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REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette

No. 11366

Regulasiekoerant

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government
printing

Department:
Government Printing Works
REPUBLIC OF SOUTH AFRICA

HIGH ALERT: SCAM WARNING!!!

TO ALL SUPPLIERS AND SERVICE PROVIDERS OF THE GOVERNMENT PRINTING WORKS

It has come to the attention of the *GOVERNMENT PRINTING WORKS* that there are certain unscrupulous companies and individuals who are defrauding unsuspecting businesses disguised as representatives of the *Government Printing Works (GPW)*.

The scam involves the fraudsters using the letterhead of *GPW* to send out fake tender bids to companies and requests to supply equipment and goods.

Although the contact person's name on the letter may be of an existing official, the contact details on the letter are not the same as the *Government Printing Works*. When searching on the Internet for the address of the company that has sent the fake tender document, the address does not exist.

The banking details are in a private name and not company name. Government will never ask you to deposit any funds for any business transaction. *GPW* has alerted the relevant law enforcement authorities to investigate this scam to protect legitimate businesses as well as the name of the organisation.

Example of e-mails these fraudsters are using:

PROCUREMENT@GPW-GOV.ORG

Should you suspect that you are a victim of a scam, you must urgently contact the police and inform the *GPW*.

GPW has an official email with the domain as [@gpw.gov.za](mailto:GPW@gpw.gov.za)

Government e-mails DO NOT have org in their e-mail addresses. All of these fraudsters also use the same or very similar telephone numbers. Although such number with an area code 012 looks like a landline, it is not fixed to any property.

GPW will never send you an e-mail asking you to supply equipment and goods without a purchase/order number. *GPW* does not procure goods for another level of Government. The organisation will not be liable for actions that result in companies or individuals being resultant victims of such a scam.

Government Printing Works gives businesses the opportunity to supply goods and services through RFQ / Tendering process. In order to be eligible to bid to provide goods and services, suppliers must be registered on the National Treasury's Central Supplier Database (CSD). To be registered, they must meet all current legislative requirements (e.g. have a valid tax clearance certificate and be in good standing with the South African Revenue Services - SARS).

The tender process is managed through the Supply Chain Management (SCM) system of the department. SCM is highly regulated to minimise the risk of fraud, and to meet objectives which include value for money, open and effective competition, equitability, accountability, fair dealing, transparency and an ethical approach. Relevant legislation, regulations, policies, guidelines and instructions can be found on the tender's website.

Fake Tenders

National Treasury's CSD has launched the Government Order Scam campaign to combat fraudulent requests for quotes (RFQs). Such fraudulent requests have resulted in innocent companies losing money. We work hard at preventing and fighting fraud, but criminal activity is always a risk.

How tender scams work

There are many types of tender scams. Here are some of the more frequent scenarios:

Fraudsters use what appears to be government department stationery with fictitious logos and contact details to send a fake RFQ to a company to invite it to urgently supply goods. Shortly after the company has submitted its quote, it receives notification that it has won the tender. The company delivers the goods to someone who poses as an official or at a fake site. The Department has no idea of this transaction made in its name. The company is then never paid and suffers a loss.

OR

Fraudsters use what appears to be government department stationery with fictitious logos and contact details to send a fake RFQ to Company A to invite it to urgently supply goods. Typically, the tender specification is so unique that only Company B (a fictitious company created by the fraudster) can supply the goods in question.

Shortly after Company A has submitted its quote it receives notification that it has won the tender. Company A orders the goods and pays a deposit to the fictitious Company B. Once Company B receives the money, it disappears. Company A's money is stolen in the process.

Protect yourself from being scammed

- If you are registered on the supplier databases and you receive a request to tender or quote that seems to be from a government department, contact the department to confirm that the request is legitimate. Do not use the contact details on the tender document as these might be fraudulent.
- Compare tender details with those that appear in the Tender Bulletin, available online at www.gpwonline.co.za
- Make sure you familiarise yourself with how government procures goods and services. Visit the tender website for more information on how to tender.
- If you are uncomfortable about the request received, consider visiting the government department and/or the place of delivery and/or the service provider from whom you will be sourcing the goods.
- In the unlikely event that you are asked for a deposit to make a bid, contact the SCM unit of the department in question to ask whether this is in fact correct.

Any incidents of corruption, fraud, theft and misuse of government property in the *Government Printing Works* can be reported to:

Supply Chain Management: Ms. Anna Marie Du Toit, Tel. (012) 748 6292.
Email: Annamarie.DuToit@gpw.gov.za

Marketing and Stakeholder Relations: Ms Bonakele Mbhele, at Tel. (012) 748 6193.
Email: Bonakele.Mbhele@gpw.gov.za

Security Services: Mr Daniel Legoabe, at tel. (012) 748 6176.
Email: Daniel.Legoabe@gpw.gov.za

Closing times for **ORDINARY WEEKLY** **GOVERNMENT GAZETTE** **2021**

*The closing time is **15:00** sharp on the following days:*

- **24 December 2020**, Thursday for the issue of Thursday **31 December 2020**
- **31 December 2020**, Thursday for the issue of Friday **08 January 2021**
- **08 January**, Friday for the issue of Friday **15 January 2021**
- **15 January**, Friday for the issue of Friday **22 January 2021**
- **22 January**, Friday for the issue of Friday **29 January 2021**
- **29 January**, Friday for the issue of Friday **05 February 2021**
- **05 February**, Friday for the issue of Friday **12 February 2021**
- **12 February**, Friday for the issue of Friday **19 February 2021**
- **19 February**, Friday for the issue of Friday **26 February 2021**
- **26 February**, Friday for the issue of Friday **05 March 2021**
- **05 March**, Friday for the issue of Friday **12 March 2021**
- **12 March**, Friday for the issue of Friday **19 March 2021**
- **18 March**, Thursday for the issue of Friday **26 March 2021**
- **25 March**, Thursday for the issue of Thursday **01 April 2021**
- **31 March**, Wednesday for the issue of Friday **09 April 2021**
- **09 April**, Friday for the issue of Friday **16 April 2021**
- **16 April**, Friday for the issue of Friday **23 April 2021**
- **22 April**, Thursday for the issue of Friday **30 April 2021**
- **30 April**, Friday for the issue of Friday **07 May 2021**
- **07 May**, Friday for the issue of Friday **14 May 2021**
- **14 May**, Friday for the issue of Friday **21 May 2021**
- **21 May**, Friday for the issue of Friday **28 May 2021**
- **28 May**, Friday for the issue of Friday **04 June 2021**
- **04 June**, Friday for the issue of Friday **11 June 2021**
- **10 June**, Thursday for the issue of Friday **18 June 2021**
- **18 June**, Friday for the issue of Friday **25 June 2021**
- **25 June**, Friday for the issue of Friday **02 July 2021**
- **02 July**, Friday for the issue of Friday **09 July 2021**
- **09 July**, Friday for the issue of Friday **16 July 2021**
- **16 July**, Friday for the issue of Friday **23 July 2021**
- **23 July**, Friday for the issue of Friday **30 July 2021**
- **30 July**, Friday for the issue of Friday **06 August 2021**
- **05 August**, Thursday for the issue of Friday **13 August 2021**
- **13 August**, Friday for the issue of Friday **20 August 2021**
- **20 August**, Friday for the issue of Friday **27 August 2021**
- **27 August**, Friday for the issue of Friday **03 September 2021**
- **03 September**, Friday for the issue of Friday **10 September 2021**
- **10 September**, Friday for the issue of Friday **17 September 2021**
- **16 September**, Thursday for the issue of Thursday **23 September 2021**
- **23 September**, Thursday for the issue of Friday **01 October 2021**
- **01 October**, Friday for the issue of Friday **08 October 2021**
- **08 October**, Friday for the issue of Friday **15 October 2021**
- **15 October**, Friday for the issue of Friday **22 October 2021**
- **22 October**, Friday for the issue of Friday **29 October 2021**
- **29 October**, Friday for the issue of Friday **05 November 2021**
- **05 November**, Friday for the issue of Friday **12 November 2021**
- **12 November**, Friday for the issue of Friday **19 November 2021**
- **19 November**, Friday for the issue of Friday **26 November 2021**
- **26 November**, Friday for the issue of Friday **03 December 2021**
- **03 December**, Friday for the issue of Friday **10 December 2021**
- **09 December**, Thursday for the issue of Friday **17 December 2021**
- **17 December**, Friday for the issue of Friday **24 December 2021**
- **23 December**, Thursday for the issue of Friday **31 December 2021**

LIST OF TARIFF RATES FOR PUBLICATION OF NOTICES

COMMENCEMENT: 1 APRIL 2018

NATIONAL AND PROVINCIAL

Notice sizes for National, Provincial & Tender gazettes 1/4, 2/4, 3/4, 4/4 per page. Notices submitted will be charged at R1008.80 per full page, pro-rated based on the above categories.

