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GOVERNMENT NOTICES GOEWERMENSKENNISGEWINGS

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 939

13 August 2004

LABOUR RELATIONS ACT, 1995

HAIRDRESSING TRADE, CAPE PENINSULA: RENEWAL OF MAIN COLLECTIVE AGREEMENT

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of Labour, hereby, in terms of section 32(6)(a)(ii) of the Labour Relations Act, 1995, declare the provisions of Government Notice No. R. 1532 of 13 December 2002, to be effective from the date of publication of this notice and for the period ending 31 March 2006.

M M S MDLALANA
MINISTER OF LABOUR

No. R. 939

13 Augustus 2004

WET OP ARBEIDSVERHOUDINGE, 1995

HAARKAPPERSBEDRYF, KAAPSE SKIEREILAND: HERNUWING VAN KOLLEKTIEWE HOOFOOREENKOMS

Ek, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister van Arbeid, verklaar hierby, kragtens artikel 32(6)(a)(ii) van die Wet op Arbeidsverhoudinge, 1995, dat die bepalings van Goewermentskennisgewing No. R. 1532 van 13 Desember 2002, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Maart 2006 eindig.

M M S MDLALANA
MINISTER VAN ARBEID

No. R. 940

13 August 2004

LABOUR RELATIONS ACT, 1995**HAIRDRESSING TRADE, CAPE PENINSULA: 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 Bargaining Council for the Hairdressing Trade, Cape Peninsula, 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 Trade, with effect from 23 August 2004, and for the period ending 31 March 2006.

M M S MDLALANA

MINISTER OF LABOUR

No. R. 940

13 Augustus 2004

WET OP ARBEIDSVERHOUDINGE, 1995**HAARKAPPERSBEDRYF, KAAPSE SKIEREILAND: UITBREIDING VAN HOOF
KOLLEKTIEWE WYSIGINGSOORENKOMS 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 Bedingingsraad vir die Haarkappersbedryf, Kaapse Skiereiland 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 Bedryf, met ingang van 23 Augustus 2004, en vir die tydperk wat op 31 Maart 2006 eindig.

M M S MDLALANA

MINISTER VAN ARBEID

SCHEDULE**BARGAINING COUNCIL FOR THE HAIRDRESSING TRADE, CAPE PENINSULA****COLLECTIVE AGREEMENT**

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

Employers' Organisation for Hairdressing, Cosmetology and Beauty

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

United Association of South Africa, Personal Care Sector

(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the Bargaining Council for the Hairdressing Trade, Cape Peninsula, to amend the agreement published under Government Notice No. R.1532 of 13 December 2002.

1. SCOPE OF APPLICATION

1. The terms of this Agreement shall be observed in the Hairdressing Trade—
 - (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union;
 - (b) in the Magisterial Districts of The Cape, Wynberg, Simonstown, Goodwood and Bellville, in those portions of the Magisterial Districts of Malmesbury and Stellenbosch which, prior to the publication of Government Notices Nos. 171 of 8 February 1957 and 283 of 2 March 1962, respectively, fell within the Magisterial District of Bellville, in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962, fell within the Magisterial District of Bellville, in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville and in that portion of the Magisterial District of Somerset West which, prior to 9 March 1973 (Government Notice No. 173 of 9 February 1973), fell within the Magisterial District of Wynberg.
2. Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—
 - (a) apply only to employees for whom wages are specified in this Agreement and to the employers of such employees;
 - (b) apply to learners only in so far as they are not inconsistent with the provisions of the Skills Development Act, 1998 or any contract entered into or any condition fixed thereunder.

2. EXCEPTIONS

The provisions of this Agreement do not apply to non-parties in respect of clauses 1 (1) (a), 3, 10, 11, 12, 13 and 14.

3. 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 Act and shall remain in force until 31 March 2006.

4. CLAUSE 4: WAGES

Substitute the following for subclause (1):

"(1) Subject to the provisions of subclause (2), every employer must pay each employee a wage that is not less than the minimum wage specified for that employee's relevant job category and experience.

