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No. 25015



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



CONTENTS**INHOUD**

No.	Page No.	Gazette No.	No.	Bladsy No.	Koerant No.
GOVERNMENT NOTICES			GOEWERMENSKENNISGEWINGS		
Health, Department of			Arbeid, Departement van		
<i>Government Notice</i>			<i>Goewermentskennisgewings</i>		
R. 358			R. 364		
Foodstuffs, Cosmetics and Disinfectants Act (54/1972): Regulations: Maximum levels for metals in foodstuffs: Amendment.....	3	25015	Wet op Arbeidsverhoudinge (66/1995): Verbeteringskennisgewing: Padvragnerheid: Uitbreiding van A-Kollektiewe Herbekragtigs en Wysigingsoorenkoms na Nie-partye.....	8	25015
Labour, Department of			R. 365		
<i>Government Notices</i>			do.: do.: do.: Uitbreiding van B-Kollektiewe Herbekragtigs en Wysigingsoorenkoms na Nie-partye	11	25015
R. 364			Gesondheid, Departement van		
Labour Relations Act (66/1995): Correction Notice: Road Freight Industry: Extension of A-Collective Re-enacting and Amending Agreement to Non-parties.....	8	25015	<i>Goewermentskennisgewing</i>		
R. 365			R. 358		
do.: do.: do.: Extension of B-Collective Re-enacting and Amending Agreement to Non-parties.....	8	25015	Foodstuffs, Cosmetics and Disinfectants Act (54/1972): Regulations: Maximum levels for metals in foodstuffs: Amendment.....	3	25015

CORRECTION NOTICE

Government Notice No. R. 307 published in *Government Gazette* No. 24967 (*Regulation Gazette* No. 7590) of 7 March 2003, is hereby corrected as follows:

In the Afrikaans text:

On page 330, paragraph 4 (1) (i), substitute the expression “**gehoorbeskermers**” for the expression “**gehoorbeskermingstoerusting**”.

On page 336, paragraph 11 (a), substitute the expression “**rekords**” for the expression “**aantekeninge**”.

REGSTELLINGSKENNISGEWING

Goewermentskennisgewing No. R. 307 gepubliseer in *Staatskoerant* No. 24967 (*Regulasiekoerant* No. 7590) van 7 Maart 2003, word hierby soos volg verbeter:

In die Afrikaanse teks:

Op bladsy 330, paragraaf 4 (1) (i), vervang die uitdrukking “**gehoorbeskermers**” met die uitdrukking “**gehoorbeskermingstoerusting**”.

Op bladsy 336, paragraaf 11 (a), vervang die uitdrukking “**rekords**” met die uitdrukking “**aantekeninge**”.

GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF HEALTH DEPARTEMENT VAN GESONDHEID

No. R. 358

14 March 2003

FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT, 1972 (ACT 54 OF 1972)

REGULATIONS RELATING TO MAXIMUM LEVELS FOR METALS IN FOODSTUFFS: AMENDMENT

The Minister of Health intends, in terms of section 15(1) of the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act No. 54 of 1972), to make the regulations in the Schedule.

Interested persons are invited to submit any substantiated comments or representations on the proposed regulations to the Director-General of Health, Private Bag X828, Pretoria, 0001 (for the attention of the Director: Food Control), within three months of the date of publication of this notice.

SCHEDULE

Definition

1. In these regulations "the Regulations" means the regulations published under Government Notice No. R 15181 of 9 September 1994.

