
Klas 2	12	5,58	5,67	0,36	19,94	18,99	4,53	1,50	44,96	18,99	4,53	1,50	4,00	29,02	242,33	73,98
	13	5,68	5,77	0,36	20,27	19,31	4,53	1,50	45,61	19,31	4,53	1,50	4,00	29,34	246,51	74,95
	14	5,78	5,87	0,37	20,63	19,66	4,53	1,50	46,32	19,66	4,53	1,50	4,00	29,69	251,11	76,01
	15	5,88	5,97	0,38	20,99	20,00	4,53	1,50	47,02	20,00	4,53	1,50	4,00	30,03	255,72	77,05
	16	5,98	6,07	0,38	21,32	20,32	4,53	1,50	47,67	20,32	4,53	1,50	4,00	30,35	259,90	78,02
	17	6,08	6,17	0,39	21,69	20,66	4,53	1,50	48,38	20,66	4,53	1,50	4,00	30,69	264,51	79,07
	18	6,18	6,27	0,39	22,02	20,98	4,53	1,50	49,03	20,98	4,53	1,50	4,00	31,01	268,69	80,04
	19	6,28	6,37	0,40	22,38	21,33	4,53	1,50	49,74	21,33	4,53	1,50	4,00	31,36	273,29	81,10
	20	6,38	6,47	0,41	22,75	21,67	4,53	1,50	50,45	21,67	4,53	1,50	4,00	31,70	277,90	82,15
	21	6,48	6,57	0,41	23,08	21,99	4,53	1,50	51,10	21,99	4,53	1,50	4,00	32,02	282,08	83,12
	22	6,58	6,67	0,42	23,44	22,33	4,53	1,50	51,80	22,33	4,53	1,50	4,00	32,36	286,69	84,16
	23	6,68	6,77	0,43	23,80	22,68	4,53	1,50	52,51	22,68	4,53	1,50	4,00	32,71	291,29	85,22
	24	6,78	6,87	0,43	24,13	22,99	4,53	1,50	53,15	22,99	4,53	1,50	4,00	33,02	295,48	86,17
	25	6,88	6,97	0,44	24,50	23,34	4,53	1,50	53,87	23,34	4,53	1,50	4,00	33,37	300,08	87,24

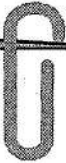
NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS				AANHANGSEL A					AANHANGSEL B						
				WERKGEWER SE BYDRAE					WERKNEMER SE BYDRAE						
Loon Band	Min/Max tarief per uur		Kontant Bonus G	Vakans Fonds A	Pens Fonds B	Byst. Fonds C	Raad Hef D	W-Gewer Totaal F	Pens Fonds B	Byst. Fonds C	Raad Hef D	Spaar E	W-Nemer Totaal F	Kontant Bonus Ingesl.	Seel
26	6,98	7,07	0,44	24,83	23,66	4,53	1,50	54,52	23,66	4,53	1,50	4,00	33,69	304,26	88,21
27	7,08	7,17	0,45	25,19	24,00	4,53	1,50	55,22	24,00	4,53	1,50	4,00	34,03	308,87	89,25
28	7,18	7,27	0,46	25,56	24,35	4,53	1,50	55,94	24,35	4,53	1,50	4,00	34,38	313,47	90,32