Pricing for National, Provincial - Variable Priced Notices		
Notice Type	Page Space	New Price (R)
Ordinary National, Provincial	1/4 - Quarter Page	252.20
Ordinary National, Provincial	2/4 - Half Page	504.40
Ordinary National, Provincial	3/4 - Three Quarter Page	756.60
Ordinary National, Provincial	4/4 - Full Page	1008.80

EXTRA-ORDINARY

All Extra-ordinary National and Provincial gazette notices are non-standard notices and attract a variable price based on the number of pages submitted.

The pricing structure for National and Provincial notices which are submitted as **Extra ordinary submissions** will be charged at **R3026.32** per page.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

The **Government Printing Works (GPW)** has established rules for submitting notices in line with its electronic notice processing system, which requires the use of electronic *Adobe Forms*. Please ensure that you adhere to these guidelines when completing and submitting your notice submission.

CLOSING TIMES FOR ACCEPTANCE OF NOTICES

1. The *Government Gazette* and *Government Tender Bulletin* are weekly publications that are published on Fridays and the closing time for the acceptance of notices is strictly applied according to the scheduled time for each gazette.
2. Please refer to the Submission Notice Deadline schedule in the table below. This schedule is also published online on the Government Printing works website www.gpwonline.co.za

All re-submissions will be subject to the standard cut-off times.

All notices received after the closing time will be rejected.

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
National Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Regulation Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Petrol Price Gazette	Monthly	Tuesday before 1st Wednesday of the month	One day before publication	1 working day prior to publication
Road Carrier Permits	Weekly	Friday	Thursday 15h00 for next Friday	3 working days prior to publication
Unclaimed Monies (Justice, Labour or Lawyers)	January / September 2 per year	Last Friday	One week before publication	3 working days prior to publication
Parliament (Acts, White Paper, Green Paper)	As required	Any day of the week	None	3 working days prior to publication
Manuals	Bi- Monthly	2nd and last Thursday of the month	One week before publication	3 working days prior to publication
State of Budget (National Treasury)	Monthly	30th or last Friday of the month	One week before publication	3 working days prior to publication
<i>Extraordinary Gazettes</i>	As required	Any day of the week	<i>Before 10h00 on publication date</i>	<i>Before 10h00 on publication date</i>
Legal Gazettes A, B and C	Weekly	Friday	One week before publication	Tuesday, 15h00 - 3 working days prior to publication
Tender Bulletin	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Gauteng	Weekly	Wednesday	Two weeks before publication	3 days after submission deadline
Eastern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
Northern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
North West	Weekly	Tuesday	One week before publication	3 working days prior to publication
KwaZulu-Natal	Weekly	Thursday	One week before publication	3 working days prior to publication
Limpopo	Weekly	Friday	One week before publication	3 working days prior to publication
Mpumalanga	Weekly	Friday	One week before publication	3 working days prior to publication

GOVERNMENT PRINTING WORKS - BUSINESS RULES

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
Gauteng Liquor License Gazette	Monthly	Wednesday before the First Friday of the month	Two weeks before publication	3 working days after submission deadline
Northern Cape Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days after submission deadline
National Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days after submission deadline
Mpumalanga Liquor License Gazette	Bi-Monthly	Second & Fourth Friday	One week before publication	3 working days prior to publication

EXTRAORDINARY GAZETTES

3. *Extraordinary Gazettes* can have only one publication date. If multiple publications of an *Extraordinary Gazette* are required, a separate Z95/Z95Prov *Adobe* Forms for each publication date must be submitted.

NOTICE SUBMISSION PROCESS

4. Download the latest *Adobe* form, for the relevant notice to be placed, from the **Government Printing Works** website www.gpwonline.co.za.
5. The *Adobe* form needs to be completed electronically using *Adobe Acrobat / Acrobat Reader*. Only electronically completed *Adobe* forms will be accepted. No printed, handwritten and/or scanned *Adobe* forms will be accepted.
6. The completed electronic *Adobe* form has to be submitted via email to submit.egazette@gpw.gov.za. The form needs to be submitted in its original electronic *Adobe* format to enable the system to extract the completed information from the form for placement in the publication.
7. Every notice submitted **must** be accompanied by an official **GPW** quotation. This must be obtained from the *eGazette* Contact Centre.
8. Each notice submission should be sent as a single email. The email **must** contain **all documentation relating to a particular notice submission**.
 - 8.1. Each of the following documents must be attached to the email as a separate attachment:
 - 8.1.1. An electronically completed *Adobe* form, specific to the type of notice that is to be placed.
 - 8.1.1.1. For *National Government Gazette* or *Provincial Gazette* notices, the notices must be accompanied by an electronic Z95 or Z95Prov *Adobe* form
 - 8.1.1.2. The notice content (body copy) **MUST** be a separate attachment.
 - 8.1.2. A copy of the official **Government Printing Works** quotation you received for your notice. (*Please see Quotation section below for further details*)
 - 8.1.3. A valid and legible Proof of Payment / Purchase Order: **Government Printing Works** account customer must include a copy of their Purchase Order. **Non-Government Printing Works** account customer needs to submit the proof of payment for the notice
 - 8.1.4. Where separate notice content is applicable (Z95, Z95 Prov and TForm 3, it should **also** be attached as a separate attachment. (*Please see the Copy Section below, for the specifications*).
 - 8.1.5. Any additional notice information if applicable.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

9. The electronic *Adobe* form will be taken as the primary source for the notice information to be published. Instructions that are on the email body or covering letter that contradicts the notice form content will not be considered. The information submitted on the electronic *Adobe* form will be published as-is.
10. To avoid duplicated publication of the same notice and double billing, Please submit your notice **ONLY ONCE**.
11. Notices brought to **GPW** by "walk-in" customers on electronic media can only be submitted in *Adobe* electronic form format. All "walk-in" customers with notices that are not on electronic *Adobe* forms will be routed to the Contact Centre where they will be assisted to complete the forms in the required format.
12. Should a customer submit a bulk submission of hard copy notices delivered by a messenger on behalf of any organisation e.g. newspaper publisher, the messenger will be referred back to the sender as the submission does not adhere to the submission rules.