Substitution of Annexure to the Regulations

2. The following Annexure is hereby substituted for the existing Annexure to the Regulations.

Commencement

3. These regulations shall come into effect three months after the date of final publication.



ME TSHABALALA-MSIMANG

MINISTER OF HEALTH

MAXIMUM LEVELS FOR METALS IN FOODSTUFFS (mg/kg or mg/l)

Metal	Foodstuff	Maximum Limit (mg/kg or mg/l)
Antimony (Sb)	Beverages and all liquid foodstuffs	0.15
	Any other foodstuff	1.0
	Gelatin	10
Arsenic (As)	Canned meat and solid meat packs, swordfish and other billed fish, tuna and shark (including canned fish & tuna) and canned fruit & vegetables	1.5
	Eggs, meat and fish (including processed meat & fish), fruit and vegetables (except for cereals, pulses and legumes where limits do not apply)	1.0
	Shellfish (including cephalopods) and shellfish products	3.0
	Milk and edible fats & oils	0.1
	Natural mineral water	0.01
	Beverages and all other liquid foodstuffs	0.2
	Chocolate and cocoa butters	0.5
	Gelatin	2.5
Cadmium (Cd)	Meat (including processed & canned meat)	2.0
	Fish and swordfish (including canned fish & tuna)	1.0
	Shellfish (including cephalopods) and shellfish products	3.0
	Eggs, fruit & vegetables (including canned fruit & vegetables)	0.1
	Milk	0.005
	Eggs, beverages and other liquid foodstuffs	0.01
Copper (Cu)	Beverages and other liquid foodstuffs	5.0

	Shellfish (including cephalopods) and shellfish products	50
	Milk	2.0
	Any other foodstuff	30
Lead (Pb)	Canned fruit & vegetables, fish (including processed fish) and all canned liquid foodstuffs	1.0
	Brassica & leafy vegetables, all uncanned beverages and liquid foodstuffs (excluding wine),	0.3
	Cereals, pulses & legumes, small fruit and berries and wine	0.2
	Milk and fruit juices & nectars	0.05
	All other fruits, Meat (including processed & internal organs)	0.1
	Infants formula	0.02
	Swordfish (including canned fish & tuna), shellfish (including cephalopods) and shellfish products	4.0
	Gelatin	10
Mercury (Hg)	Gelatin, meat (including canned meat & solid meat packs) and cereals & processed cereal products	0.05
	Fish (including processed & canned fish)	0.5*
	Swordfish and other billed fish, tuna and shark (including canned fish & tuna), shellfish (including cephalopods) and shellfish products	1.0*
	Eggs, fruit and vegetables (including canned fruit & vegetables)	0.03
	Natural mineral water	0.001
	Milk, beverages and other liquid foodstuffs	0.01
Tin (Sn)	Gelatin, fruit juices & nectars and all canned foodstuffs	200
	All uncanned foodstuffs	40

Zinc (Zn)	Milk, beverages and other liquid foodstuffs	5.0
	Shellfish (including cephalopods) and shellfish products	300
	Gelatin	100
	Any other foodstuff	40

* as methylmercury

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 364

14 March 2003

LABOUR RELATIONS ACT, 1995

CORRECTION NOTICE

ROAD FREIGHT INDUSTRY: EXTENSION OF A-COLLECTIVE RE-ENACTING AND AMENDING AGREEMENT TO NON-PARTIES

The following corrections to Government Notice No. R. 295 appearing in *Government Gazette* No. 24941 of 28 February 2003, are hereby published for general information:

1. In the English text to the Schedule: In clause 4 (1) (a), under "Category code" item 23 delete "or fork-lift truck".
2. In the Afrikaans text to the Schedule: In clause 4 (1) (a), under "Kategorie kode" item 23 delete "of 'n vurkhy swa".

No. R. 364

14 Maart 2003

WET OP ARBEIDSVERHOUDINGE, 1995

VERBETERINGSKENNISGEWING

PADVRAGNYWERHEID: UITBREIDING VAN A-KOLLEKTIEWE HERBEKRAFTIGINGS EN WYSIGINGSOOREENKOMS NA NIE-PARTYE

Onderstaande verbeterings aan Goewermentskennisgewing No. R. 295 wat in *Staatskoerant* No. 24941 van 28 Februarie 2003 verskyn, word hierby vir algemene inligting gepubliseer:

1. In die Engelse teks van die Bylae, in klousule 4 (1) (a), onder "Category code" item 23 skrap "or fork-lift truck".
2. In die Afrikaanse teks van die Bylae, in klousule 4 (1) (a), onder "Kategorie kode" item 23 skrap "of 'n vurkhy swa".

