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**GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS**

**DEPARTMENT OF AGRICULTURE
DEPARTEMENT VAN LANDBOU**

No. R. 482

16 April 2004

CORRECTION NOTICE

**MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996
(ACT No. 47 OF 1996)**

**AMENDMENT OF STATUTORY MEASURE AND DETERMINATION OF GUIDELINE
PRICE: WINE EXPORT GENERIC PROMOTION LEVY ON EXPORT WINE**

Government Notice No. R.300 of 12 March 2004, as published in Government Gazette No. 26113 of the said date, is hereby corrected-

- (a) by the substitution for the expression "Government Notice No. R.1408" wherever it appears on both the English and Afrikaans text, of the expression "Government Notice No. R.1412".

No. R. 482

16 April 2004

VERBETERINGSKENNISGEWING

**BEMARKING VAN LANDBOUPRODUKTE, 1996
(WET No.47 VAN 1996)**

**WYSIGING VAN STATUTÊRE MAATREËL EN VASSTELLING VAN RIGLYNPRYSE:
WYNUITVOER GENERIESE BEVORDERINGS-HEFFING OP UITVOERWYN**

Goewermentskennisgewing No. R.300 van 12 Maart 2004, soos gepubliseer in die Staatskoerant No. 26113 van die bogenoemde datum, word hiermee verbeter-

- (a) deur die uitdrukking "Goewermentskennisgewing No. R.1408" waar dit in die Engels en Afrikaans teks voorkom, deur die uitdrukking "Goewermentskennisgewing No. R.1412" te vervang.

No. R. 487

16 April 2004

AGRICULTURAL PRODUCT STANDARDS ACT, 1990
(ACT No. 119 OF 1990)

REGULATIONS REGARDING INSPECTIONS AND APPEALS: EXPORT

CORRECTION NOTICE

1. The Schedule to Government Notice No. R. 246 of 27 February 2004 published in Government Gazette No. 26054 is hereby corrected by amending the table numbers as follows:

Table 1 to Table 2	-	Other inspection and audit fees
Table 2 to Table 3	-	Laboratory Fees
Table 3 to Table 4	-	Appeal Fees: Export

No. R. 487

16 April 2004

WET OP LANDBOUPRODUKSTANDAARDE, 1990
(WET No. 119 VAN 1990)

REGULASIES BETREFFENDE ONDERSOEKE EN APPELLE: UITVOER

VERBETERINGSKENNISGEWING

1. Die Bylae by Goewermmentskenningsgewing No. R. 246 van 27 Februarie 2004 gepubliseer in Staatskoerant No. 26054 word hiermee verbeter deur die tabelnommers soos volg te wysig:

Tabel 1 na Tabel 2	-	Ander ondersoekgelde
Tabel 2 na Tabel 3	-	Laboratoriumgelde
Tabel 3 na Tabel 4	-	Appelgelde: Uitvoer

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 483

16 April 2004

LABOUR RELATIONS ACT, 1956

**ROAD FREIGHT INDUSTRY: EXTENSION OF PROVIDENT FUND COLLECTIVE AMENDING AGREEMENT TO
NON-PARTIES**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council for the Road Freight Industry and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 26 April 2004, and for the period ending 31 May 2004.

M.M.S MDLADLANA

Minister of Labour

SCHEDULE

NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT INDUSTRY

PROVIDENT FUND 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

Professional Transport Workers' Union of South Africa

South African Transport Workers' Union

South African Transport and Allied Workers' Union

and

Transport and Allied Workers' Union

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

to amend the Agreement published under Government Notice No. R. 368 of 14 March 2003, as extended by Government Notice R. 251 of 27 February 2004.

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 employer's organisation and by all employees who are members of the trade unions, and who are engaged and employed in the said industry, respectively;
- (b) in the Magisterial Districts of 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 1966 and 1 July 1972 (Government Notices Nos. 498 and 871 of 1 April 1966 and 26 May 1972, respectively), fell within the Magisterial District of Nigel), Delmas, Germiston, Johannesburg, Kempton Park (excluding those portions which, prior to 29 March 1956 and 1 November 1970 (government Notices Nos. 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 and 872 of 26 July 1963 and 26 May 1972, respectively), 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 Moedowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 and Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging and Westonaria.

