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AIDS HELPLINE: 0800-0123-22 Prevention is the cure

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GOVERNMENT NOTICES

No. R. 1026**12 October 2001****BCEA 7****DEPARTMENT OF LABOUR****DETERMINATION IN TERMS OF SECTION 50**

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

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

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

2. Extent of the variation:

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

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

Category 3 to 8 employees on Collieries listed in Annexures A and B who are members of Chamber of Mines of South Africa.

4. Conditions on which determination is granted:

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

5. Period for which the determination is granted:

Mines listed in Annexure A with effect from 1 October 2001 to 30 September 2003;
Mines listed in Annexure B with effect from 1 October 2001 to 30 September 2002.

SIGNED under delegated authority in terms of section 85 of the Basic Conditions of Employment Act, 1997 at Pretoria on this the 8th day of October 2001.

DIRECTOR GENERAL: LABOUR

ANNEXURE A**ANGLO COAL – A DIVISION OF ANGLO OPERATIONS**

Bank Colliery
Goedehoop Colliery
Greenside Colliery
Kriel Colliery
New Denmark Colliery
New Vaal Colliery
Kleinkopje Colliery
Landau Colliery

DUIKER MINING

Mpumalanga Collieries
Strathrae Colliery
Spitzkop Colliery
Tweefontein Collieries
Waterpan Colliery
Boschmans Colliery
Witbank Consolidated Colliery
South Witbank Coal Mine

iMpunzi Collieries
Phoenix Colliery
Tavistock Colliery
Arthur Taylor Colliery (Underground)

EYESIZWE COAL

Arnot Colliery
Matla Coal (including New Clydesdale Colliery)

INGWE COAL CORPORATION

Delmas Colliery
Douglas Colliery
Khanya Laboratory
Koorfontein Colliery (Blinkpan Section)
Optimum Colliery

KANGRA GROUP

Savmore Colliery (including Taaiboschspruit)
Welgedacht Exploration

ANNEXURE B**AFRIORE (SA)**

Tweewaters Fuel (trading as Springlake Colliery)

No. R. 1027

12 October 2001

BCEA 7

DEPARTMENT OF LABOUR**DETERMINATION IN TERMS OF SECTION 50**

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

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

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

2. Extent of the variation:

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

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

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

4. Conditions on which determination is granted:

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

5. Period for which the determination is granted:

With effect from 1 October 2001 to 30 September 2002

SIGNED under delegated authority in terms of section 85 of the Basic Conditions of Employment Act, 1997 at Pretoria on this the 8th day of October 2001.

DIRECTOR GENERAL: LABOUR

DUIKER MINING

TwEEfontein Collieries

Waterpan Colliery

Boschmans Colliery

Witbank Consolidated Colliery

iMpunzi Collieries

Phoenix Colliery

Tavistock Colliery

Arthur Taylor Colliery (underground)

Mpumalanga Collieries

Strathrae Colliery

Spitzkop Colliery

Tseletis Colliery

INGWE COAL CORPORATION

Delmas Colliery

Douglas Colliery

Koornfontein Colliery – Blinkpan Section

Optimum Colliery

EYESIZWE COAL

Matla Coal

No. R. 1028

12 October 2001

BCEA 7

DEPARTMENT OF LABOUR**DETERMINATION IN TERMS OF SECTION 50**

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

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

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

2. Extent of the variation:

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

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

Officials on Gold Mines listed in Annexures A, B, C, D and E who are members of Chamber of Mines of South Africa.

4. Conditions on which determination is granted:

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

5. Period for which the determination is granted:

Mines listed in Annexure A with effect from 1 October 2001 to 31 May 2003;
Mines listed in Annexure B with effect from 1 October 2001 to 30 June 2003;
Mines listed in Annexure C with effect from 1 October 2001 to 30 September 2003;
Mines listed in Annexure D with effect from 1 October 2001 to 31 December 2003; and
Mines listed in Annexure E with effect from 1 October 2001 to 31 December 2002;

SIGNED under delegated authority in terms of section 85 of the Basic Conditions of Employment Act, 1997 at Pretoria on this the 8th day of October 2001.