No. R. 365

14 March 2003

LABOUR RELATIONS ACT, 1995

CORRECTION NOTICE

ROAD FREIGHT INDUSTRY: EXTENSION OF B-COLLECTIVE RE-ENACTING AND AMENDING AGREEMENT TO NON-PARTIES

The following corrections to *Government Notice* No. R. 294 appearing in *Government Gazette* No. 24941 of 28 February 2003, are hereby published for general information:

1. In the English text substitute the following for the Schedule:

"SCHEDULE

NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT INDUSTRY

B-COLLECTIVE AGREEMENT

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

Road Freight Employers' Association

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

Africa Miners and Allied Workers' Union

Motor Transport Workers' Union (South Africa)

Professional Transport Workers' Union of South Africa

South African Transport Workers' Union

South African Transport and Allied Workers' Union (SATAWU)

and

Transport and Allied Workers' Union (TAWU)

(hereinafter referred to as the "employees" or the "trade unions"), of the other part, being the parties to the National Bargaining Council for the Road Freight Industry.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Road Freight Industry—

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions, and who are engaged and employed therein, respectively;
- (b) in the Republic of South Africa, excluding the following Magisterial Districts: Alberton, Benoni, Boksburg, Brakpan [excluding those portions of the Magisterial Districts of Boksburg and Brakpan which, prior to the publication of Government Notice No. 1779 of 6 November 1964, fell within the Magisterial District of Heidelberg, and excluding those portions of the Magisterial District of Brakpan which, prior to 1 April 1996 and 1 July 1972 (Government Notices Nos. 498 and 871 of 1 April 1996 and 26 May 1972, respectively), fell within the Magisterial District of Nigell], Delmas, Germiston, Johannesburg, Kempton Park [excluding those portions which, prior to 29 March 1956 and 1 November 1970 (Government Notices Nos. 556 and 1618 of 29 March 1956 and 2 October 1970, respectively), fell within the Magisterial District of Pretoria] Krugersdorp [including those portions of the Magisterial Districts of Koster and Brits which, prior to 26 July 1963 and 1 June 1972, respectively (Government Notices Nos. 1105 of 26 July 1963 and 872 of 26 May 1972), fell within the Magisterial District of Krugersdorp], Oberholzer (excluding that portion of the Magisterial District of Oberholzer which, prior to the publication of Government Notice No. 1745 of 1 September 1978, fell within the Magisterial District of Potchefstroom), Randburg (excluding that portion which, prior to the publication of Government Notice No. 2152 of 22 November 1974, fell within the Magisterial District of Pretoria), Randfontein (including that portion of the Magisterial District of Koster which, prior to the publication of Government Notice No. 1105 of 26 July 1963, fell within the Magisterial District of Randfontein, but excluding the farms Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 and Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging and Westonaria.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom minimum wages are prescribed in this Agreement and to the employers of such employees.
- (3) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall not apply to—
- (a) the owner of only one vehicle who is the permanent driver of his/her own vehicle and the employees employed by such owner, except in so far as clause 6 (5) is applicable.
- (4) The provisions of clauses 1 (1) (a), 1A and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and the trade unions who entered into this Agreement.

1A. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force until 29 February 2004.

2. SPECIAL PROVISIONS

The provisions of clauses 24 (1), 25, 29, 30 (4), 35 and 37 of the Agreement published under Government Notice No. R. 920 of 24 July 1998, as amended, extended and re-enacted by Government Notices Nos. R. 1691 of 24 December 1998, R. 284 of 12 March 1999, R. 575 of 7 May 1999, R. 1316 of 12 November 1999, R. 410 of 20 April 2000, R. 554 of 9 June 2000, R. 1029 of 27 October 2000, R. 186 of 1 March 2001, R. 265 of 23 March 2001, R. 812 of 31 August 2001, R. 531 of 3 May 2002, and R. 806 of 14 June 2002 (hereinafter referred to as the "Former Agreement") as further re-enacted, extended and amended from time to time, shall apply to employers and employees.