QUOTATIONS

13. Quotations are valid until the next tariff change.
 - 13.1. **Take note:** GPW's annual tariff increase takes place on **1 April** therefore any quotations issued, accepted and submitted for publication up to **31 March** will keep the old tariff. For notices to be published from 1 April, a quotation must be obtained from **GPW** with the new tariffs. Where a tariff increase is implemented during the year, **GPW** endeavours to provide customers with 30 days' notice of such changes.
14. Each quotation has a unique number.
15. Form Content notices must be emailed to the *eGazette* Contact Centre for a quotation.
 - 15.1. The *Adobe* form supplied is uploaded by the Contact Centre Agent and the system automatically calculates the cost of your notice based on the layout/format of the content supplied.
 - 15.2. It is critical that these *Adobe* Forms are completed correctly and adhere to the guidelines as stipulated by **GPW**.
16. **APPLICABLE ONLY TO GPW ACCOUNT HOLDERS:**
 - 16.1. **GPW** Account Customers must provide a valid **GPW** account number to obtain a quotation.
 - 16.2. Accounts for **GPW** account customers **must** be active with sufficient credit to transact with **GPW** to submit notices.
 - 16.2.1. If you are unsure about or need to resolve the status of your account, please contact the **GPW** Finance Department prior to submitting your notices. (If the account status is not resolved prior to submission of your notice, the notice will be failed during the process).
17. **APPLICABLE ONLY TO CASH CUSTOMERS:**
 - 17.1. Cash customers doing **bulk payments** must use a **single email address** in order to use the **same proof of payment** for submitting multiple notices.
18. The responsibility lies with you, the customer, to ensure that the payment made for your notice(s) to be published is sufficient to cover the cost of the notice(s).
19. Each quotation will be associated with one proof of payment / purchase order / cash receipt.
 - 19.1. This means that **the quotation number can only be used once to make a payment.**

GOVERNMENT PRINTING WORKS - BUSINESS RULES**COPY (SEPARATE NOTICE CONTENT DOCUMENT)**

20. Where the copy is part of a separate attachment document for Z95, Z95Prov and TForm03
- 20.1. Copy of notices must be supplied in a separate document and may not constitute part of any covering letter, purchase order, proof of payment or other attached documents.
- The content document should contain only one notice. (You may include the different translations of the same notice in the same document).
- 20.2. The notice should be set on an A4 page, with margins and fonts set as follows:
- Page size = A4 Portrait with page margins: Top = 40mm, LH/RH = 16mm, Bottom = 40mm;
Use font size: Arial or Helvetica 10pt with 11pt line spacing;
- Page size = A4 Landscape with page margins: Top = 16mm, LH/RH = 40mm, Bottom = 16mm;
Use font size: Arial or Helvetica 10pt with 11pt line spacing;

CANCELLATIONS

21. Cancellation of notice submissions are accepted by **GPW** according to the deadlines stated in the table above in point 2. Non-compliance to these deadlines will result in your request being failed. Please pay special attention to the different deadlines for each gazette. Please note that any notices cancelled after the cancellation deadline will be published and charged at full cost.
22. Requests for cancellation must be sent by the original sender of the notice and must be accompanied by the relevant notice reference number (N-) in the email body.

AMENDMENTS TO NOTICES

23. With effect from 01 October 2015, **GPW** will not longer accept amendments to notices. The cancellation process will need to be followed according to the deadline and a new notice submitted thereafter for the next available publication date.

REJECTIONS

24. All notices not meeting the submission rules will be rejected to the customer to be corrected and resubmitted. Assistance will be available through the Contact Centre should help be required when completing the forms. (012-748 6200 or email info.egazette@gpw.gov.za). Reasons for rejections include the following:
- 24.1. Incorrectly completed forms and notices submitted in the wrong format, will be rejected.
- 24.2. Any notice submissions not on the correct *Adobe* electronic form, will be rejected.
- 24.3. Any notice submissions not accompanied by the proof of payment / purchase order will be rejected and the notice will not be processed.
- 24.4. Any submissions or re-submissions that miss the submission cut-off times will be rejected to the customer. The Notice needs to be re-submitted with a new publication date.

GOVERNMENT PRINTING WORKS - BUSINESS RULES**APPROVAL OF NOTICES**

25. Any notices other than legal notices are subject to the approval of the Government Printer, who may refuse acceptance or further publication of any notice.
26. No amendments will be accepted in respect to separate notice content that was sent with a Z95 or Z95Prov notice submissions. The copy of notice in layout format (previously known as proof-out) is only provided where requested, for Advertiser to see the notice in final Gazette layout. Should they find that the information submitted was incorrect, they should request for a notice cancellation and resubmit the corrected notice, subject to standard submission deadlines. The cancellation is also subject to the stages in the publishing process, i.e. If cancellation is received when production (printing process) has commenced, then the notice cannot be cancelled.

GOVERNMENT PRINTER INDEMNIFIED AGAINST LIABILITY

27. The Government Printer will assume no liability in respect of—
 - 27.1. any delay in the publication of a notice or publication of such notice on any date other than that stipulated by the advertiser;
 - 27.2. erroneous classification of a notice, or the placement of such notice in any section or under any heading other than the section or heading stipulated by the advertiser;
 - 27.3. any editing, revision, omission, typographical errors or errors resulting from faint or indistinct copy.

LIABILITY OF ADVERTISER

28. Advertisers will be held liable for any compensation and costs arising from any action which may be instituted against the Government Printer in consequence of the publication of any notice.

CUSTOMER INQUIRIES

Many of our customers request immediate feedback/confirmation of notice placement in the gazette from our Contact Centre once they have submitted their notice – While **GPW** deems it one of their highest priorities and responsibilities to provide customers with this requested feedback and the best service at all times, we are only able to do so once we have started processing your notice submission.

GPW has a 2-working day turnaround time for processing notices received according to the business rules and deadline submissions.

Please keep this in mind when making inquiries about your notice submission at the Contact Centre.

29. Requests for information, quotations and inquiries must be sent to the Contact Centre ONLY.
30. Requests for Quotations (RFQs) should be received by the Contact Centre at least **2 working days** before the submission deadline for that specific publication.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

PAYMENT OF COST

31. The Request for Quotation for placement of the notice should be sent to the Gazette Contact Centre as indicated above, prior to submission of notice for advertising.
32. Payment should then be made, or Purchase Order prepared based on the received quotation, prior to the submission of the notice for advertising as these documents i.e. proof of payment or Purchase order will be required as part of the notice submission, as indicated earlier.
33. Every proof of payment must have a valid **GPW** quotation number as a reference on the proof of payment document.
34. Where there is any doubt about the cost of publication of a notice, and in the case of copy, an enquiry, accompanied by the relevant copy, should be addressed to the Gazette Contact Centre, **Government Printing Works**, Private Bag X85, Pretoria, 0001 email: info.egazette@gpw.gov.za before publication.
35. Overpayment resulting from miscalculation on the part of the advertiser of the cost of publication of a notice will not be refunded, unless the advertiser furnishes adequate reasons why such miscalculation occurred. In the event of underpayments, the difference will be recovered from the advertiser, and future notice(s) will not be published until such time as the full cost of such publication has been duly paid in cash or electronic funds transfer into the **Government Printing Works** banking account.
36. In the event of a notice being cancelled, a refund will be made only if no cost regarding the placing of the notice has been incurred by the **Government Printing Works**.
37. The **Government Printing Works** reserves the right to levy an additional charge in cases where notices, the cost of which has been calculated in accordance with the List of Fixed Tariff Rates, are subsequently found to be excessively lengthy or to contain overmuch or complicated tabulation.

PROOF OF PUBLICATION

38. Copies of any of the *Government Gazette* or *Provincial Gazette* can be downloaded from the **Government Printing Works** website www.gpwnonline.co.za free of charge, should a proof of publication be required.
39. Printed copies may be ordered from the Publications department at the ruling price. The **Government Printing Works** will assume no liability for any failure to post or for any delay in despatching of such *Government Gazette(s)*

GOVERNMENT PRINTING WORKS CONTACT INFORMATION

Physical Address:

Government Printing Works

149 Bosman Street

Pretoria

Postal Address:

Private Bag X85

Pretoria

0001

GPW Banking Details:

Bank: ABSA Bosman Street

Account No.: 405 7114 016

Branch Code: 632-005

For Gazette and Notice submissions: Gazette Submissions:

For queries and quotations, contact: Gazette Contact Centre:

E-mail: submit.egazette@gpw.gov.za

E-mail: info.egazette@gpw.gov.za

Tel: 012-748 6200

Contact person for subscribers: Mrs M. Toka:

E-mail: subscriptions@gpw.gov.za

Tel: 012-748-6066 / 6060 / 6058

Fax: 012-323-9574

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 1585

10 December 2021

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY OF SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE MAIN AMENDING COLLECTIVE AGREEMENT

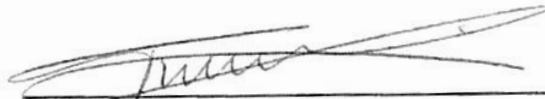
I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council for the Electrical Industry of South Africa**, 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 **1 February 2022** and for the period ending **31 January 2023**.



MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 26/11/2021

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA - 1995**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI****KWABAQASHI NABASEBENZI EMBONINI KAGESI ENINGIZIMU AFRIKA:****UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI****NESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXYENYE****YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, uNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba 32(2) soMthetho Wobudlelwano KwezabaSebenzi ka 1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Kazwelonke Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini kaGesi eNingizimu Afrika**, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngomhlaka **1 kuNhlolanja 2022** futhi kuze kube isikhathi esiphela mhlaka **31 kuMasingana 2023**.



MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI EZABASEBENZI
USUKU: 26/11/2021

SCHEDULE**NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY
OF SOUTH AFRICA****MAIN COLLECTIVE AMENDING AGREEMENT**

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

Electrical Contractors' Association (South Africa)

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

South African Equity Workers' Association,

(hereinafter referred to as the "employees" or the "trade union"), of the other part,
being the parties to the National Bargaining Council for the Electrical Industry of
South Africa

to amend the agreement published under Government Notice R. 260 of 24 March
2017 as further amended by Government Notice no. R. 389 of 30 April 2021.

PART 1

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed –
 - (a) by all employers and employees in the Electrical Industry who are members of the employers' organisation and trade union, respectively, who are engaged or employed in the Industry.
 - (b) throughout the whole of the Republic of South Africa, excluding the Magisterial District of Kimberley, within a radius of 20 kilometers from the General Post Office, Kimberley.
- (2) Notwithstanding the provisions of subclause 1(1), the terms of this Agreement shall apply to apprentices and learners only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981 or the Skills Development Act, 1998, or any conditions prescribed or any notices served in terms thereof.
- (3) For the purposes of this Agreement, the "rate of remuneration" of learners prescribed under the Skills Development Act, 1998, shall be taken to be the weekly wage of such employees, and the "hourly rate" shall be the weekly wage calculated as above, divided by the number of ordinary hours worked in the establishment concerned.
- (4) The following categories are also excluded:
 - (i) Working employers
 - (ii) Administrative staff – Non Electrical Workers
 - (iii) Managerial Employees

2. PERIOD OF OPERATION.

This Agreement shall come into operation on **01 February 2022**, or if published later, the date of publication, in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force up to and including **31 January 2023**.

3. CLAUSE 18 OF PART I – FAMILY RESONSIBILITY LEAVE

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

“Parental leave benefits of up to 10 consecutive days per annum, when an employee’s child is born, shall be accessed via the Unemployment Insurance Fund, in terms of Section 25A of the Basic Conditions of Employment Act, 1997, as amended.”

4. CLAUSE 27 OF PART I – INTEREST

(1) Substitute the number “29” for the numbers “30”, “31”.

5. CLAUSE 29 OF PART I – BENEFIT FUNDS

(1) Insert the following new subclause (g):

“(g) In the event that a New National Pension Fund comes into operation during the period of operation of this agreement, all new scheduled employee entrants shall be required to participate in this Fund.”

6. CLAUSE 32 OF PART 1 - REGISTRATION OF EMPLOYERS AND EMPLOYEES

(1) Insert the following new paragraph in subclause (1) (a) (vii):

“Documentation, as required in terms of the Financial Intelligence Centre Act, No 38 of 2001 (“FICA”) shall be submitted to the Council for all new employer registrations. Currently registered employers shall also be required to submit this information as and when required in terms of legislation.

Any changes to the information that the Council has on file must be furnished to it within 30 days of such changes.”

7. CLAUSE 32A - COMPLIANCE BY CONTRACTORS SUB CONTRACTING WORK TO ANOTHER PERSON OR TO A SUBCONTRACTOR (INCLUDING TEMPORARY EMPLOYMENT SERVICES)

Insert the following new clause 32A in Part 1:

“No contractor shall enter into an agreement to subcontract electrical work to another person, subcontractor, or temporary employment service that is subject to the provisions of the Council's Main Collective Agreement, unless at the time of entering into the agreement, the contractor informs the Council of such agreement with the subcontractor and the details of the site where the subcontractor is operational.

Provided further that no person may utilise a temporary employment service for work in connection with the Electrical Industry as defined in the Council's main collective agreement, unless both the person and the temporary employment service are, at all times during the use of the temporary employment service, employers in good standing with the Council.

The provisions of Section 198 of the Act read with Clause 38 of the Council's main collective agreement shall apply to any person who enters an agreement to utilise a temporary employment service for work in connection with the Electrical Industry.”

8. CLAUSE 1 OF PART 11 – ALLOWANCES

(1) Substitute the entire Clause 1 with the following:

(1) “Travelling and subsistence allowances

- (a) Whenever a job or working site is situated outside a radius of 15km of the employer's registered place of business and in instances where the employee is required to report before preceding to the working site, / or to return after the shift, and the employee can reasonably be said to be able to and does return to his home every day, the employer shall provide suitable transport both ways.

Any time occupied by an employee making use of the employer's transport in proceeding to or from the working site which is situated outside a radius of 15km of the employer's registered place of business, as a result of being expected to first report to the office, shall be one way in his own time and the other way during the normal working hours prescribed in clause 6, of Part I of The Former Agreement: Provided that time spent in travelling between jobs during that day shall be in the employer's time.

However, if the employee is required to make use of his own vehicle to travel to the site as a result of being expected to first report to the office, the employer shall pay him a transport allowance equal to R3.86 per kilometre calculated by the distance from the office to the working site and back to the office, where applicable.

In the event that the employee has to find his own way to the working site by making use of public transport, as a result of being expected to first report to the office, and providing public transport exists, he must be paid at least 50% of his normal hourly wage or part thereof, for time travelled to and from the working site and back to the office, when applicable.

Payment to an employee, who is expected to report to the office at a specific time before preceding to the site, shall be from this time until he ceases work at the end of the shift.

Any employee who, from time to time, is required to perform work in a higher category of employment, shall be remunerated at the minimum rate of pay for such higher category of employment, for the full duration that the employee may be required to perform such work. The only exception shall be the applicable provisions as set out in terms of Clause 33 (4) of The Former Agreement agreement."

Payment for time spent travelling to and from the working site to and from the employer's place of business, for any distance under 15km, shall be paid for by the employer.

(b) Any employee entitled to a transport allowance as provided for in sub-clause (a) above shall be paid such allowance at the same time as he is paid his normal remuneration.

(c)(i) Where the employee can reasonably be said to be unable to return to his home daily, the employer shall pay for all travel related costs, inclusive of meals, where applicable.

Any time occupied in travelling during the ordinary working hours shall be paid at the applicable hourly rate of wages of the employee.

Where an employee, by reason of employment, is away from his usual working place and is required by his employer to live away from his usual domicile, meals and lodging shall be paid for or provided on the job by the employer. Where no hotel or other suitable accommodation is available within a reasonable distance of the working place and accommodation is supplied on site, the employee shall be paid a subsistence allowance of R154.80 per night for meals.

(ii) Accommodation supplied on site shall include running cold water, hot water, toilet facilities, a bed, a mattress and suitable structure (i.e. minimum of a tent) to sleep in, which meets reasonable hygiene and security standards.

(iii) Where meals are supplied by the employer on site, he shall not be required to pay a subsistence allowance, but the standard of the meals provided shall be commensurate with the subsistence allowance that would have been paid in terms of this sub-clause.

- (2) Stand-by allowance: every employer shall pay every employee who is required to do stand-by duties a minimum of R101.50 per stand-by duty shift.
- (3) The transport, subsistence and stand- by allowance payable in terms of sub-clauses 1(a), 1(c)(i) and (2) respectively shall be adjusted annually by the prescribed minimum percentage wage increase that is agreed for that year”.