29	7,28	7,37	0,46	25,89	24,66	4,53	1,50	56,58	24,66	4,53	1,50	4,00	34,69	317,66	91,27
Klas 1 30	7,38	7,47	0,47	26,25	25,01	4,53	1,50	57,29	25,01	4,53	1,50	4,00	35,04	322,26	92,33
31	7,48	7,57	0,48	26,61	25,36	4,53	1,50	58,00	25,36	4,53	1,50	4,00	35,39	326,86	93,39
32	7,58	7,67	0,48	26,94	25,67	4,53	1,50	58,64	25,67	4,53	1,50	4,00	35,70	331,05	94,34
33	7,68	7,77	0,49	27,31	26,02	4,53	1,50	59,36	26,02	4,53	1,50	4,00	36,05	335,65	95,41
34	7,78	7,87	0,50	27,67	26,37	4,53	1,50	60,07	26,37	4,53	1,50	4,00	36,40	340,25	96,47
35	7,88	7,97	0,50	28,00	26,68	4,53	1,50	60,71	26,68	4,53	1,50	4,00	36,71	344,44	97,42
36	7,98	8,07	0,51	28,37	27,03	4,53	1,50	61,43	27,03	4,53	1,50	4,00	37,06	349,04	98,49
37	8,08	8,17	0,51	28,70	27,34	4,53	1,50	62,07	27,34	4,53	1,50	4,00	37,37	353,23	99,44
38	8,18	8,27	0,52	29,06	27,69	4,53	1,50	62,78	27,69	4,53	1,50	4,00	37,72	357,83	100,50
39	8,28	8,37	0,53	29,42	28,03	4,53	1,50	63,48	28,03	4,53	1,50	4,00	38,06	362,44	101,54
40	8,38	8,47	0,53	29,76	28,35	4,53	1,50	64,14	28,35	4,53	1,50	4,00	38,38	366,62	102,52
41	8,48	8,57	0,54	30,12	28,70	4,53	1,50	64,85	28,70	4,53	1,50	4,00	38,73	371,22	103,58
42	8,58	8,67	0,55	30,48	29,04	4,53	1,50	65,55	29,04	4,53	1,50	4,00	39,07	375,83	104,62
43	8,68	8,77	0,55	30,81	29,36	4,53	1,50	66,20	29,36	4,53	1,50	4,00	39,39	380,01	105,59
44	8,78	8,87	0,56	31,18	29,70	4,53	1,50	66,91	29,70	4,53	1,50	4,00	39,73	384,62	106,64
45	8,88	8,97	0,56	31,51	30,02	4,53	1,50	67,56	30,02	4,53	1,50	4,00	40,05	388,80	107,61
46	8,98	9,07	0,57	31,87	30,37	4,53	1,50	68,27	30,37	4,53	1,50	4,00	40,40	393,40	108,67
47	9,08	9,17	0,58	32,23	30,71	4,53	1,50	68,97	30,71	4,53	1,50	4,00	40,74	398,01	109,71
48	9,18	9,27	0,58	32,57	31,03	4,53	1,50	69,63	31,03	4,53	1,50	4,00	41,06	402,19	110,69
49	9,28	9,37	0,59	32,93	31,37	4,53	1,50	70,33	31,37	4,53	1,50	4,00	41,40	406,80	111,73