- (c) In the Republic of South Africa, excluding the magisterial districts detailed in subclause (1) (b) above.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to the employees for whom minimum wages are prescribed in the Main 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 10 (6) of the "A" Agreement and clause 6 (5) of the "B" Agreement is applicable;
 - (b) an employer whose establishment falls within the magisterial districts detailed in subclause (1) (b) above and who, at the time of publication of Government Notice No. R. 3146 of 20 December 1991, has an existing pension or provident fund registered with the Registrar of Pension Funds, covering employees for whom minimum wages are prescribed in the Main Agreement, and the employees of such an employer;
 - (c) an employer whose establishment falls within the magisterial districts detailed in subclause (1) (b) above, who prior to the publication of Government Notice No. R. 3146 of 20 December 1991, did not have an existing pension or provident fund registered with the Registrar of Pension Funds covering employees for whom minimum wages are prescribed in the Main Agreement, but who, before 1 January 1991, commenced negotiations for the establishment of a pension or provident fund for employees covered by the Main Agreement;
 - (d) an employer whose establishment falls within the magisterial districts detailed in subclause (1) (c) above and who, at the time of publication of Government Notice No. R. 450 of 16 April 1999, has an existing pension or provident fund registered with the Registrar of Pension Funds covering employees for whom minimum wages are prescribed in the Main Agreement, and the employees of such an employer;
 - (e) an employer whose establishment falls within the magisterial districts detailed in subclause (1) (c) above and who, prior to the publication of Government Notice No. R. 450 of 16 April 1999, did not have an existing pension or provident fund registered with the Registrar of Pension Funds covering employees for whom minimum wages are prescribed in the Main Agreement, but who, before 1 March 1999, commenced negotiations for the establishment of a pension or provident fund for employees covered by the Main Agreement.
- (4) The provisions of clause 1 (1) (a) and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation or trade unions that entered into this Agreement.
- (5) The exclusions contained in subclause (3) above shall not apply in respect of subclause 7 (8).

2. 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 31 May 2004.

3. CLAUSE 6: MEMBERSHIP

- (1) Substitute the following for subclause (1) (e)—
 - "(e) all employees, other than relief employees, specified in clause 1 (3) (c) of this Agreement, where the membership eligibility rules of the employers' pension or provident fund provide for a waiting period in excess of 12 months."

4. CLAUSE 8: BENEFITS

- (1) Substitute the following for subclause (2) (a) (ii)—
 - "(ii) an amount equal to 20% of the total sum of the employer's contribution, less amounts diverted and deducted in terms of clause 7 (4) and (7), and interest credited in respect of that member in terms of clause 9 of this Agreement, during the first year of membership of the Fund, and thereafter 100%."
- (2) Substitute the following for subclause (7):
 - "(7) Nothing contained in this Agreement shall in any way effect the right of any member or his dependant(s) to claim compensation or damages in respect of a member who was injured or who died from any accident resulting from and in the course of his employment, and the amount payable under this subclause shall not be reduced by reason of any payment that may be made as a result of such claim."
- (3) Substitute the following for subclause (5) (a):
 - "(5) (a) On proof, to be furnished by the employer or the member's dependants on the form prescribed by the Fund, to the satisfaction of the Management Committee, of the death of a member, the Fund shall pay to the dependant(s) of such member an amount equal to the aggregate amount of his own and the employer's contributions contributed less the costs of administering the Fund as specified in clause 7 (7) and providing the insured benefits to clause 7 (4) in respect of such member, plus interest credited thereto in terms of clause 9 of this Agreement, and the estate of such deceased member shall have no claim against the Fund."