3. GENERAL PROVISIONS

The provisions of clauses 3 to 23, 24 (2) and (3), 26 to 28, 30 (1) to 30 (3), 31 to 34, 36 and 38 to 40, 41 and 42 of the Former Agreement (as further extended, amended and re-enacted from time to time), shall apply to employers and employees.

"B" AGREEMENT

4. CLAUSE 4: WAGES

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

"(1) (a) For the period at least until 29 February 2004 the minimum wages that an employer shall pay to his employees shall be as prescribed in paragraph (b) hereunder:

- (b) Weekly wages:

Category code	Class	Grade	Patterson grade	Minimum wage
1	General worker	1	A Band	R384,00
42	General worker—Repair shop		A Band	
3	Packer/loader grade I		A Band	
27	Security Guard		A Band	
5	Motor cycle/motor tricycle driver	2	B1	
6	Light motor vehicle driver		B1	

Category code	Class	Grade	Patterson grade	Minimum wage
2	Checker grade I		B1	R436,50
22	Loader operator grade II		B1	
24	Mobile hoist operator grade II		B1	
46	Packer/loader grade II		B1	
7	Medium motor vehicle driver (articulated)	3	B2	R538,00
8	Medium motor vehicle driver (rigid)		B2	
44	Artisan assistant		B2	
19	Gantry crane operator grade I		B1	
23	Mobile hoist operator grade I		B2	
47	Checker grade II		B2	
21	Loader operator grade I		B1	
20	Gantry crane operator grade II		B2	
26	Storeman (workshop)		B2	
15	Team leader		B2	
10	Heavy motor vehicle driver (articulated)	4	B3	R596,50
11	Heavy motor vehicle driver (rigid)		B3	
12	Extra-heavy motor vehicle driver (articulated)		B3	
13	Extra-heavy motor vehicle driver (rigid)		B3	
18	Despatch clerk		B3	
14	Ultra-heavy motor vehicle driver	5	B4	R682,00
45	Semi-skilled artisan		B4	
49	Storeman (warehouse)		B4	
41	Security officer, grade C	6	B3	R902,80
40	Security officer, grade B		B3	R915,40
39	Security officer, grade A		B4	R915,40

(2) In subclause (5) (a) substitute the following for paragraph (i):

"(i) for each period of absence, R13,00: Provided that where the employer provides a bed, this allowance may be reduced by not more than R1,00 per night;" and

(3) In subclause (5) (a) substitute the following for paragraph (ii):

"(ii) for each of the three daily meals required to be obtained during such absence, R12,33".

(4) Substitute the following for subclause (6):

"(6) Across-the-board increase: Employees who prior to the coming into operation of these amendments to this agreement, were in receipt of a wage equal to or higher than the minimum prescribed for their class in Government Notice No. R. 535 of 3 May 2002, shall be awarded wage increases as specified in Table B:

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

Grade	Across-the-board increase per week
1	R40,00
2	R41,00
3	R48,00
4	R53,00
5	R60,00
6—C	R75,00
6—B	R81,92
6—A	R81,92

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

5. CLAUSE 31: HOLIDAY PAY BONUS FUND

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

"(1) (a) (i) The Holiday Pay Bonus Fund, established by the Council under the provisions of the Agreement published under Government Notice No. R. 41 of 15 January 1971 is hereby continued, and for the purposes of this clause "employee" means an employee categorised in clause 4 (1) (a). Every employer shall pay into the Holiday Pay Bonus Fund by not later than the 20th day of each and every month in respect of each of the classes of employees employed by him during the preceding month, who has completed 21 shifts, an amount equal to 25% of one week's minimum wage prescribed for each class of employee in clause 4, as detailed in the following contribution table:

Grade	Class	Contribution
1	General worker, general worker—repair shop, packer/loader grade I, security guard.....	R 96,00
2	Motor cycle/motor tricycle driver, light motor vehicle driver, checker grade I, loader/operator grade II, mobile hoist operator grade II, packer/loader grade II	R109,10
3	Medium motor vehicle driver, artisan assistant, gantry crane operator grade I, mobile hoist operator grade I, loader/operator grade I, storeman (workshop), checker grade II, gantry crane operator II, team leader	R134,50
4	Heavy motor vehicle driver, extra-heavy motor vehicle driver, despatch clerk.....	R149,10
5	Ultra-heavy motor vehicle driver, semi-skilled artisan, storeman (warehouse)	R170,50
6	Security Officer, Grade C	R225,70
	Security Officer, Grade B	R228,90
	Security Officer, Grade A	R228,90

Provided that where an employer, prior to the date of coming into operation of this Agreement, has independently paid an annual or holiday bonus to any class of employee specified under the contribution table hereinbefore, he may reduce such annual or holiday bonus referred to by the equivalent of the sum of the monthly contributions remitted to Council in terms of this subclause in respect of that class of employee, for the corresponding period."

6. CLAUSE 41: SUGAR CANE SECTOR

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

"(e). Employees who work a night shift in accordance with the definition in clause 2, shall receive R9,50 for every shift worked, with the proviso that where two different shifts qualify for a night allowance during a 24 hour period commencing at midnight, only those employees who worked the first shift shall qualify for payment of the night shift allowance."

Signed at Johannesburg, for and on behalf of the parties to the Council, the 10th day of December 2002.

G. F. VAN NIEKERK

Chairman of the Council

J. J. DUBE

Vice-Chairman of the Council

B. S. E. GRATZ

Secretary of the Council"

No. R. 365

14 Maart 2003

WET OP ARBEIDSVARHOUDINGE, 1995

VERBETERINGSKENNISGEWING

PADVAGNYWERHEID: UITBREIDING VAN B-KOLLEKTIEWE HERBEKRAKTIGINGS EN WYSIGINGSOOREENKOMS NA NIE-PARTYE

Onderstaande verbeterings aan Goewermentskennisgewing No. R. 294 wat in Staatskoerant No. 24941 van 28 Februarie 2003 verskyn, word hierby vir algemene inligting gepubliseer:

1. In die Afrikaanse teks vervang die Bylae deur die volgende:

"BYLAE

NASIONALE BEDINGINGSRAAD VIR DIE PADVRAGNYWERHEID

B-KOLLEKTIEWE OOREENKOMS

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

Road Freight Employers' Association

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

Africa Miners and Allied Workers' Union

Motor Transport Workers' Union (South Africa)

Professional Transport Workers' Union of South Africa

South African Transport Workers' Union

South African Transport and Allied Workers' Union (SATAWU)

en

Transport and Allied Workers' Union

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

wat die partye is by die Nasionale Bedingingsraad vir die Padvragnywerheid.

1. TOEPASSINGSBESTEK

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

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

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

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

- (a) 'n eienaar van slegs een voertuig wat die permanente drywer is van sy/haar eie voertuig en die werknemers wat deur sodanige eienaar in diens geneem is, uitgesonderd tot die mate waar klousule 6 (5) van toepassing is.

(4) Die bepalings van klousules 1 (1) (a), 1A en 2 van hierdie Ooreenkoms is nie van toepassing op werkgewers en werknemers wat nie lede van onderskeidelik die werkgewersorganisasie en die vakbonde is wat hierdie Ooreenkoms aangegaan het nie.

1A. GELDIGHEDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid ingevolge artikel 32 van die Wet op Arbeidsverhoudinge, 1995, vasstel en bly van krag tot 29 Februarie 2004.