DIRECTOR GENERAL: LABOUR

ANNEXURE A

DURBAN ROODEPOORT DEEP (DRD)

Buffelsfontein Gold Mines, Buffelsfontein Division
Buffelsfontein Gold Mines, Hartbeesfontein Division

ANNEXURE B

DURBAN ROODEPOORT DEEP (DRD)

Blyvooruitzicht Gold Mining Company

ANNEXURE C

PLACER DOME WESTERN AREAS JOINT VENTURE

South-Deep

ANNEXURE D

GOLD FIELDS

Gold Fields Limited Mines and Operations

ANNEXURE E

HARMONY GOLD MINING COMPANY

Evander Gold Mines
Free State Operations (including Masimong Shafts)
Randfontein Estates

No. R. 1029

12 October 2001

BCEA 7

DEPARTMENT OF LABOUR**DETERMINATION IN TERMS OF SECTION 50**

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

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

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

2. Extent of the variation:

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

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

Miners and Artisans on Gold Mines listed in Annexure A who are members of Chamber of Mines of South Africa.

4. Conditions on which determination is granted:

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

5. Period for which the determination is granted:

With effect from 1 October 2001 to 30 September 2003.

SIGNED under delegated authority in terms of section 85 of the Basic Conditions of Employment Act, 1997 at Pretoria on this the 8th day of October 2001.

DIRECTOR GENERAL: LABOUR

ANNEXURE A**ANGLOGOLD****Business units****Free State**

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

Vaal River

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

West Wits

West Wits Business Services
Mponeng Mine
Savuka Mine
Tau Tona

Other operations

Anglogold Health Services

GOLD FIELDS

Driefontein Consolidated
Kloof Consolidated
Beatrix Mine
Oryx Mine
St Helena Mine

HARMONY

Harmony Gold Mining (Free State Operations)
Masimong Mine
Evander Gold Mines
Randfontein Estates Limited
Deelkraal Mine
Elandsrand Mine

PLACER DOME WESTERN AREAS JOINT VENTURE

South-Deep

No. R. 1030

12 October 2001

BCEA 7

DEPARTMENT OF LABOUR**DETERMINATION IN TERMS OF SECTION 50**

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

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

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

2. Extent of the variation:

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

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

Miners and Artisans on Duiker Collieries listed in Annexure A who are members of Chamber of Mines of South Africa.

4. Conditions on which determination is granted:

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

5. Period for which the determination is granted:

With effect from 1 October 2001 to 30 September 2003.

SIGNED under delegated authority in terms of section 85 of the Basic Conditions of Employment Act, 1997 at Pretoria on this the 8th day of October 2001.

DIRECTOR GENERAL: LABOUR

ANNEXURE A**DUIKER MINING****TwEEfontein Collieries**

Waterpan Colliery

Boschmans Colliery

Witbank Consolidated Colliery

iMpunzi Collieries

Phoenix Colliery

Tavistock Colliery

Arthur Taylor Colliery (underground)

Mpumalanga Collieries

Strathrae Colliery

Spitzkop Colliery

Tseletis Colliery

No. R. 1031

12 October 2001

BCEA 7

DEPARTMENT OF LABOUR**DETERMINATION IN TERMS OF SECTION 50**

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

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

Sections 12(2)(b); 15(1)(a) and 17(1)

2. Extent of the variation:

- (a) To average hours of work over the agreed period with an average of 10 hours' overtime;
- (b) To reduce the daily rest period to not less than 8 hours for the purposes of rapid changeovers; and
- (c) That shifts commencing at or after 04:00 are not regarded as night work.

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

Category 3 to 8 employees on Gold Mines listed in Annexure A who are members of Chamber of Mines of South Africa.

4. Conditions on which determination is granted:

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

5. Period for which the determination is granted:

With effect from 1 October 2001 to 30 September 2003.

SIGNED under delegated authority in terms of section 85 of the Basic Conditions of Employment Act, 1997 at Pretoria on this the 8th day of October 2001.

DIRECTOR GENERAL: LABOUR

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

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

Vaal River

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

West Wits

West Wits Business Service
Mponeng Mine
Savuka Mine
Tau Tona

Other entities

Anglogold Health Services

DURBAN ROODEPOORT DEEP (DRD)

Blyvooruitzicht Mine
Buffelsfontein Gold Mines Limited
Hartebeesfontein Gold Mine (including Duff Scott Hospital)

GOLD FIELDS

Driefontein Consolidated
Kloof Consolidated
Beatrix Mine
Oryx Mine
St Helana Mine
Gold Fields Training Services
Gold Fields Protection Services
Gold Fields Health Services

HARMONY GOLD MINING COMPANY

Harmony Gold Mining (Free State Operations)

Masimong Mine

Evander Gold Mines

Randfontein Estates Limited

Deelkraal Mine

Elandsrand Mine

PLACER DOME WESTERN AREAS JOINT VENTURE

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