5. CLAUSE 9: INTEREST

- (1) In subclause (1), substitute the expression "March" for the expression "January".
- (2) Substitute the following for subclause (3) (b):

"(b) **Interim interest:** After interest in terms of subclause (1) and (2) has been credited, and if the benefits become due and payable, and upon payment of such benefits before 1 March of the following year, a member shall be entitled to interest from 1 March of the year immediately preceding to the date of payment to such date of payment. The rate of interest shall be the rate determined by the Committee."

Signed at Johannesburg, for and on behalf of the parties to the Council the 15th day of July 2003.

Z. MANKGE

Chairman of the Council

G. F. VAN NIEKERK

Vice-Chairman of the Council

B. S. E. GRATZ

Secretary of the Council

No. R. 483

16 April 2004

WET OP ARBEIDSVERHOUDINGE, 1995

**PADVRAGNYWERHEID: UITBREIDING VAN VOORSORGFONDS
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 hierby verskyn en wat in die Nasionale Bedingingsraad vir die Padvragnywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 26 April 2004, en vir die tydperk wat op 31 Mei 2004 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

BYLAE

NASIONALE BEDINGINGSRAAD VIR DIE PADVRAGNYWERHEID

KOLLEKTIEWE VOORSORGFONDSOOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, No. 66 van 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 (AMAWU)

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 (TAWU)

(hierna die "werknemers" of die "vakbonde" genoem), aan die ander kant, wat die partye is by die Nasionale Bedingingsraad vir die Padvragnywerheid.

tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 368 van 14 Maart 2003, soos verleng by Goewermentskennisgewing R. 251 van 27 Februarie 2004.

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, wat onderskeidelik in genoemde Nywerheid betrokke en daarin werksaam is;

- (b) in die 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 dié gedeeltes van die landdrosdistrik Brakpan wat voor 1 April 1996 en 1 Julie 1972 (Goewermentskennisgewings Nos. R. 498 en R. 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. R. 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 onderskeidelik voor 26 Julie 1963 en 1 Junie 1972 (Goewermentskennisgewings Nos. R. 1105 van 26 Julie 1963 en 872 van 26 Mei 1972), binne die landdrosdistrik Krugersdorp geval het], Oberholzer (uitgesonderd die gedeelte van die landdrosdistrik Oberholzer wat, voor die publikasie van Goewermentskennisgewing No. R. 1745 van 1 September 1978, binne die landdrosdistrik Potchefstroom geval het), Randburg (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. R. 2152 van 22 November 1974 binne die landdrosdistrik Pretoria geval het), Randfontein (met inbegrip van die landdrosdistrik Randfontein, Koster wat voor die publikasie van Goewermentskennisgewing No. R. 1105 van 26 Julie 1963, binne die landdrosdistrik Randfontein geval het, maar uitgesonderd die plase Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 en Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereniging en Westonaria.
- (c) In die Republiek van Suid-Afrika, uitgesonderd die landdrosdistrikte soos vervat in subklousule 1 (b) hierbo.
- (2) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing slegs op werknemers vir wie minimum lone in die Hoof-ooreenkoms voorgeskryf word en op die werkgewers van sodanige werknemers.
- (3) Ondanks subklousule (1) is hierdie Ooreenkoms nie van toepassing nie op—
- '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 10 (6) van die "A" Ooreenkoms en klousule 6 (5) van die "B" Ooreenkoms van toepassing is;
 - 'n werkgewer wie se bedryfsinrigting binne die landdrosdistrikte val, soos in subklousule (1) (b) hierbo uiteengesit en wat, ten tyde van die afkondiging van Goewermentskennisgewing No. R. 3146 van 20 Desember 1991, oor 'n bestaande pensioen- of voorsorgfonds beskik het wat by die Registrateur van Pensioenfondse geregistreer is en werknemers dek vir wie minimum lone in die Hoof-ooreenkoms voorgeskryf word, en die werknemers van sodanige werkgewer;
 - 'n werkgewer wie se bedryfsinrigting binne die landdrosdistrikte val, soos in subklousule (1) (b) hierbo uiteengesit, wat voor die afkondiging van Goewermentskennisgewing No. R. 3146 van 20 Desember 1991, nie oor 'n bestaande pensioen- of voorsorgfonds beskik het nie wat by die Registrateur van Pensioenfondse geregistreer is en werknemers dek vir wie minimum lone in die Hoof-ooreenkoms voorgeskryf word, maar welke werkgewer voor 1 Januarie 1991 begin het met onderhandelings vir die instelling van 'n pensioen- of voorsorgfonds vir werknemers wat deur die Hoof-ooreenkoms gedek word;
 - 'n werkgewer wie se bedryfsinrigting binne die landdrosdistrikte val, soos in subklousule (1) (c) hierbo uiteengesit wat met die afkondiging van Goewermentskennisgewing No. R450 gedateer 16 April 1999, oor 'n bestaande pensioen- of voorsorgfonds beskik het wat by die Registrateur van Pensioenfondse geregistreer is en werknemers dek vir wie minimum lone in die Hoof-ooreenkoms voorgeskryf word, en op die werknemers van so 'n werkgewer;
 - 'n werkgewer wie se bedryfsinrigting binne die landdrosdistrikte val, soos in subklousule (1) (c) hierbo uiteengesit, wat met die afkondiging van Goewermentskennisgewing No. R. 450 gedateer 16 April 1999, nie oor 'n bestaande pensioen- of voorsorgfonds beskik het nie wat by die Registrateur van Pensioenfondse geregistreer is en werknemers dek vir wie minimum lone in die Hoof-ooreenkoms voorgeskryf word, maar welke werkgewer voor 1 Maart 1999 begin het met onderhandelings vir die instelling van 'n pensioen- of voorsorgfonds vir werknemers wat deur die Hoof-ooreenkoms gedek word.
- (4) Die bepalinge van klousules 1 (1) (a) en 2 van hierdie Ooreenkoms is nie van toepassing nie op werkgewers en werknemers wat nie lede is van die werkgewersorganisasie of van die vakbonde wat die Ooreenkoms aangegaan het nie.
- (5) Die uitsluitings vervat in subklousules (3) hierbo is nie van toepassing ten opsigte van subklousule 7 (8) nie.

2. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel 32 van die Wet op Arbeidsverhoudinge, 1995, vasstel, en bly van krag tot 31 Mei 2004.

3. KLOUSULE 6: LIDMAATSKAP

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

"(e) alle werknemers, uitgesonderd afloswerknemers, in klousule 1 (3) (c) van hierdie Ooreenkoms gespesifiseer waar die lidmaatskapeëls van die werkgewer se pensioen- of voorsorgfonds bepaal dat werknemers eers na 'n wagperiode langer as 12 maande in aanmerking kom vir toelating tot die fonds."

4. KLOUSULE 8: BYSTAND

- (1) Vervang subklousule (2) (a) (ii) deur die volgende subklousule:

"(ii) 'n bedrag gelyk aan 20% van die totale som van die werkgewer se bydrae, minus bedrae oorgedra en afgetrek ingevolge klousule 7(4) en (7) asook rente toegevoeg ten opsigte van daardie lid ingevolge klousule 9 van hierdie Ooreenkoms gedurende die eerste jaar van lidmaatskap van die fonds, en daarna 100%".

- (2) Vervang subklousule (7) deur die volgende:

"(7) Niks in hierdie Ooreenkoms vervat, raak op enige wyse die reg van enige lid of sy afhanklike(s) om skadeloosstelling of skadevergoeding te eis ten opsigte van 'n lid wat beseer was of gesterf het as gevolg van enige ongeluk vooruitspruitend uit en in die loop van sy diens nie, en die bedrag betaalbaar ingevolge hierdie subklousule mag nie verminder word vanweë enige betaling wat as gevolg van sodanige eise gedoen word nie."