2. SPESIALE BEPALINGS

Die bepalings van klousules 24 (1), 25, 29, 30 (4), 35 en 37 van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 920 van 24 Julie 1998, soos gewysig, verleng en herbekragtig by Goewermentskennisgewings Nos. R. 1691 van 24 Desember 1998, R. 284 van 12 Maart 1999, R. 575 van 7 Mei 1999, R. 1316 van 12 November 1999, R. 410 van 20 April 2000, R. 554 van 9 Junie 2000, R. 1029 van 27 Oktober 2000, R. 186 van 1 Maart 2001, R. 265 van 23 Maart 2001, R. 812 van 31 Augustus 2001, R. 531 van 3 Mei 2002, en R. 806 van 14 Junie 2002 (hierna die "Vorige Ooreenkoms" genoem) soos verder van tyd tot tyd herbekragtig, verleng en gewysig, is van toepassing op werkgewers en werknemers.

3. ALGEMENE BEPALINGS

Die bepalings van klousules 3 tot 23, 24 (2) en (3), 26 tot 28, 30 (1) tot 30 (3), 31 tot 34, 36 en 38 tot 40, 41 en 42 van die Vorige Ooreenkoms (soos van tyd tot tyd verder verleng, gewysig en herbekragtig), is van toepassing op werkgewers en werknemers.

"B"-OOREENKOMS**4. KLOUSULE 4: LONE**

(1) Vervang subklousule (1) (a) met die volgende:

"(1) (a) Vir die tydperk tot minstens 29 Februarie 2004 moet 'n werkgewer sy werknemers die lone betaal soos in paragraaf (b) hieronder voorgeskryf:

(b) Weeklone:

Kategorie kode	Klas	Graad	Patterson-graad	Minimum loon
1	Algemene werker	1.	A-band	R384,00
42	Algemene werker—herstelwinkel		A-band	
3	Verpakker/laaier graad I		A-band	
27	Sekuriteitswag		A-band	
5	Motorfiets/motordriewieldrywer	2.	B1	R436,50
6	Drywer van 'n ligte motorvoertuig		B1	
2	Nasiener graad I		B1	
22	Bediener van 'n laaigraaf graad II		B1	
24	Bediener van 'n mobiele hystoestel graad II		B1	
46	Verpakker/laaier graad II		B1	
7	Drywer van 'n medium motorvoertuig (gelede)	3.	B2	R538,00
8	Drywer van 'n medium motorvoertuig (nie-gelede)		B2	
44	Ambagsman Assistent		B2	
19	Bediener van 'n bakkraan graad I		B1	
23	Bediener van 'n mobiele hystoestel graad I		B2	
47	Nasiener graad II		B2	
21	Bediener van 'n laaigraaf graad I		B1	
20	Bediener van 'n bakkraan graad II		B2	
26	Magasynman (werkwinkel)		B2	
15	Spanleier		B2	
10	Drywer van 'n swaar motorvoertuig (gelede)	4.	B3	R596,50
11	Drywer van 'n swaar motorvoertuig (nie-gelede)		B3	
12	Drywer van 'n ekstra swaar motorvoertuig (gelede)		B3	
13	Drywer van 'n ekstra swaar motorvoertuig (nie-gelede)		B3	
18	Versendingsklerk		B3	
14	Drywer van 'n ultra-swaar motorvoertuig	5.	B4	R682,00
45	Halfgeskoolde ambagsman		B4	
49	Magasynman (pakhuis)		B4	
41	Veiligheidsbeampte, graad C	6.	B3	R902,80
40	Veiligheidsbeampte, graad B		B3	R915,40
39	Veiligheidsbeampte, graad A		B4	R915,40

(2) In subklousule (5) (a) vervang paragraaf (i) deur die volgende:

"(i) vir elke sodanige tydperk van afwesigheid R13,00: Met dien verstande dat waar die werkgewer 'n bed verskaf, hierdie toelae met hoogstens R1,00 per nag verminder mag word; en".

(3) In subklousule (5) (a) vervang paragraaf (ii) deur die volgende:

"vir elk van die drie daaglikse maaltye wat bekom moet word tydens sodanige afwesigheid, R12,33".