9. CLAUSE 2 OF PART 11 – EXPENSES OF THE COUNCIL

- (1) In the third paragraph; Region C – substitute “**44**” hours per week with “**42.50**” hours per week in respect of Pension Fund contributions only.
All other contributions are calculated on 44 hours per week.

10. CLAUSE 4 OF PART 11 – SCHEDULE OF WAGES AND / OR EARNINGS

- (1) Substitute clause 4 of Part 11 with the following:

“No employer shall pay and no employee shall accept wages at rates lower than the following:

Provided that where an employer carries out work in an area for which higher wages are prescribed than those which apply for the area in which his business is situated, his employees shall be paid no less than the minimum wages prescribed for such higher rated area for the duration or period during which such an employee works in such higher-rated area.”

(1) The following minimum wage rates shall apply for the categories listed below with effect from 01 February 2022, or if published later, the date of publication, until 31 January 2023:

AREAS 'A', 'B', 'C', 'D', 'E'

Category	AREA A Rand Per hour	AREA B Rand Per hour	AREA C Rand Per hour	AREA D Rand Per hour	AREA E Rand Per hour
Master installation electrician	136.88	120.37	114.98	87.64	85.65
Installation electrician/foreman	126.06	110.86	103.27	80.69	78.77
Electrical tester for single phase	115.04	101.17	96.37	73.57	71.92
Electrician, artisan and DAM	109.48	96.25	89.69	70.14	68.59
Elconop 3	79.74	70.14	65.27	50.90	49.80
Elconop 2	68.58	60.47	55.88	43.71	43.11
Elconop 1	44.08	39.02	35.77	28.88	27.48
Storeman	44.08	39.02	35.77	28.88	27.48
Driver of a vehicle, the gross vehicle mass of which is -					
(a) Up to 3 500 kg	45.88	40.58	41.77	29.59	28.92
(b) Above 3 500 kg up to 16 000 kg	54.19	47.67	44.39	34.64	33.82
(c) Above 16 000 kg	60.24	52.91	49.31	38.52	37.60
Electrical assistant	37.67	33.11	30.52	23.94	23.43
General Assistant	28.24	24.83	23.15	23.15	23.15
Apprentice Stage 4	76.63	67.38	62.88	49.11	48.01
Apprentice Stage 3	54.75	48.12	44.88	35.10	34.29
Apprentice Stage 2	49.29	43.31	40.43	31.54	30.87
Apprentice Stage 1	41.59	36.59	34.12	26.65	26.04

AREAS 'F', 'G', 'H

Category	AREA F Rand Per hour	AREA G Rand Per hour	AREA H Rand Per hour
Master installation electrician	99.22	86.40	82.22
Installation electrician/foreman	91.28	79.52	75.63
Electrical tester for single phase	81.17	72.58	69.00
Electrician, artisan and DAM	80.63	69.13	65.70
Elconop 3	58.61	51.00	51.00
Elconop 2	51.74	45.03	42.91
Elconop 1	34.21	29.47	27.95
Storeman	34.21	29.47	27.95
Driver of a vehicle, the gross vehicle mass of which is -			
(a) Up to 3 500 kg	32.82	28.62	27.25
(b) Above 3 500 kg up to 16 000 kg	38.23	33.32	31.64
(c) Above 16 000 kg	42.43	36.95	35.15
Electrical assistant	32.87	28.19	26.82
General Assistant	24.63	23.15	23.15
Apprentice Stage 4	56.48	48.39	46.01
Apprentice Stage 3	40.32	34.58	32.87
Apprentice Stage 2	36.31	31.10	29.56
Apprentice Stage 1	30.64	26.25	24.97

AREAS 'I, 'J, 'K, 'L

Category	AREA I Rand Per hour	AREA J Rand Per hour	AREA K Rand Per hour	AREA L Rand Per hour
Master installation electrician	129.43	129.15	120.36	105.86
Installation electrician/foreman	125.46	126.07	110.89	97.31
Electrical tester for single phase	108.76	115.07	101.22	88.92
Electrician, artisan and DAM	103.60	109.49	96.25	84.62
Elconop 3	77.20	79.77	70.14	61.52
Elconop 2	72.77	68.58	60.47	52.65
Elconop 1	50.34	44.11	38.99	33.77
Storeman	50.34	44.11	38.99	33.77
Domestic appliance repairer		51.43	45.28	
Driver of a vehicle, the gross vehicle mass of which is -				
(a) Up to 3 500 kg	44.30	45.81	40.37	41.04
(b) Above 3 500 kg up to 16 000 kg	50.20	54.20	47.71	45.91
(c) Above 16 000 kg	56.02	60.24	52.93	59.53
Electrical assistant	41.16	37.69	33.15	28.81
General Assistant	30.86	28.25	24.84	23.15
Apprentice Stage 4	72.53	76.67	67.40	59.21
Apprentice Stage 3	51.78	54.76	48.13	42.29
Apprentice Stage 2	46.61	49.26	43.34	38.09
Apprentice Stage 1	39.37	41.62	36.58	32.14

AREAS 'M', 'N', 'O'

	AREA M	AREA N	AREA O
Category	Rand	Rand	Rand
	Per hour	Per hour	Per hour
Master installation electrician	110.02	85.65	86.40
Installation electrician/foreman	106.66	78.77	79.52
Electrical tester for single phase	92.43	70.04	72.58
Electrician, artisan and DAM	88.06	68.59	69.13
Elconop 3	65.65	49.80	51.00
Elconop 2	61.84	42.77	45.03
Elconop 1	42.77	27.50	29.47
Storeman	42.77	27.50	29.47
Driver of a vehicle, the gross vehicle mass of which is -			
(a) Up to 3 500 kg	37.67	28.69	28.62
(b) Above 3 500 kg up to 16 000 kg	42.68	33.82	33.32
(c) Above 16 000 kg	47.62	37.63	36.95
Electrical assistant	35.00	23.43	28.19
General Assistant	26.22	23.15	23.15
Apprentice Stage 4	61.65	48.01	48.39
Apprentice Stage 3	44.06	34.29	34.56
Apprentice Stage 2	39.61	30.88	31.10
Apprentice Stage 1	33.49	26.04	26.26

**11. CLAUSE 5 OF PART II - GUARANTEED MINIMUM INCREASES
AND OFF-SET**

(1) Substitute clause 5 of Part 11 with the following:

“(1)(a) The wage increases from 01 February 2022 to the 31 January 2023 shall be increased as follows:

All employees earning the **minimum wage rate** as prescribed in Clause 4 of Part II of this agreement shall receive a wage increase of not less than six percent (6%).

Every employee for whom wages are prescribed in this Agreement and who, on the 01 February 2022, is employed by an employer in the Industry, shall while in the employ of the same employer and whether or not his **actual rate** of pay immediately prior to the said date was in excess of the rate prescribed for him in this Agreement, receive a wage increase of not less than five percent (5%) of the actual wage rate he was receiving immediately prior to the said date.

- (1)(b) Prescribed minimum wage rates and wage rates in excess of the prescribed minimum wages.

Should the publication of this Collective Agreement amendment be delayed for any reason, any employers who have not granted the increase before the coming into operation of this Agreement shall grant an additional increment of **one twelfth** of the applicable increase for each month the increase was not granted: Provided the maximum number of months for the granting of such additional increment shall not exceed three months.

- (2) The guaranteed minimum increases referred to in Clause 4 and Clause 5 (1)(a) above shall be subject to the provision that any increase granted on or after 1 January 2022 may be off-set by the employer when calculating the guaranteed minimum increase and any increase granted on or after date of publication may be off-set by the employer when calculating the guaranteed minimum increase.

Provided also that in terms of this agreement any increases granted on or after January of each of the following years in respect of wage increases due on the 1st February of that year, may be off-set by the employer when calculating the guaranteed minimum increase.”

SIGNED AT **KENSINGTON** AS AUTHORISED FOR AND ON BEHALF OF THE
PARTIES TO THE COUNCIL, THIS **29TH DAY OF OCTOBER 2022**.