- (3) Vervang subklousule (5) (a) deur die volgende:

"(5) (a) By bewyslewering, verskaf deur die werkgewer of die lid se afhanklikes op die vorm wat deur die Fonds voorskryf word, tot tevreedenheid van die Bestuurskomitee, van die dood van 'n lid, moet die Fonds aan die afhanklike(s) van sodanige lid 'n bedrag betaal gelyk aan die totale bedrag van sy eie en die werkgewer se bydraes wat ten opsigte van sodanige lid bygedra is, minus die koste van administrasie van die Fonds soos uiteengesit in klousule 7 (7) en die voorsiening van versekerde voordele soos uiteengesit is klousule 7 (4) ten opsigte van sodanige lid, plus rente waarmee dit ingevolge klousule 9 van hierdie Ooreenkoms gekrediteer is en het die boedel van die oorlede lid geen eis teen die Fonds nie."

5. KLOUSULE 9: RENTE

- (1) Vervang die uitdrukking "Januarie" in die eerste reël van subklousule (1) deur die uitdrukking "Maart".

- (2) Vervang subklousule (3) (b) deur die volgende:

"(b) **Voorlopige rente:** Nadat rente ingevolge subklousule (1) en (2) gekrediteer is, en indien die bystand verskuldig en betaalbaar raak, en by betaling van sodanige voordele voor 1 Maart van die volgende jaar, is 'n lid geregtig op rente vanaf 1 Maart van die jaar onmiddellik voor die datum van betaling tot sodanige datum van betaling. Die rentekoers is die koers soos deur die Komitee bepaal."

Vir en namens die partye by die Raad, op hede die 15de dag van Julie 2003 te Johannesburg onderteken.

Z. MANKGE

Voorsitter van die Raad

G.F. VAN NIEKERK

Ondervoorsitter van die Raad

B.S.E. GRATZ

Sekretaris van die Raad

No. R. 488

16 April 2004

LABOUR RELATIONS ACT, 1995

**BUILDING BARGAINING COUNCIL, NORTH AND WEST BOLAND: 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 Afrikaans Schedule hereto, which was concluded in the Building Bargaining Council, North and West Boland 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 26 April 2004, and for the period ending 17 May 2004.

M. M. S. MDLADLANA

Minister of Labour

No. R. 488

16 April 2004

WET OP ARBEIDSVERHOUDINGE, 1995

**BOUBEDINGINGSRAAD, NOORD- EN WES-BOLAND: 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, dat die Kollektiewe Wysigingsooreenkoms wat in die Bylae hiervan verskyn en wat in die Boubedingingsraad, Noord- en Wes-Boland aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Wysigingsooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 26 April 2004, en vir die tydperk wat op 17 Mei 2004 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

BYLAE**BOUBEDINGINGSRAAD NOORD- EN WESBOLAND****KOLLEKTIEWE OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, Wet No. 66 van 1995, gesluit en aangegaan tussen die

Master Builders Association North Boland

Bou Industrieë Assosiasie Wes-Boland

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

Noordelike Bouwerkers' Vakbonde (NBV)

(hierna die "werknemer" of die "vakbond" genoem), aan die ander kant, wat die partye is by die Boubedingingsraad Noord en Wes Boland, tot die wysiging van die Kollektiewe Ooreenkoms, uitgebrei na nie-partye, gepubliseer by Goewermenskennisgewing No. R. 699 van 15 Mei 1998, soos gewysig en verleng by Goewermenskennisgewings Nos. R. 1612 van 11 Desember 1998, R. 871 van 16 Julie 1999, R. 1234 van 22 Oktober 1999, R. 780 van 11 Augustus 2000, R. 1176 van 24 November 2000, R. 369 van 5 April 2002, R. 1314 van 25 Oktober 2002, R. 621 van 9 Mei 2003 en R. 869 van 20 Junie 2003 (soos gekorrigeer by Goewermenskennisgewing R. 993 van 11 Julie 2003).