50	9,38	9,47	0,60	33,29	31,72	4,53	1,50	71,04	31,72	4,53	1,50	4,00	41,75	411,40	112,79

GORDONIA																
AMBAGS- & VAKMANNE				AANHANGSEL A						AANHANGSEL B						
				WERKGEWER SE BYDRAE						WERKNEMER SE BYDRAE						
Loon Inter- val		Min/Maks. tarief per uur		Kontant Bonus G	Vakans Fonds A	Pens Fonds B	Bystan Fonds C	Raad Heff D	W-GEWER TOTAAL F	Pens Fonds B	Bystan Fonds C	Raad Heff D	Spaar E	W-NEMER TOTAAL F	Kontant Bonus Ingesl.	Seel
AMB	1	—	9,27	0,61	32,66	31,12	13,88	3,50	81,16	31,12	13,88	3,50	4,00	52,50	392,10	133,66
	2	9,28	9,37	0,62	33,03	31,47	13,88	3,50	81,88	31,47	13,88	3,50	4,00	52,85	396,70	134,73
	3	9,38	9,47	0,63	33,39	31,82	13,88	3,50	82,59	31,82	13,88	3,50	4,00	53,20	401,30	135,79
	4	9,48	9,57	0,63	33,72	32,13	13,88	3,50	83,23	32,13	13,88	3,50	4,00	53,51	405,49	136,74
	5	9,58	9,67	0,64	34,09	32,48	13,88	3,50	83,95	32,48	13,88	3,50	4,00	53,86	410,09	137,81
	6	9,68	9,77	0,65	34,45	32,82	13,88	3,50	84,65	32,82	13,88	3,50	4,00	54,20	414,70	138,85
	7	9,78	9,87	0,65	34,78	33,14	13,88	3,50	85,30	33,14	13,88	3,50	4,00	54,52	418,88	139,82
	8	9,88	9,97	0,66	35,14	33,48	13,88	3,50	86,00	33,48	13,88	3,50	4,00	54,86	423,49	140,86
	9	9,98	10,07	0,67	35,51	33,83	13,88	3,50	86,72	33,83	13,88	3,50	4,00	55,21	428,09	141,93
	10	10,08	10,17	0,67	35,84	34,15	13,88	3,50	87,37	34,15	13,88	3,50	4,00	55,53	432,27	142,90
	11	10,18	10,27	0,68	36,20	34,49	13,88	3,50	88,07	34,49	13,88	3,50	4,00	55,87	436,88	143,94
	12	10,28	10,37	0,69	36,57	34,84	13,88	3,50	88,79	34,84	13,88	3,50	4,00	56,22	441,48	145,01
	13	10,38	10,47	0,69	36,90	35,15	13,88	3,50	89,43	35,15	13,88	3,50	4,00	56,53	445,67	145,96
	14	10,48	10,57	0,70	37,26	35,50	13,88	3,50	90,14	35,50	13,88	3,50	4,00	56,88	450,27	147,02
	15	10,58	10,67	0,71	37,62	35,85	13,88	3,50	90,85	35,85	13,88	3,50	4,00	57,23	454,87	148,08