R. MC ALPINE - GENERAL SECRETARY - SAEWA



S KHOLA – NATIONAL LABOUR DIRECTOR- ECA (SA)



**D VAN DEVENTER AND M MFIKOE – ACTING NATIONAL GENERAL
SECRETARY**

DEPARTMENT OF EMPLOYMENT AND LABOUR

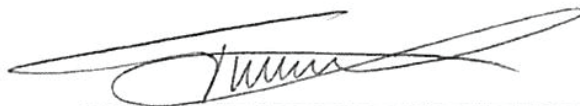
NO. R. 1586

10 December 2021

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:
EXTENSION TO NON-PARTIES OF THE FOOTWEAR SECTOR AMENDING
COLLECTIVE AGREEMENT**

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and 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 of the Leather Industry of South Africa**, 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 the second Monday after the date of publication of this notice and for the period ending 30 June 2026.



MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 22/11/2021

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995****UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI
BESIGABA SEZICATHULO ESICHIYELAYO, SELULELWA KULABO ABANGEYONA
INGXENYE YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, onguNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kuMkhandlu KaZwelonke Wokuxoxisana phakathi kwabaQashi Nabasebenzi Embonini Yezikhumba, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlangulana 2026.



MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI EZABASEBENZI
USUKU: 22/11/2021

SCHEDULE
NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA
FOOTWEAR SECTOR COLLECTIVE AGREEMENT

In accordance with the provisions of the Labour Relations Act No 66 of 1995,
made and entered into by and between the:

Southern African Footwear & Leather Industries Association (SAFLIA)

(hereinafter referred to as the "employer" or the "employer organisation" of
the one part, and the

National Union of Leather & Allied Workers' Union (N.U.L.A.W)

and

Southern African Clothing & Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade unions") of the other
part, being parties to the National Bargaining Council of the Leather Industry
of South Africa, to amend the agreement published under Government
Notice No R.906 of 16 September 2005, R.849 of 25 August 2006, R.63 of 2
February 2007, R.512 of 22 June 2007, R.1070 of 16 November 2007,
R.1175 of 7 November 2008, R.479 of 8 May 2009, R.1152 of 11 December
2009, R.1188 of 17 December 2010, R.522 of the 24 June 2011, R.864 of the
14 October 2011, R.411 of 1 June 2012 R. 888 of 2 November 2012, R.326
of 3 May 2013, R.769 of 18 October 2013 R.376 of 23 May 2014, R.816 of
17 October 2014 , R.456 of 5 June 2015, R.1024 of 30 October 2015, R.763
of 24 June 2016, R.1348 of 28 October 2016, 759 of 29 September 2017
R.1257 of 16 November 2018, R.1382 of 25 October 2019, R.217 of 18
March 2021 and R.454 of 28 May 2021.



1. CLAUSE 1: SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Footwear Section of the Leather 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 or employed in the said section of the *Industry*;
 - (b) in the Republic of South Africa.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall;
- (a) apply only to all employees for whom wages are prescribed in the Annexures to this Agreement;
 - (b) not apply to employers and employees in Informal sector establishments, save in respect of clause 4.
- (3) The terms of this agreement will not apply to non-parties in respect of clauses 1 (1)(a), and 2 (1)

2. CLAUSE 2: DATE AND PERIOD OF OPERATION

- (1) This Agreement shall come into operation for the parties on 1 July 2021 and remain in force for the period ending 30 June 2026.
- (2) This agreement shall come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to them and remain in force for the period ending 30 June 2026.

Handwritten signatures and initials, including a stylized 'H' and 'M'.

3. CLAUSE 9: TERMINATION OF EMPLOYMENT

Substitute the following for **Subclause 9.3 "Rate of pay for Severance Pay"**:

Despite the rates of pay as prescribed in Annexure D to this agreement, an employee who is retrenched before 30 June 2022, shall have his/her severance pay calculated at the rate of pay as it existed on 30 June 2021 plus an increase of 7.5% on the rate of pay as prescribed for the operation performed.

4. CLAUSE 15: DISPUTE RESOLUTION

Substitute the following for **Subclause (34)**

- (34) (a) If the Arbitrator finds that any party has failed to comply with any provision of the collective agreement which is binding on that party, the Arbitrator may, in addition to any other appropriate order, impose a penalty.
- (b) The maximum penalty that the Arbitrator may impose-
- (i) for a failure to comply with a provision of the collective agreement not involving a failure to pay any amount due to an employee/party is the penalty determined in terms of Table One;
 - (ii) for a failure to comply with a provision of the collective agreement involving a failure

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to pay any amount due to an employee/party is the penalty determined in terms of Table Two.

**TABLE ONE:
MAXIMUM PERMISSIBLE PENALTY NOT INVOLVING AN UNDERPAYMENT**

No previous failure to comply	R300 per employee or incident in respect of whom/which the failure to comply occurs i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.
A previous failure to comply in respect of the same provision	R600 per employee or incident in respect of whom/which the failure to comply occurs. i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.
A previous failure to comply within the previous 12 months or two previous failures to comply in respect of the same provision within three years	R900 per employee or incident in respect of whom/which the failure to comply occurs. i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.
Three previous failures to comply in respect of the same provision within three years	R1200 per employee or incident in respect of whom/which the failure to comply occurs. i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.
Four previous failures to comply in respect of the same provision within three years	R1500 per employee or incident in respect of whom/which the failure to comply occurs. i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.

**TABLE TWO:
MAXIMUM PERMISSIBLE PENALTY INVOLVING AN UNDERPAYMENT**

No previous failure to comply	25% of the amount due, including any interest owing on the amount at the date of the order
A previous failure to comply in respect of the same provision within three years	50% of the amount due, including any interest owing on the amount at the date of the order
A previous failure to comply in respect of the same provision within a year, or two previous failures to comply in respect of the same provision within three years	75% of the amount due, including any interest owing on the amount at the date of the order
Three previous failures to comply in respect of the same provision within three years	100% of the amount due, including any interest owing on the amount at the date of the order
Four or more previous failures to comply in respect of the same provision within three years	200% of the amount due, including any interest owing on the amount at the date of the order

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5 CLAUSE 8. REMUNERATION

Substitute Annexure D1 with Annexure D as follows:

Handwritten signatures in black ink, appearing to be initials or names, located in the bottom right corner of the page.

ANNEXURE D

WAGES: GENERAL

		Effective from 01 July 2021		Effective from 01 January 2022	
		Column A Per week	Column B Per week	Column A Per week	Column B Per week
A	Watchman.....	1789,72	1968,69	1793,93	1973,32
B	Storeman and or warehouseman, despatch clerk.....	1838,18	2022,00	1842,50	2026,75
C	Boiler attendant.....	1789,72	1968,69	1793,93	1973,32
D	Motor vehicle driver driving a vehicle authorized to carry or haul a payload of:				
	(i) under 2722 kg.....	1813,92	1995,31	1818,19	2000,01
	(ii) 2722 kg.....	1838,18	2022,00	1842,50	2026,75
	(iii) over 2722 kg but not exceeding 4546 kg.....	1956,59	2152,25	1961,20	2157,32
	(iv) over 4546 kg but not exceeding 6350 kg.....	2323,39	2555,73	2328,86	2561,75
E	Minors employed in occupations for which rates have not been prescribed in this Agreement:				
	First six months.....	1148,31	1263,14	1151,01	1266,11
	Second six months.....	1262,75	1411,03	1265,76	1414,34
	Thereafter.....	1789,72	1968,69	1793,93	1973,32
F	Cardboard box-making operations:				
	(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by:-				
	(a) power.....	2654,84	2820,32	2661,08	2927,19
	(b) hand.....	2140,19	2354,21	2145,23	2359,75
	(ii) Cardboard box-makers.....	1789,72	1968,69	1793,93	1973,32
	(iii) Making cardboard boxes, according to experience:				
	First six months.....	1272,52	1399,77	1275,52	1403,07
	Second six months.....	1262,75	1411,03	1265,76	1414,34
	Thereafter.....	1789,72	1968,69	1793,93	1973,32
G	Employees employed on hand typesetting and printing labels on a printing machine.....	2402,83	2643,11	2408,49	2649,34
H	Employees employed on well-making:				
	(i) Splitting, skiving, cutting, grooving and bevelling.....	1789,72	1968,69	1793,93	1973,32
	(ii) All other operators.....	1789,72	1968,69	1793,93	1973,32
I	Packers.....	1789,72	1968,69	1793,93	1973,32
J	Employees employed on currying.....	2071,03	2278,13	2075,00	2283,49
K	Employees employed on spraying of leather.....	2398,16	2637,98	2403,60	2644,18
L	Employees employed on knife-making				
	(i) Welding and/or brazing and/or silver soldering.....	2888,46	3177,30	2895,25	3184,78
	(ii) Finishing of joints after welding.....	1878,37	2066,21	1882,79	2071,07
	(iii) Tack and/or spot welding.....	1789,72	1968,69	1793,93	1973,32
	(iv) Bending to template and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding.....	1789,72	1968,69	1793,93	1973,32
(Note: For the purpose of par. L, welding means continuous drawing of weld on seams or joints but excludes tack and/or spot welding)					
Employees employed in this section shall be taken into account when applying the provisions made for subclause "P" Rates					