WAGE SCHEDULE

	Job Category	Rand per week	Rand per month
(a)	Hairdresser, qualified, experienced	670,00	2 900,00
(b)	Hairdresser, qualified, first year	471,00	2 040,00
(c)	Hairdresser, non-qualified	409,00	1 770,00
(d)	Operator	448,00	1 940,00
(e)	Cleaner	323,00	1 400,00
(f)	Receptionist, first year	397,00	1 720,00
	Receptionist, experienced	485,00	2 260,00
(g)	Casual employee	Hourly wage as per job category	

	Learner	Rand per week	Rand per month
(h)	Starting wage unit standard/funded learners	266,00	1 150,00
(i)	Starting wage modular learner	286,00	1 240,00
(j)	Module 1 theory pass/after 3 months	298,00	1 290,00
(k)	Module 2 theory pass/after next 3 months	323,00	1 400,00
(l)	Module 3 theory pass/after next 3 months	335,00	1 450,00
(m)	Module 4 theory pass/after next 3 months	360,00	1 560,00
(n)	Module 5 theory pass/after 3 months	390,00	1 690,00
(o)	Module 6 theory pass/after 3 months	397,00	1 720,00".

5. CLAUSE 7: HOURS OF WORK

Substitute the following for subclause (1):

"(1) The maximum ordinary hours of work that an employer may require an employee to work are 45 hours per week of seven working days, as follows—

Mondays to Fridays: Hours of work not to exceed nine per day between 07:00 and 19:00.

Saturdays and Sundays: Hours of work not to exceed nine per day between 07:00 and 18:00."

6. CLAUSE 12: SUNDAYS

Substitute the following for clause 12:

"(1) An employer may not require an employee who ordinarily does not work on a Sunday to work, on a Sunday except in accordance with an agreement.

(2) Hours worked on a Sunday are part of the employee's ordinary hours.

(3) If an employee, who ordinarily does not work on a Sunday, works on a Sunday, the employer must pay the employee double that employee's basic wage or grant the employee at least 120 minutes paid time off for each hour of unpaid time worked."

7. CLAUSE 21: OUTWORK

Renumber the existing text subclause (1) and add the following new subclause (2):

"(2) Outwork undertaken without the consent of the employer is deemed to be a dismissible offence."

8. CLAUSE 25: COUNCIL LEVIES

Substitute the following for clause 25:

"(1) For the purpose of meeting the expenses of the Council every employer must deduct per month R25,00 from the wages of each employee and add to the total amount so deducted a like amount.

(2) Every employer must pay the amounts referred to in clause 25 (1) to the Council before the seventh day of the next month.

(3) In addition to the above, every employer must pay a contingency levy calculated on 2,5 per cent of each employee's basic wage specified in clause 4. The contingency levy is not payable in respect of learners and employees belonging to the Hairdressing Trade Provident Fund referred to in clause 38."

9. CLAUSE 27: REGISTRATION OF EMPLOYERS AND EMPLOYEES

Substitute the following for subclause (1):

"(1) Every employer entering the Hairdressing Trade must, within one month from commencing business, register with the Council by submitting the following particulars to the Secretary of the Council:

(a) The employer's name and address;

(b) the establishment's name and address;

(c) the date of commencing business;

(d) the names, identity numbers and job categories of all employees, including funded and unfunded learners."

10. CLAUSE 29: MEMBERSHIP

Insert the following new subclause (4):

"(4) Every learner, including a funded learner employed in the Hairdressing Trade, must join the trade union within a period of 30 days from the date of entering into employment."

11. CLAUSE 30: TRADE UNION REPRESENTATIVES ON THE COUNCIL

Substitute the following for clause 30:

"Every employer must give employees who are representatives or alternates on the Council—

- (a) 15 days' leave per year, of which 8 days must be paid, to attend to their duties arising from their work on the Council;
- (b) 5 days' paid leave to attend labour relations training workshops and seminars."

12. CLAUSE 31: COLLECTION OF MEMBERSHIP FEES FOR TRADE UNION AND EMPLOYERS' ORGANISATION

Substitute the following for subclause (1):

"(1) Every employer must, by authority of this Agreement, deduct from the wage of his employees, including funded and unfunded learners, the amount of subscriptions payable to the trade union."