1. TOEPASSINGSBESTEK

- (1) Hierdie Ooreenkoms moet nagekom word—
 - (a) deur alle werkgewers en alle werknemers wat by die Bounywerheid betrokke of daarin werksaam is en wat lede is van onderskeidelik die werkgewersorganisasies en die vakbond.
 - (b) in die landdrosdistrikte Ceres, Hopfield, Montagu, Moorreesburg, Piketberg, Robertson, Swellendam, Tulbagh, Vredenburg en Worcester.
- (2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing—
 - (a) slegs op die klasse werknemers vir wie lone voorgeskryf word in die Ooreenkoms;
 - (b) vakleerlinge en leerlinge slegs vir sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, en die Wet op Vaardigheidsontwikkeling, 1998 of met voorwaardes wat daarkragtens gestel is;
 - (c) slegs-arbeids-kontrakteurs, werkende vennote en werkende direkteurs, prinsipale en aannemers.
- (3) Ondanks subklousule (1) (a), is die bepalings van die Ooreenkoms nie van toepassing nie op—
 - (a) klerke en administratiewe personeel;
 - (b) universiteitstudente en gegradueerdes in die bouwetenskap en konstruksie-opmeters en sodanige ander persone wat besig is met praktiese werk ter voltooiing van hul akademiese opleiding;
 - (c) voormanne of algemene voormanne;
 - (d) nie-partye ten opsigte van klousules 1 (1) (a) en 2 van die Ooreenkoms.

2. GELDIGHEDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid vasstel as die effektiewe datum waarop die Ooreenkoms vir nie-partye bindend word, of op die datum waarop die Minister weier om die Ooreenkoms tot nie-partye uit te brei, en bly van krag tot 17 Mei 2004.

3. KLOUSULE 21: VAKBOND AFTREKKINGS

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

"(1) **Vakbond ledegeld:** (a) Elke werkgewer moet op elke betaaldag van die lone verskuldig elke week aan elke geskikte werknemer, wat lid is van die vakbond wat 'n party by hierdie Ooreenkoms is, die bydraes hieronder uiteengesit, aftrek:

Kategorie van werknemer	Gebied "A"	Gebied "B"	Gebied "C"	Gebied "D"
	R Per week	R Per week	R Per week	R Per week
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 10 (1) (a).....	4,50	4,50	4,50	4,50
(ii) klousule 10 (1) (b) en (l) (1).....	4,50	4,50	4,50	4,50
(iii) klousule 10 (1) (c), (l) (2) en (n) (1).....	7,50	7,50	7,50	7,50
(iv) klousule 10 (1) (d), (l) (3), (m) (1) en (n) (2).....	7,50	7,50	7,50	7,50
(v) klousule 10 (1) (e), (l) (4), (m) (2) en (n) (3).....	7,50	7,50	7,50	7,50

Kategorie van werknemer	Gebied "A"	Gebied "B"	Gebied "C"	Gebied "D"
(vi) klousule 10 (1) (f), (m) (3) en (n) (4).....	7,50	7,50	7,50	7,50
(vii) klousule 10 (1) (g).....	9,00	9,00	9,00	9,00
(viii) klousule 10 (1) (h).....	9,00	—	9,00	—
(ix) klousule 10 (1) (i) (1) en (i) (3)	9,00	—	9,00	—
(x) klousule 10 (1) (i) (2)	9,00	9,00	9,00	9,00
(xi) klousule 10 (1) (j).....	9,00	9,00	9,00	9,00
(xii) klousule 10 (1) (k).....	9,00	9,00	9,00	9,00"

2. KLOUSULE 24: SIEKEFONDS VIR DIE WESTELIKE PROVINSIE BOU- EN VERWANTE AMBAGTE

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

- (1) (a) Elke werkgever moet op elke betaaldag van die lone verskuldig elke week aan elke geskikte werknemer, wat lid is van die vakbond wat 'n party by hierdie Ooreenkoms is, die bydraes hieronder uiteengesit, aftrek:

Kategorie van werknemer	Gebied "A"	Gebied "B"	Gebied "C"	Gebied "D"
	R Per week	R Per week	R Per week	R Per week
Werknemers vir wie lone voorgeskryf word in—				
(i) klousule 10 (1) (a).....	—	—	—	—
(ii) klousule 10 (1) (b) en (l) (1).....	—	—	—	—
(iii) klousule 10 (1) (c), (l) (2) en (n) (1).....	4,00	4,00	4,00	4,00
(iv) klousule 10 (1) (d), (l) (3), (m) (1) en (n) (2).....	4,00	4,00	4,00	4,00
(v) klousule 10 (1) (e), (l) (4), (m) (2) en (n) (3).....	4,00	4,00	4,00	4,00
(vi) klousule 10 (1) (f), (m) (3) en (n) (4).....	4,00	4,00	4,00	4,00
(vii) klousule 10 (1) (g).....	4,50	4,50	4,50	4,50
(viii) klousule 10 (1) (h).....	4,50	4,50	4,50	4,50
(ix) klousule 10 (1) (i) (1) en (i) (3)	4,50	4,50	4,50	4,50
(x) klousule 10 (1) (i) (2)	4,50	—	4,50	—
(xi) klousule 10 (1) (j).....	4,50	—	4,50	—
(xii) klousule 10 (1) (k).....	4,50	4,50	4,50	4,50"

Geteken namens die partye op hierdie 7de dag van Oktober 2003.