	16	10,68	10,77	0,71	37,95	36,16	13,88	3,50	91,49	36,16	13,88	3,50	4,00	57,54	459,06	149,03
	17	10,78	10,87	0,72	38,32	36,51	13,88	3,50	92,21	36,51	13,88	3,50	4,00	57,89	463,66	150,10
	18	10,88	10,97	0,73	38,68	36,85	13,88	3,50	92,91	36,85	13,88	3,50	4,00	58,23	468,27	151,14
	19	10,98	11,07	0,73	39,01	37,17	13,88	3,50	93,56	37,17	13,88	3,50	4,00	58,55	472,45	152,11
	20	11,08	11,17	0,74	39,38	37,52	13,88	3,50	94,28	37,52	13,88	3,50	4,00	58,90	477,05	153,18
	21	11,18	11,27	0,74	39,71	37,83	13,88	3,50	94,92	37,83	13,88	3,50	4,00	59,21	481,24	154,13
VAK	22	11,28	11,37	0,75	40,07	38,18	13,88	3,50	95,63	38,18	13,88	3,50	4,00	59,56	485,84	155,19
	23	11,38	11,47	0,76	40,43	38,52	13,88	3,50	96,33	38,52	13,88	3,50	4,00	59,90	490,45	156,23
	24	11,48	11,57	0,76	40,76	38,84	13,88	3,50	96,98	38,84	13,88	3,50	4,00	60,22	494,63	157,20
	25	11,58	11,67	0,77	41,13	39,19	13,88	3,50	97,70	39,19	13,88	3,50	4,00	60,57	499,23	158,27

AMBAGS- & VAKMANNE				AANHANGSEL A					AANHANGSEL B						
				WERKGEWER SE BYDRAE					WERKNEMER SE BYDRAE						
Loon Inter- val	Min/Maks. tarief per uur		Kontant Bonus G	Vakans Fonds A	Pens Fonds B	Bystan Fonds C	Raad Heff D	W-GEWER TOTAAL F	Pens Fonds B	Bystan Fonds C	Raad Heff D	Spaar E	W-NEMER TOTAAL F	Kontant Bonus Ingesl.	Seel
26	11,68	11,77	0,78	41,49	39,53	13,88	3,50	98,40	39,53	13,88	3,50	4,00	60,91	503,84	159,31
27	11,78	11,87	0,78	41,82	39,85	13,88	3,50	99,05	39,85	13,88	3,50	4,00	61,23	508,02	160,28
28	11,88	11,97	0,79	42,19	40,19	13,88	3,50	99,76	40,19	13,88	3,50	4,00	61,57	512,63	161,33
29	11,98	12,07	0,80	42,55	40,54	13,88	3,50	100,47	40,54	13,88	3,50	4,00	61,92	517,23	162,39
30	12,08	12,17	0,80	42,88	40,86	13,88	3,50	101,12	40,86	13,88	3,50	4,00	62,24	521,41	163,36
31	12,18	12,27	0,81	43,24	41,20	13,88	3,50	101,82	41,20	13,88	3,50	4,00	62,58	526,02	164,40
32	12,28	12,37	0,82	43,61	41,55	13,88	3,50	102,54	41,55	13,88	3,50	4,00	62,93	530,62	165,47