13. CLAUSE 35: SICK BENEFIT FUND

1. Substitute the following for subclause (4)(e):

"(e) A continuation member must pay half the combined contribution to the Fund as is payable by the category of employee (or employer, as the case may be) in which the continuation member was employed immediately prior to retiring from the Hairdressing Trade."

2. Substitute the following for subclause (5):

"(5) A member of the Fund who has paid contributions for a continuous period of 12 months and takes maternity leave for a period not exceeding four months must pay only the contribution payable by the employee for the duration of the period of maternity leave."

3. Substitute the following for the Sick Benefit Fund Contribution Schedule:

Sick Benefit Fund Contribution Schedule

Job category	Employee contribution Rand per month	Employer contribution Rand per month
Qualified hairdresser.....	115,00	115,00
Non-qualified hairdresser, operator and experienced receptionist.....	92,00	92,00
Cleaner, first year receptionist and learner.....	69,00	69,00

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

"(b) The maximum overall benefit limit for a principal member of the Fund is R7 500,00 for every continuous period of 12 months calculated from the date on which contributions were received for a continuous period of 13 weeks."

5. Substitute the following for subclause (6) (c):

"(c) The maximum overall benefit limit for a principal member of the Fund is increased by an amount of R3 750,00 for each dependant, subject to no individual member being entitled to benefits in excess of R7 500,00 for every continuous period of 12 months calculated from the date on which contributions were received for a continuous period of 13 weeks."

14. CLAUSE 36: SICK PAY FUND

1. Substitute the following for the Sick Pay Fund Contribution Schedule:

Sick Pay Fund Contribution Schedule

Wage band Rand per month	Employee contribution Rand per month	Employer contribution Rand per month
0 – 1 500.....	27,00	27,00
1 501 – 2 000.....	32,00	32,00

Sick Pay Fund Contribution Schedule

Wage band Rand per month	Employee contribution Rand per month	Employer contribution Rand per month
2 001 – 3 000.....	38,00	38,00
3 001 – 4 000.....	48,00	48,00
4 001 – 5 000.....	54,00	54,00
5 001 and more	65,00	65,00

2. Substitute the following for subclause (4):

"(4) The Fund must pay a member who has been absent from work due to accident or sickness, 72 days' sick pay in every 36-month benefit cycle, subject to the following:

- (a) A claim limit of 36 days per cycle for absences of one to six days at any one time.
- (b) The remaining 36 days reserved to cover claims for prolonged illnesses resulting in an absence from work of a minimum of seven days at any one time.
- (c) During the first six months of membership the member is only entitled to two days' sick pay in respect of each completed month of membership."

3. Insert the following new subclause (10):

"(10) Paternity benefit

- (a) The Fund must pay a male member a once-off paternity benefit of R1 000,00 upon presentation of proof of the birth or adoption of this child. The benefit is limited to one payment per year.
- (b) The Fund must pay a male member three days' paternity leave per year, upon the birth or adoption of his child. Paternity leave is in addition to the five days' family responsibility leave specified in clause 16.1(a) of this Agreement."

Signed at Cape Town for and behalf of the parties, this 8th day of June 2004.

C. TREZIRE

Chairperson of the Council

J. BURGER

Vice-Chairperson of the Council

N. DAVIDS

Secretary

No. R. 941

13 August 2004

LABOUR RELATIONS ACT, 1995

CORRECTION NOTICE

METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL: EXTENSION OF REGISTRATION AND ADMINISTRATION EXPENSES RE-ENACTING AND AMENDING COLLECTIVE AGREEMENT TO NON-PARTIES

The following corrections to Government Notice No. R. 807 appearing in *Government Gazette* No. 26524 of 9 July 2004, are hereby published for general information:

In the text of the Schedule:

1. CLAUSE 1: "1. SCOPE OF APPLICATION OF AGREEMENT"

Substitute the following sub-clause (1):

"The terms of this Agreement shall be observed—

- (a) throughout the Republic of South Africa;
- (b) by all the employers in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employer's organisations and the trade unions; respectively; and
- (c) for the purposes of clause 5(3)(c) and of item (vi) of the definition of "employee" in clause 3, the employers and employees referred to therein."