R. K. J. WIPPICH

Voorsitter

D. J. PHILLIPS

Raadslid

R. C. DAMON

Bouwerkersunie

M. DOWRIES

Sekretaris

Boubedingingsraad Noord- en Wes-Boland

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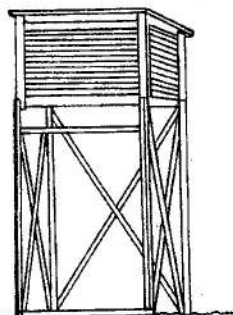
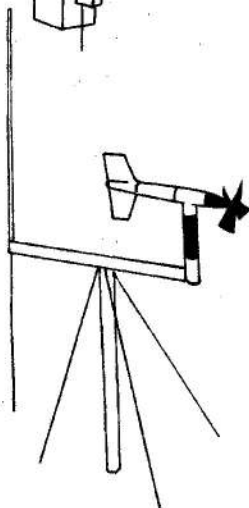
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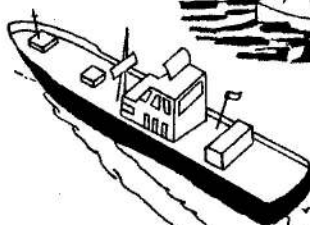
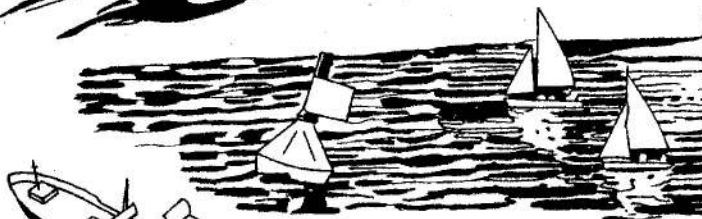
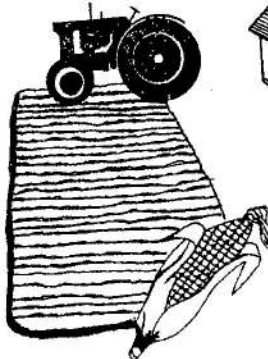
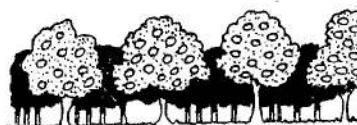
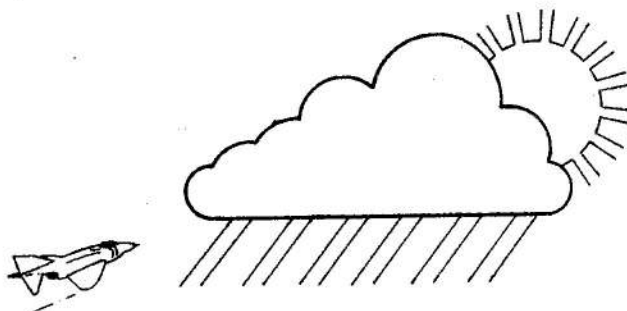
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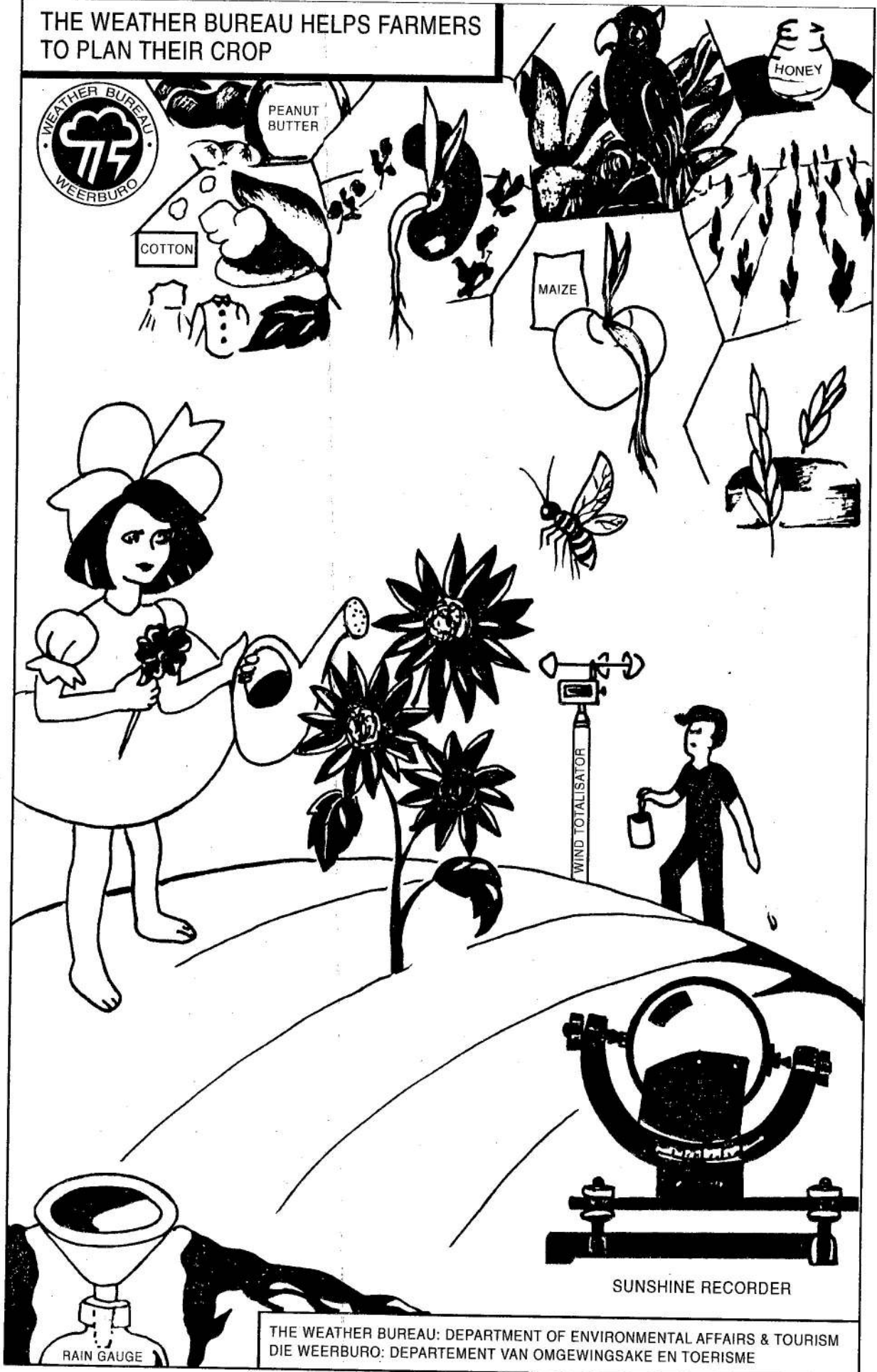


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