33	12,38	12,47	0,82	43,94	41,86	13,88	3,50	103,18	41,86	13,88	3,50	4,00	63,24	534,81	166,42
34	12,48	12,57	0,83	44,30	42,21	13,88	3,50	103,89	42,21	13,88	3,50	4,00	63,59	539,41	167,48
35	12,58	12,67	0,84	44,67	42,56	13,88	3,50	104,61	42,56	13,88	3,50	4,00	63,94	544,01	168,55
36	12,68	12,77	0,84	45,00	42,87	13,88	3,50	105,25	42,87	13,88	3,50	4,00	64,25	548,20	169,50
37	12,78	12,87	0,85	45,36	43,22	13,88	3,50	105,96	43,22	13,88	3,50	4,00	64,60	552,80	170,56
38	12,88	12,97	0,86	45,72	43,56	13,88	3,50	106,66	43,56	13,88	3,50	4,00	64,94	557,41	171,60
39	12,98	13,07	0,86	46,05	43,88	13,88	3,50	107,31	43,88	13,88	3,50	4,00	65,26	561,59	172,57
40	13,08	13,17	0,87	46,42	44,23	13,88	3,50	108,03	44,23	13,88	3,50	4,00	65,61	566,19	173,64
41	13,18	13,27	0,88	46,78	44,57	13,88	3,50	108,73	44,57	13,88	3,50	4,00	65,95	570,80	174,68
42	13,28	13,37	0,88	47,11	44,89	13,88	3,50	109,38	44,89	13,88	3,50	4,00	66,27	574,98	175,65
43	13,38	13,47	0,89	47,48	45,23	13,88	3,50	110,09	45,23	13,88	3,50	4,00	66,61	579,59	176,70
44	13,48	13,57	0,90	47,84	45,58	13,88	3,50	110,80	45,58	13,88	3,50	4,00	66,96	584,19	177,76
45	13,58	13,67	0,90	48,17	34,90	13,88	3,50	111,45	45,90	13,88	3,50	4,00	67,28	588,37	178,73
46	13,68	13,77	0,91	48,53	46,24	13,88	3,50	112,15	46,24	13,88	3,50	4,00	67,62	592,98	179,77
47	13,78	13,87	0,92	48,90	46,59	13,88	3,50	112,87	46,59	13,88	3,50	4,00	67,97	597,58	180,84
48	13,88	13,97	0,92	49,23	45,90	13,88	3,50	113,51	46,90	13,88	3,50	4,00	68,28	601,77	181,79
49	13,98	14,07	0,93	49,59	47,25	13,88	3,50	114,22	47,25	13,88	3,50	4,00	68,63	606,37	182,85
50	14,08	14,17	0,94	49,96	47,60	13,88	3,50	114,94	47,60	13,88	3,50	4,00	68,98	610,97	183,92

GORDONIA																
NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS				AANHANGSEL A						AANHANGSEL B						
				WERKGEWERSE BYDRAE							WERKNEMER SE BYDRAE					