2. CLAUSE 5, amending "CLAUSE 3. DEFINITIONS":

In sub-clause (1), substitute the following for "Plastic Industry":

"Plastics means any one of the group of materials which consists of or contain as an essential ingredient an organic substance of a large molecular mass and which, while solid in the finished state, at some stage in its manufacture have been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes by flow, usually through the application, singly or together, of heat and pressure including the recycling or compounding thereof, but only where such compounding and/or recycling is as a result of the conversion for manufacture by the same employer, but shall exclude all extrusions into mono and multifilament fibres and other activities falling under the scope of the National Textile Bargaining Council;".

No. R. 941**13 Augustus 2004**

WET OP ARBEIDSVARHOUDINGE, 1995

VERBETERINGSKENNISGEWING**METAAL- EN INGENIEURSNYWERHEDE BEDINGINGSRAAD: UITBREIDING VAN REGISTRASIE- EN ADMINISTRASIE-FONDS HERBEKRAFTIGING- EN WYSIGING VAN KOLLEKTIEWE OOREENKOMS NA NIE-PARTYE**

Onderstaande verbeterings aan Goewermentskennisgewing No. R. 807 wat in *Staatskoerant* No. 26524 van 9 Julie 2004 verskyn, word hierby vir algemene inligting gepubliseer:

In die teks van die "Schedule":

1. KLOUSULE 1: "1. SCOPE OF APPLICATION OF AGREEMENT"

Vervang subklousule (1) deur die volgende:

"The terms of this Agreement shall be observed—

- (a) throughout the Republic of South Africa;
- (b) by all the employers in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employer's organisations and the trade unions; respectively; and
- (c) for the purposes of clause 5(3)(c) and of item (vi) of the definition of "employee" in clause 3, the employers and employees referred to therein."

2. KLOUSULE 5, wysigende "CLAUSE 3. DEFINITIONS":

In sub-klousule (1), vervang "Plastic Industry" deur die volgende:

"Plastics means any one of the group of materials which consists of or contain as an essential ingredient an organic substance of a large molecular mass and which, while solid in the finished state, at some stage in its manufacture have been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes by flow, usually through the application, singly or together, of heat and pressure including the recycling or compounding thereof, but only where such compounding and/or recycling is as a result of the conversion for manufacture by the same employer, but shall exclude all extrusions into mono and multifilament fibres and other activities falling under the scope of the National Textile Bargaining Council;".

No. R. 942

13 August 2004

LABOUR RELATIONS ACT, 1995**JEWELLERY AND PRECIOUS METAL INDUSTRY (CAPE): EXTENSION OF
AMENDMENT OF MAIN 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 agreement which appears in the Schedule hereto, which was concluded in the Bargaining Council for the Jewellery and Precious Metal Industry (Cape) 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 24 August 2004, and for the period ending 30 June 2005.

*MMS. MDLADLANA***MINISTER OF LABOUR**

No. R. 942

13 August 2004

WET OP ARBEIDSVERHOUDINGE, 1995**JUWELIERSWARE- EN EDELMETAALNYWERHEID (KAAP): UITBREIDING
VAN WYSIGING VAN HOOF 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 ooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Bedingingsraad vir die Juweliersware- en Edelmetaalnywerheid (Kaap) 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 24 Augustus 2004, en vir die tydperk wat op 30 Junie 2005 eindig.

*MMS MDLADLANA***MINISTER VAN ARBEID**

SCHEDULE**BARGAINING COUNCIL
FOR THE
JEWELLERY AND PRECIOUS METAL INDUSTRY
(CAPE)****MAIN COLLECTIVE AGREEMENT**

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

CAPE JEWELLERY MANUFACTURERS' ASSOCIATION

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

JEWELLERS' AND GOLDSMITHS' UNION

(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the Bargaining Council for the Jewellery and Precious Metal Industry (Cape), to amend the Agreement published under Government Notice No. R. 526 of 30 April 2004 and extended by Government Notice No. R. 609 of 21 May 2004.