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

Algemene verhoging (deur die bank): Werknemers wat voor die inwerkingtreding van die wysigings tot die ooreenkoms 'n loon ontvang het wat gelyk is aan of hoër is as dit wat vir hulle klas voorgeskryf word ingevolge Goewermmentskennisgewing No. R. 535 van 3 Mei 2002 moet as volg betaal word:

ALGEMENE VERHOOGING (PER WEEK)—TABEL B

Graad	Algemene verhoging (deur die bank) per week
1	R40,00
2	R41,00
3	R48,00
4	R53,00
5	R60,00
6—C	R75,00
6—B	R81,92
6—A	R81,92

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

5. KLOUSULE 31: VAKANSIESOLDYBONUSFONDS

(1) Vervang subklousule (1) (a) (i) met die volgende:

"(1) (a) (i) Die Vakansiesoldybonusfonds deur die Raad ingestel kragtens die Ooreenkoms gepubliseer by Goewermmentskennisgewing No. R41 van 15 Januarie 1971 word hierby voortgesit en vir die toepassing van hierdie klousule beteken "werknemer" 'n werknemer soos gekategoriseer in klousule 4 (1) (a). Elke werkgewer moet voor of op die 20ste dag van elke maand ten opsigte van elk van die werknemers wat gedurende die voorafgaande maand by hom in diens was en 21 skofte voltooi het 'n bedrag in die Vakansiesoldybonusfonds inbetaal wat gelyk is aan 25% van een week se minimum loon, soos voorgeskryf vir elke klas werknemer in klousule 4 en soos uiteengesit in die onderstaande bydraer tabel:

Graad	Klas	Bydrae
1	Algemene werker, algemene werker—herstelwinkel, verpakker/laaier graad I, sekuriteitswag	R 96,00
2	Motorfiets-/Motordriewieldrywer, drywer van 'n ligte motorvoertuig, nasiener graad I, bediener van 'n laaigraaf graad II, bediener van 'n mobiele hystoestel graad II, verpakker/laaier graad II	R109,10
3	Drywer van 'n medium motorvoertuig, ambagsman-assistent, bediener van 'n bakkraan graad I, bediener van 'n mobiele hystoestel graad I, bediener van 'n laaigraaf graad I, magasynman (werkswinkel), nasiener graad II, bediener van 'n bakkraan graad II, spanleier	R134,50
4	Drywer van 'n swaar motorvoertuig, drywer van 'n ekstra swaar motorvoertuig, versendingsklerk	R149,10
5	Drywer van 'n ultra-swaar motorvoertuig, halfgeskoolde ambagsman, magasynman (pakhuis)	R170,50
6	Veiligheidsbeampte, Graad C	R225,70
	Veiligheidsbeampte, Graad B	R228,90
	Veiligheidsbeampte, Graad A	R228,90

Met dien verstande dat waar 'n werkgewer, voor die inwerkingtreding van hierdie Ooreenkoms, uit eie beweging 'n jaarlikse of vakansiebonus betaal het, aan enige klas werknemer soos gespesifiseer in die bydraetabel hierbo, hy sodanige jaarlikse of vakansiebonus hierbo bedoel, kan verminder met die ekwivalent van die bedrag van die maandelikse bydraes oorbetal aan die Raad ingevolge hierdie subklousule ten opsigte van die betrokke klas werknemer vir die ooreenstemmende tydperk.”.

6. KLOUSULE 41: SUIKERRIETSEKTOR

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

“(e) Werknemers wat 'n nagskof werk ingevolge die woordskrywing in klousule 2 moet R9,50 ontvang vir elke skof gewerk op voorwaarde dat waar twee verskillende skofte kwalifiseer vir 'n nagskoftoelae gedurende 'n 24-uur-tydperk wat om middernag begin, kwalifiseer slegs daardie werknemers wat die eerste skof gewerk het vir betaling van die nagskoftoelae.

Vir en namens die partye by die Raad, op hede die 10de dag van Desember 2002 te Johannesburg onderteken.

G. F. VAN NIEKERK

Voorsitter van die Raad

J. J. DUBE

Ondervoorsitter van die Raad

B. S. E. GRATZ

Sekretaris van die Raad”

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