Loon Band		Min/Max tarief per uur		Kontant Bonus G	Vakans Fonds A	Pens Fonds B	Byst Fonds C	Raad Hef D	W-Gewer Totaal F	Pens Fonds B	Byst. Fonds C	Raad Hef D	Spaar E	W-Nemer Totaal F	Kontant Bonus Ingesl.	Seël
A/W	1	—	4,23	0,27	14,88	14,18	4,54	3,50	37,10	14,18	4,54	3,50	4,00	26,22	176,28	63,32
	2	4,24	4,33	0,27	15,21	14,49	4,54	3,50	37,74	14,49	4,54	3,50	4,00	26,53	180,47	64,27
	3	4,34	4,43	0,28	15,57	14,84	4,54	3,50	38,45	14,84	4,54	3,50	4,00	26,88	185,07	65,33
	4	4,44	4,53	0,28	15,90	15,15	4,54	3,50	39,09	15,15	4,54	3,50	4,00	27,19	189,26	66,28
	5	4,54	4,63	0,29	16,27	15,50	4,54	3,50	39,81	15,50	4,54	3,50	4,00	27,54	193,86	67,35
	6	4,64	4,73	0,30	16,63	15,84	4,54	3,50	40,51	15,84	4,54	3,50	4,00	27,88	198,47	68,39
	7	4,74	4,83	0,30	16,96	16,16	4,54	3,50	41,16	16,16	4,54	3,50	4,00	28,20	202,65	69,36
	8	4,84	4,93	0,31	17,32	16,51	4,54	3,50	41,87	16,51	4,54	3,50	4,00	28,55	207,25	70,42
	9	4,94	5,03	0,32	17,69	16,85	4,54	3,50	42,58	16,85	4,54	3,50	4,00	28,89	211,86	71,47
	10	5,04	5,13	0,32	18,02	17,17	4,54	3,50	43,23	17,17	4,54	3,50	4,00	29,21	216,04	72,44
Klas 3	11	5,14	5,23	0,33	18,38	17,51	4,54	3,50	43,93	17,51	4,54	3,50	4,00	29,55	220,65	73,48
Klas 2	12	5,24	5,33	0,34	18,75	17,86	4,54	3,50	44,65	17,86	4,54	3,50	4,00	29,90	225,25	74,55
	13	5,34	5,43	0,34	19,08	18,18	4,54	3,50	45,30	18,18	4,54	3,50	4,00	30,22	229,43	75,52
	14	5,44	5,53	0,35	19,44	18,52	4,54	3,50	46,00	18,52	4,54	3,50	4,00	30,56	234,04	76,56
	15	5,54	5,63	0,35	19,77	18,84	4,54	3,50	46,65	18,84	4,54	3,50	4,00	30,88	238,22	77,53
	16	5,64	5,73	0,36	20,13	19,18	4,54	3,50	47,35	19,18	4,54	3,50	4,00	31,22	242,83	78,57
	17	5,74	5,83	0,37	20,50	19,53	4,54	3,50	48,07	19,53	4,54	3,50	4,00	31,57	247,43	79,64
	18	5,84	5,93	0,37	20,83	19,84	4,54	3,50	48,71	19,84	4,54	3,50	4,00	31,88	251,62	80,59
	19	5,94	6,03	0,38	21,19	20,19	4,54	3,50	49,42	20,19	4,54	3,50	4,00	32,23	256,22	81,65