1: SCOPE OF APPLICATION OF AGREEMENT

1.1 The terms of this Agreement shall be observed in the Jewellery and Precious Metal Industry (Cape):

1.1.1 by all employers who are members of the employers' organisation and by all

employees who are members of the trade union;

1.1.2 in the Magisterial Districts of Bellville, the Cape, Goodwood and Wynberg.

1.2 Notwithstanding the provisions of subclause 1.1, the terms of this Agreement shall-

1.2.1 apply only to employees for whom wages are specified in this Agreement, and to the employers of such employees;

1.2.2 apply to apprentices in so far as the terms are not inconsistent with the provisions of the Manpower Training Act 1981, or the Skills Development Act, 1998, or any contract entered into or any conditions fixed thereunder.

1.3 Clauses 1.1 and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade union, respectively.

1.4 Should there be a dispute as to whether this Agreement applies to an employer, an employee or a trade union, such dispute shall be determined in terms of Clauses 24 and/ or 29 of the Main Collective Agreement.

2: PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation in respect of the parties on 1 July 2004 and in

respect of the non-parties on such date as the Minister of Labour may extend the Agreement to non-parties, and the Agreement shall remain in force for the period ending 30 June 2005.

3. CLAUSE 4: DEFINITIONS

Insert the following definitions after " pre-formed jewellery":

'Quality Controller' means the person applies the quality standards and policy for the factory/plant and has the understanding to recommend the implementation of remedial action.

'Quality Inspector' means that the person's primary function is to examine articles at any stage of the manufacturing process to identify visible defects and report the defects to the senior person responsible."

4. CLAUSE 8: TERMS OF EMPLOYMENT

(1.) Substitute the following for sub-clause 6.1

"8.6.1 Employers in the Industry shall grant to each of his employees, in each 12 month leave cycle, paid leave of absence from work for a period of 15 working days per year, plus an additional day of paid leave if a public holiday falls on a day during an employee's annual leave and on which the employee would ordinarily have worked. Such leave shall be taken during the shutdown period, between December 15th and January 15th of each year."

(2.) Add new sub-Clause 8.6.6

"8.6.6 Notwithstanding 8.6.1 above, an employer may grant leave within 6 months of the shutdown period by mutual agreement between himself and his employees, provided

that the workshop must close between December 25th and January 1st."

5. CLAUSE 10: WAGES

Substitute the following for clause 10:

"The minimum weekly wages shall be paid by an employer to each member of the undermentioned classes of employees and shall include any person who is responsible for his/her own output and that of others and shall be subject to the terms and conditions of the Main Agreement. Minimum wages payable are as follows:

WEEKLY WAGE

New recruits (other than General Workers and for 3 months only)	R 373.00
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10.1 GRADE I:

An employer is required to employ stone mounters in wax patterns and setters at a ratio of two mounters to one setter. This ratio pertains to employment levels only.

General Worker/Plater/Washer/Emery/Press

Puncher/Rolling/Electroforming/Stripping/Barrelling/T

R 500.00

umbling/Cleaner/Messenger/Driver/Packer/ Stone

mounter in wax patterns

10.2 GRADE II:

Wax Injector / Bench Filer / Solderer / Polisher /

R 572.00

Grinder / Bomber / Issue Clerk and Central Control/

Sandblasting and Matting – as finishing techniques/

Quality Inspector.

10.3 GRADE III:

Rubber Mould Cutter

R 606.00

10.4 GRADE IV:

ARTISANS AND PREVIOUSLY DESIGNATED JOURNEYMEN

(Qualified Jewellers/Setters/Modelmakers/Machinists/

Hand Engraver/Diamond Milling incl. Machine set-up/

Caster/Quality Controller)

R 925.00

Employers shall pay to employees who do not fall on the minimum rates, but below Grade IV an increase of R30.00 per week, providing that any increase given by employers to employees between 1 January 2004 and 30 June 2004 shall be set off against any increase applicable in terms of this Agreement.

10.5 APPRENTICE WAGES

1st Year - 40% of Journeyman Rate

2nd Year - 60% of Journeyman Rate

3rd Year - 70% of Journeyman Rate

4th Year - 90% of Journeyman Rate

10.6 Differential Wage

Employees who are required to work at a higher grade for longer than half an hour shall be paid at the rate applicable to the higher grade."