WAGES: FOOTWEAR NOT ELSEWHERE SPECIFIED


	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
(A) PATTERN DEPARTMENT				
(i) Qualified employees employed as pattern cutters and or CAD-CAM operators producing original standards and handgrading to restrictions, and/or shoe draughtsman.....	3006,66	3307,55	3013,94	3315,33
(ii) (a) employed on hand grading and not producing original standards.....	2541,14	2795,25	2547,12	2801,83
(b) employed on grading machines.....	2541,14	2795,25	2547,12	2801,83
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced.....	2541,14	2795,25	2547,12	2801,83
(d) CAD-CAM operator not producing original standard.....	2541,14	2795,25	2547,12	2801,83
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof.....	2011,23	2212,35	2015,96	2217,56
(B) CLICKING DEPARTMENT				
Qualified employees on				
(i) Clicking and cutting uppers by hand or machine:				
(a) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins.....	2979,54	3277,49	2986,55	3285,21
White full chrome kip for the production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African language).....	2979,54	3277,49	2986,55	3285,21
Children's work, any material, all sizes up to and including size 1 1/2, and all leather slippers (men's, women's and children's).....	2979,54	3277,49	2986,55	3285,21
(b) Any other materials.....	2979,54	3277,49	2986,55	3285,21
(c) Cutting by CAD-CAM technology:				
employed on nesting operation.....	2979,54	3277,49	2986,55	3285,21
employed on cutting (excluding nesting).....	1840,17	2024,19	1844,49	2028,04
(d) Upper leather sorter grading and/or sorting for quality for issue to clickers.....	3006,66	3307,55	3013,94	3315,33
(e) Examining of cut leather components for quality.....	3006,66	3307,55	3013,94	3315,33
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet.....				
<i>Note: A trimming is a decoration which is not an essential part of the shoe upper. In the event of any disputes as to what comprises a small trimming, the Council's decision shall, after investigation, be final.</i>	2071,03	2278,13	2075,90	2283,49
Cutting from offal of inside tongues and narrow backstraps from children's, youth's and maids' stitchdowns or Oxford and Derby patterns.....	2071,03	2278,13	2075,90	2283,49
All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof	2071,03	2278,13	2075,90	2283,49
Strap cutting to length from continuous rolls or hanks of pre-prepared material.....	2071,03	2278,13	2075,90	2283,49
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching.....				
.....	1938,18	2022,00	1942,50	2026,75
(iv) Giving out patterns.....				
Operating splitting machine.....	2011,23	2212,35	2015,96	2217,56
(v) Size stamping and/or painting.....				
Applying acrylic backing.....	1789,72	1968,69	1793,93	1973,32

		Effective from 01 July 2021		Effective from 01 January 2022	
		Column A	Column B	Column A	Column B
		Per week	Per week	Per week	Per week
(C) CLOSING DEPARTMENT					
Qualified employees on:					
(i)	Puritan machining.....	2203,93	2424,32	2209,12	2430,03
(ii)	Stitching aprons on uppers on out-sole stitching machines.....	2203,93	2424,32	2209,12	2430,03
(iii)	Pilot machining.....	2084,53	2292,08	2080,43	2208,37
(iv)	Strobel machining.....	2084,53	2292,08	2080,43	2208,37
(v)	Other machining:				
	(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining.....	1800,68	1900,75	1804,92	1985,41
	White full chrome kip for the production only of the whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage).....	1800,68	1900,75	1804,92	1985,41
	(b) Operations on leathers other than those specified in (a):				
	Vamping.....	1890,59	2070,65	1895,04	2084,54
	Flat binding by machine.....	1890,59	2070,65	1895,04	2084,54
	Machining additional rows of stitching on the vamp, parallel to the vamp stitching.....	1890,59	2070,65	1895,04	2084,54
	Golosh machining (whole goloshes).....	1890,59	2070,65	1895,04	2084,54
	Fancy shoes on the held-together system, machined through (all classes).....	1890,59	2070,65	1895,04	2084,54
	Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers).....	1890,59	2070,65	1895,04	2084,54
	Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides.....	1890,59	2070,65	1895,04	2084,54
	Vamping shoes with quarters over vamps.....	1890,59	2070,65	1895,04	2084,54
	Conveyor belt console operator feeding individual operators.....	1890,59	2070,65	1895,04	2084,54
	(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality.....	1890,59	2070,65	1895,04	2084,54
	(d) Computerised stitching machine operator.....	1840,17	2024,19	1844,49	2028,94
	(e) All operations on children's work up to size 1½.....	1800,68	1980,75	1804,92	1985,41
	All leather slippers (men's, women's and children's).....	1800,68	1980,75	1804,92	1985,41
	All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type).....	1800,68	1980,75	1804,92	1985,41
(vi)	Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine.....	1990,59	2079,65	1995,04	2084,54
(vii)	Bagging.....	1789,72	1968,69	1793,93	1973,32
	Turning of binding.....	1789,72	1968,69	1793,93	1973,32
	Button fastening.....	1789,72	1968,69	1793,93	1973,32
	Buttonholding.....	1789,72	1968,69	1793,93	1973,32
	Lacing.....	1789,72	1968,69	1793,93	1973,32
	Handpunching.....	1789,72	1968,69	1793,93	1973,32
	Portuguese seaming.....	1789,72	1968,69	1793,93	1973,32
	Staying and taping.....	1789,72	1968,69	1793,93	1973,32
	Seam rubbing.....	1789,72	1968,69	1793,93	1973,32
	Seam hammering.....	1789,72	1968,69	1793,93	1973,32
	Sewing on bows and buckles by hand or machine.....	1789,72	1968,69	1793,93	1973,32
	Silk screen printing.....	1789,72	1968,69	1793,93	1973,32
	Table-hands.....	1789,72	1968,69	1793,93	1973,32
	Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators).....	1789,72	1968,69	1793,93	1973,32