	20	6,04	6,13	0,39	21,56	20,54	4,54	3,50	50,14	20,54	4,54	3,50	4,00	32,58	260,82	82,72
	21	6,14	6,23	0,39	21,89	20,85	4,54	3,50	50,78	20,85	4,54	3,50	4,00	32,89	265,01	83,67
	22	6,24	6,33	0,40	22,25	21,20	4,54	3,50	51,49	21,20	4,54	3,50	4,00	33,24	269,61	84,73
	23	6,34	6,43	0,40	22,58	21,51	4,54	3,50	52,13	21,51	4,54	3,50	4,00	33,55	273,80	85,68
	24	6,44	6,53	0,41	22,94	21,86	4,54	3,50	52,84	21,86	4,54	3,50	4,00	33,90	278,40	86,74
	25	6,54	6,63	0,42	23,31	22,21	4,54	3,50	53,56	22,21	4,54	3,50	4,00	34,25	283,00	87,81

NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS				AANHANGSEL A					AANHANGSEL B						
				WERKGEWERSE BYDRAE					WERKNEMER SE BYDRAE						
Loon Band	Min/Max tarief per uur		Kontant Bonus G	Vakans Fonds A	Pens Fonds B	Byst Fonds C	Raad Hef D	W-Gewer Totaal F	Pens Fonds B	Byst Fonds C	Raad Hef D	Spaar E	W-Nemer Totaal F	Kontant Bonus Ingesl.	Seël
26	6,64	6,73	0,42	23,64	22,52	4,54	3,50	54,20	22,52	4,54	3,50	4,00	34,56	287,19	88,76
27	6,74	6,83	0,43	24,00	22,87	4,54	3,50	54,91	22,87	4,54	3,50	4,00	34,91	291,79	89,82
28	6,84	6,93	0,44	24,37	23,22	4,54	3,50	55,63	23,22	4,54	3,50	4,00	35,26	296,39	90,89
29	6,94	7,03	0,44	24,70	23,53	4,54	3,50	56,27	23,53	4,54	3,50	4,00	35,57	300,58	91,84
Klas 1 30	7,04	7,13	0,45	25,06	23,88	4,54	3,50	56,98	23,88	4,54	3,50	4,00	35,92	305,18	92,90
31	7,14	7,23	0,45	25,39	24,19	4,54	3,50	57,62	24,19	4,54	3,50	4,00	36,23	309,37	93,85
32	7,24	7,33	0,46	25,75	24,54	4,54	3,50	58,33	24,54	4,54	3,50	4,00	36,58	313,97	94,91
33	7,34	7,43	0,47	26,12	24,88	4,54	3,50	59,04	24,88	4,54	3,50	4,00	36,92	318,58	95,96
34	7,44	7,53	0,47	26,45	25,20	4,54	3,50	59,69	25,20	4,54	3,50	4,00	37,24	322,76	96,93
35	7,54	7,63	0,48	26,81	25,55	4,54	3,50	60,40	25,55	4,54	3,50	4,00	37,59	327,36	97,99
36	7,64	7,73	0,49	27,18	25,89	4,54	3,50	61,11	25,89	4,54	3,50	4,00	37,93	331,97	99,04