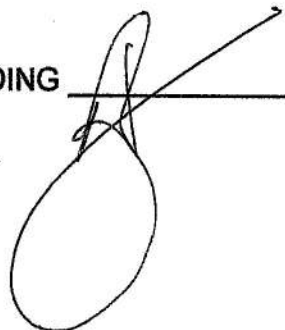
CLAUSE 28: PENSION FUND

Substitute the following for sub-clause 28.2

"28.2 The Jewellery and Precious Metal Industry (Cape) Pension Fund (hereinafter referred to as the "Fund") originally established on 1 July 1981 and published in Government Notice R.1133 is hereby continued and shall apply in respect of all employees referred to in subclause 28.1 above who have not reached the retirement age of 65 years in the case of all employees: Provided further that should an employee be dismissed upon reaching the retirement age of 65 years, such dismissal shall not be regarded as an unfair dismissal."

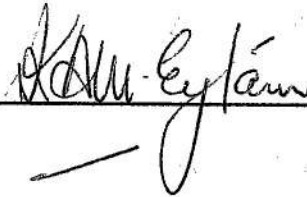
SIGNED AT CAPE TOWN ON THIS TWELFTH DAY OF JULY 2004.

CHAIRPERSON: D.BOLDING



BARGAINING COUNCIL FOR THE JEWELLERY & PRECIOUS METAL INDUSTRY (CAPE)

SECRETARY: K.MARTIN-EYTAM



BARGAINING COUNCIL FOR THE JEWELLERY & PRECIOUS METAL INDUSTRY (CAPE)

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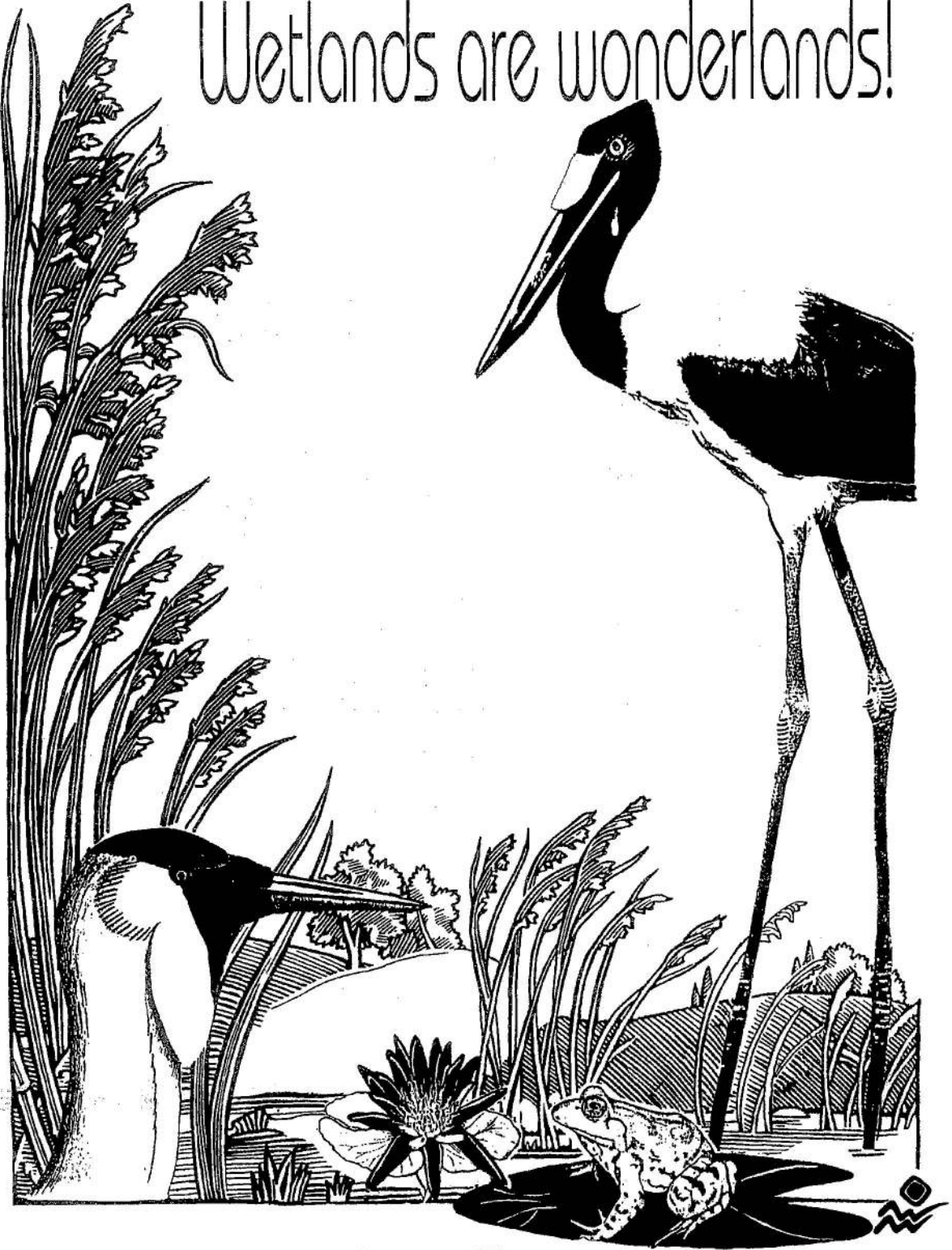
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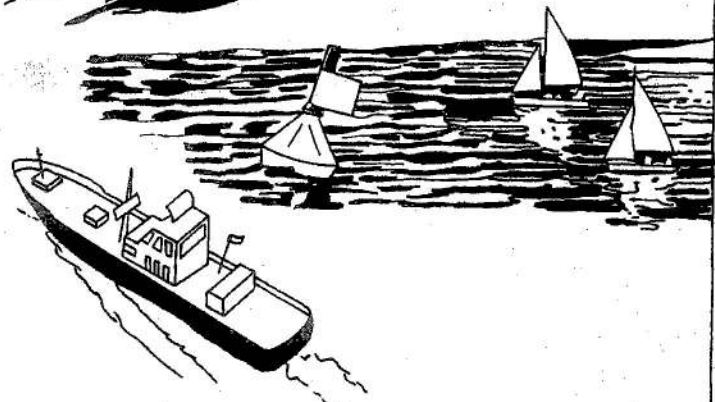
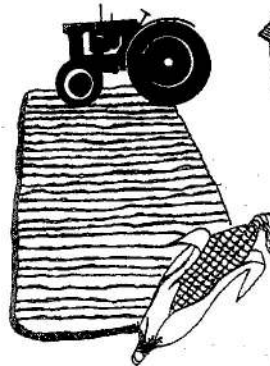
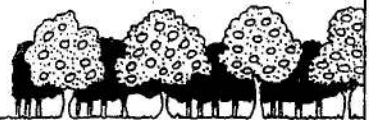
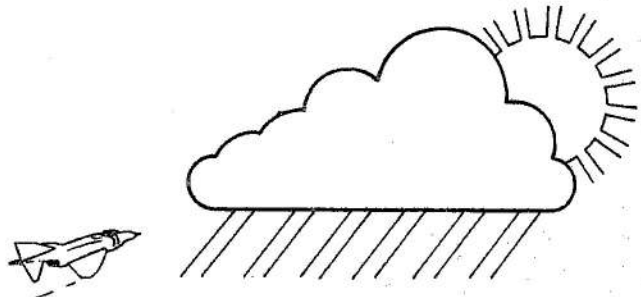
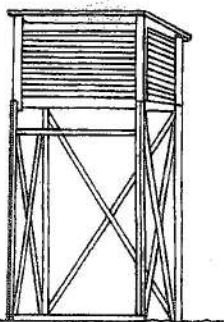
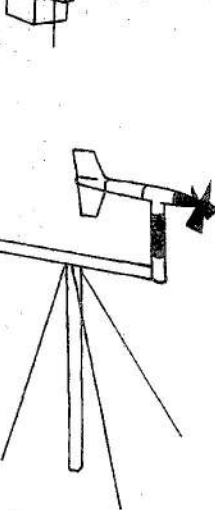
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Department of Environmental Affairs and Tourism

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