37	7,74	7,83	0,49	27,51	26,21	4,54	3,50	61,76	26,21	4,54	3,50	4,00	38,25	336,15	100,01
38	7,84	7,93	0,50	27,87	26,55	4,54	3,50	62,46	26,55	4,54	3,50	4,00	38,59	340,76	101,05
39	7,94	8,03	0,51	28,23	26,90	4,54	3,50	63,17	26,90	4,54	3,50	4,00	38,94	345,36	102,11
40	8,04	8,13	0,51	28,56	27,22	4,54	3,50	63,82	27,22	4,54	3,50	4,00	39,26	349,54	103,08
41	8,14	8,23	0,52	28,93	27,56	4,54	3,50	64,53	27,56	4,54	3,50	4,00	39,60	354,15	104,13
42	8,24	8,33	0,52	29,26	27,88	4,54	3,50	65,18	27,88	4,54	3,50	4,00	39,92	358,33	105,10
43	8,34	8,43	0,53	29,62	28,22	4,54	3,50	65,88	28,22	4,54	3,50	4,00	40,26	362,94	106,14
44	8,44	8,53	0,54	29,99	28,57	4,54	3,50	66,60	28,57	4,54	3,50	4,00	40,61	367,54	107,21
45	8,54	8,63	0,54	30,32	28,89	4,54	3,50	67,25	28,89	4,54	3,50	4,00	40,93	371,72	108,18
46	8,64	8,73	0,55	30,68	29,23	4,54	3,50	67,95	29,23	4,54	3,50	4,00	41,27	376,33	109,22
47	8,74	8,83	0,56	31,04	29,58	4,54	3,50	68,66	29,58	4,54	3,50	4,00	41,62	380,93	110,28
48	8,84	8,93	0,56	31,38	29,89	4,54	3,50	69,31	29,89	4,54	3,50	4,00	41,93	385,12	111,24
49	8,94	9,03	0,57	31,74	30,24	4,54	3,50	70,02	30,24	4,54	3,50	4,00	42,28	389,72	112,30
50	9,04	9,13	0,57	32,07	30,55	4,54	3,50	70,66	30,55	4,54	3,50	4,00	42,59	393,91	113,25



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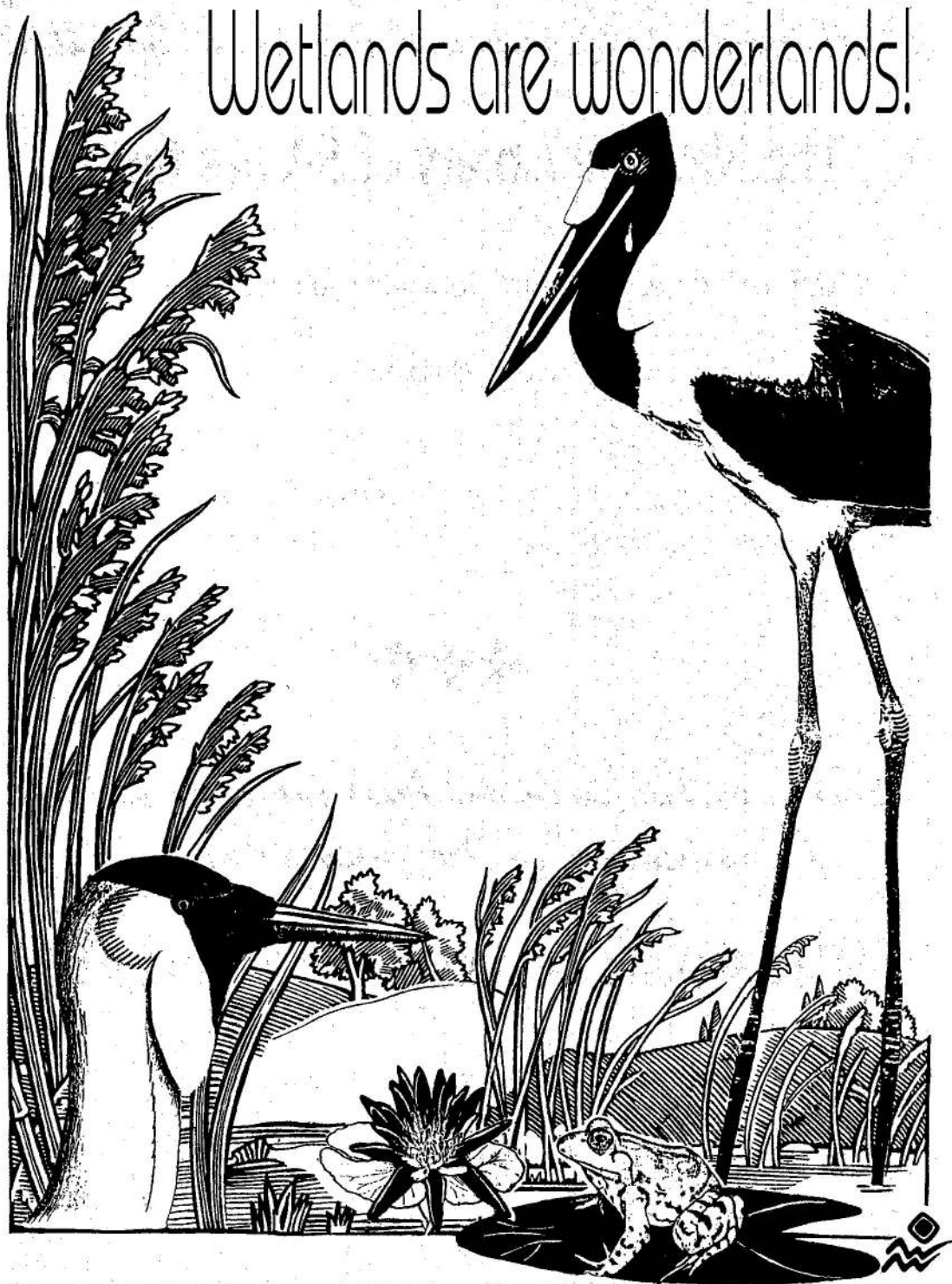
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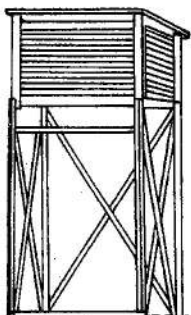
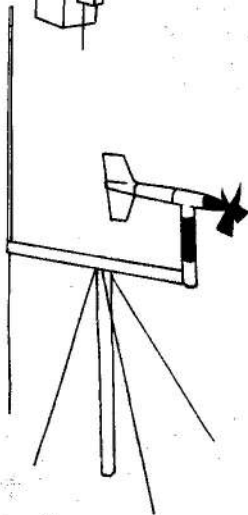
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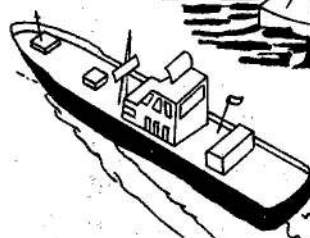
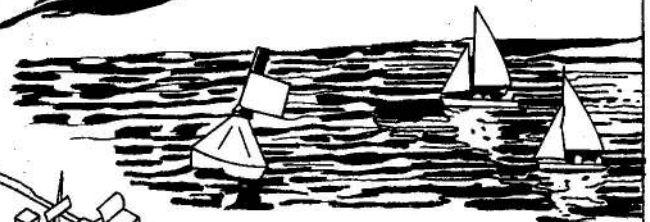
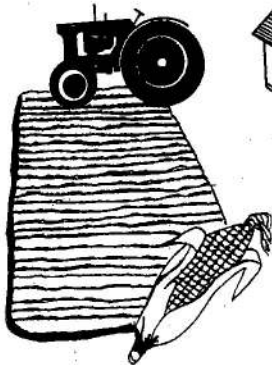
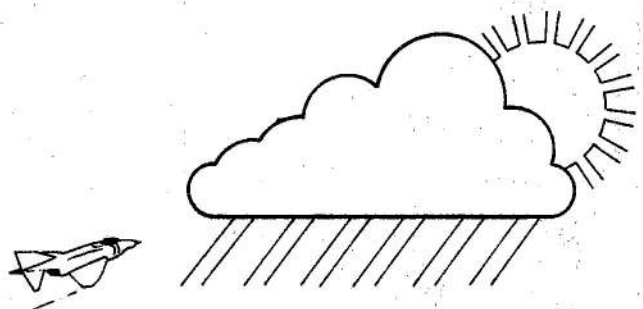


Department of Environmental Affairs and Tourism

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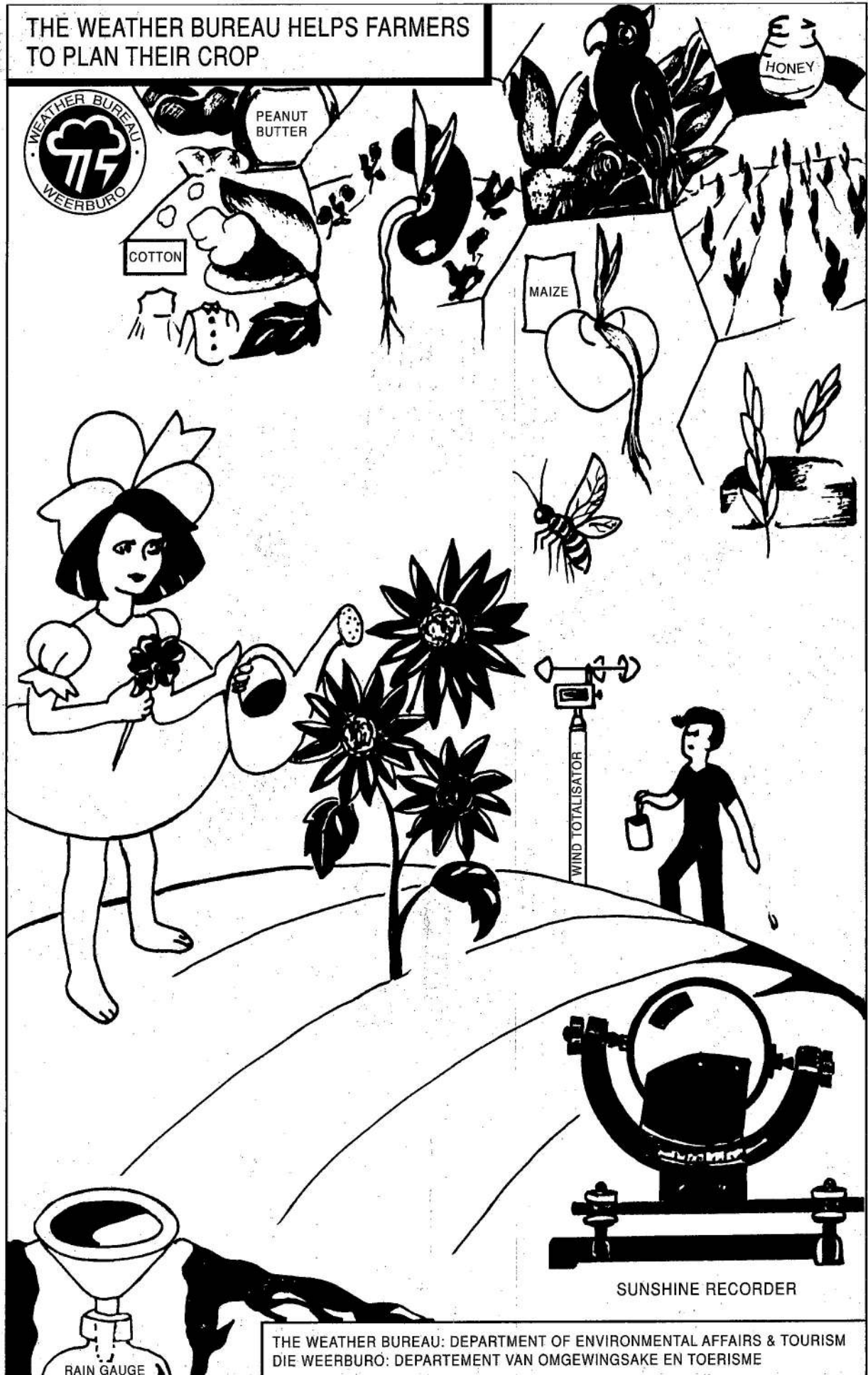


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