		Effective from 01 July 2021		Effective from 01 January 2022	
		Column A	Column B	Column A	Column B
		Per week	Per week	Per week	Per week
(D) ROUGH STUFF DEPARTMENT					
Class I Operations					
Qualified employees:					
(i)	On cutting sole from leather.....	2862,02	3148,22	2868,76	3155,64
	On sorting, examining and filling up ungraded and unstamped stock.....	2862,02	3148,22	2868,76	3155,64
	On sorting and examining graded and stamped stock.....	2862,02	3148,22	2868,76	3155,64
(ii)	On cutting insoles, stiffeners, throughs, runners and puffs from leather other than split and cutting sole from material other than leather.....	2517,88	2769,67	2623,81	2776,10
	On reducing shaped rubber soles on the press.....	2517,88	2769,67	2623,81	2776,10
[Ratio: See subclause (P)]					
Class II Operations					
Qualified employees on:					
(i)	Channeling:				
	Wetted insoles.....	2071,03	2278,13	2075,90	2283,49
	Other work.....	2071,03	2278,13	2075,90	2283,49
(ii)	Press cutting operations, other than those in Class I.....	2129,48	2342,43	2134,49	2347,94
(iii)	Assembling from stock, whether or not sorted or graded.....	2011,23	2212,35	2016,96	2217,56
	Attaching ribs to wetted insoles.....	2011,23	2212,35	2016,96	2217,56
	Flap splitting.....	2011,23	2212,35	2016,96	2217,56
	Gemming and taping.....	2011,23	2212,35	2016,96	2217,56
	Heel breasting.....	2011,23	2212,35	2016,96	2217,56
	Heel building.....	2011,23	2212,35	2016,96	2217,56
	Heel compressing.....	2011,23	2212,35	2016,96	2217,56
	Slugging.....	2011,23	2212,35	2016,96	2217,56
	Sole and insole rounding.....	2011,23	2212,35	2016,96	2217,56
	Sole grooving, sole roughening and reducing on automatic machine.....	2011,23	2212,35	2016,96	2217,56
	Tip filling.....	2011,23	2212,35	2016,96	2217,56
[Ratio: See subclause (P)]					
Class III Operations					
Qualified employees on:					
	Channel opening.....	1789,72	1968,69	1793,93	1973,32
	Edge covering.....	1789,72	1968,69	1793,93	1973,32
	Edge reducing.....	1789,72	1968,69	1793,93	1973,32
	Automatic edge preparation machine operating for soles prior to attachment.....	1789,72	1968,69	1793,93	1973,32
	Flexing.....	1789,72	1968,69	1793,93	1973,32
	Insole feathering.....	1789,72	1968,69	1793,93	1973,32
	Insole grooving.....	1789,72	1968,69	1793,93	1973,32
	Insole slotting.....	1789,72	1968,69	1793,93	1973,32
	Insole marking.....	1789,72	1968,69	1793,93	1973,32
	Lift and/or rand tacking.....	1789,72	1968,69	1793,93	1973,32
	Lip turning.....	1789,72	1968,69	1793,93	1973,32
	Press room scouring operations.....	1789,72	1968,69	1793,93	1973,32
	Shank assembling.....	1789,72	1968,69	1793,93	1973,32
	Shank moulding.....	1789,72	1968,69	1793,93	1973,32
	Skiving.....	1789,72	1968,69	1793,93	1973,32
	Size stamping.....	1789,72	1968,69	1793,93	1973,32
	Sole, insole and stiffener moulding.....	1789,72	1968,69	1793,93	1973,32
	Sole and insole splitting.....	1789,72	1968,69	1793,93	1973,32
	Sole grading machine operating.....	1789,72	1968,69	1793,93	1973,32
	Sole roughening for stuck-on work.....	1789,72	1968,69	1793,93	1973,32
	Solutioning.....	1789,72	1968,69	1793,93	1973,32
	Staining and/or inking of insoles.....	1789,72	1968,69	1793,93	1973,32
	Stiffener waxing and crimping.....	1789,72	1968,69	1793,93	1973,32
	Welt preparation.....	1789,72	1968,69	1793,93	1973,32
[Ratio: See subclause (P)]					

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
(E) MAKING DEPARTMENT				
Class I Operations				
Qualified employees on:				
(i) Pulling over, Consol lasting and/or Littleway lasting				
(a) Weltd work, other than staple weltd work.....	2862,02	3148,22	2868,76	3155,64
(d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots.....	2517,88	2769,67	2523,81	2776,19
(e) Combined pulling over and forepart lasting.....	2862,02	3148,22	2868,76	3155,64
(f) All other grades.....	2862,02	3148,22	2868,76	3155,64
(ii) Bed lasting (toes only):				
(a) Weltd work, other than staple weltd work.....	2862,02	3148,22	2868,76	3155,64
(b) Other Work.....	2862,02	3148,22	2868,76	3155,64
(iii) Lasting of seats and sides by machine				
(a) Weltd work, other than staple weltd work.....	2282,82	2511,10	2288,20	2517,02
(b) Other work.....	2282,82	2511,10	2288,20	2517,02
<i>Note: If a lasting machine operator is required to last boots or toes through (i.e. seats and/or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.</i>				
(iv) Complete sole attaching by staple machine.....	2052,10	2257,31	2056,93	2262,62
Staple welt attaching.....	2052,10	2257,31	2056,93	2262,62
(v) Welt sewing.....	2862,02	3148,22	2868,76	3155,64
(vi) Rough rounding:				
(a) Weltd work, other than staple weltd work.....	2862,02	3148,22	2868,76	3155,64
(b) Stitchdowns.....	2862,02	3148,22	2868,76	3155,64
(c) Other work.....	2862,02	3148,22	2868,76	3155,64
(vii) Sole sewing by any machine.....	2862,02	3148,22	2868,76	3155,64
(viii) Sole stitching:				
(a) Weltd work, other than staple weltd work.....	2862,02	3148,22	2868,76	3155,64
(b) Stitching outer soles to runners on Indian sandals on a No.6 harness stitching machine and stitching runners or throughs to uppers of the moccasin type of footwear.....	2517,88	2769,67	2523,81	2776,19
(c) Other work.....	2862,02	3148,22	2868,76	3155,64
(ix)(a) Stitchdown staple lasting.....	2052,10	2257,31	2056,93	2262,62
(b) Stitchdown thread lasting.....	2052,10	2257,31	2056,93	2262,62
(c) Stitchdown toe forming.....	2052,10	2257,31	2056,93	2262,62
(d) Wiping platform covers by machine.....	2052,10	2257,31	2056,93	2262,62
(e) Lasting operations on a Kamborian machine.....	2052,10	2257,31	2056,93	2262,62
(f) String-lasting by hand.....	2052,10	2257,31	2056,93	2262,62
(x) Pounding:				
(a) Weltd work, other than stapled weltd work.....	2400,39	2640,43	2406,04	2646,64
(b) Miners' and miners' type and army type boots (Army type boots means the heavy type of boot involving the same strenuous pounding as contract army boots.....)	2630,70	2893,77	2636,89	2900,58
(c) Other work.....	2400,39	2640,43	2406,04	2646,64
<i>Note: No employee under the age of 18 may be employed on pounding</i>				
(xi) Examining.....	2862,02	3148,22	2868,76	3155,64
[Ratio: See subclause (P)]				

		Effective from 01 July 2021		Effective from 01 January 2022	
		Column A	Column B	Column A	Column B
		Per week	Per week	Per week	Per week
Class II Operations					
Qualified employees on:					
(i)	Sole positioning on upper with pre-finished extended welt edge.....	2189,87	2408,80	2195,02	2414,52
(ii)	Positioning of pre-trimmed soles prior to and/or with stuck-on Press.....	2129,48	2342,43	2134,49	2347,94
(iii) Slush-on process work:					
	Sole positioning on upper and press, operating in one operation.....	2011,23	2212,35	2015,96	2217,56
	Sole positioning on upper at forepart and seat before pressing.....	2011,23	2212,35	2015,96	2217,56
	Press operating with the sole previously positioned (See Class III for tracking at seat only).....	2011,23	2212,35	2015,96	2217,56
	Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear.....	2011,23	2212,35	2015,96	2217,56
	Stitchdown assembling and pulling over stitchdown work.....	2011,23	2212,35	2015,96	2217,56
	Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding.....	2011,23	2212,35	2015,96	2217,56
	Hobnailing by hand or machine.....	2011,23	2212,35	2015,96	2217,56
	Putting on toe plates and heel tips by hand or machine.....	2011,23	2212,35	2015,96	2217,56
	Heel attaching.....	2011,23	2212,35	2015,96	2217,56
	Football boot studding and barring.....	2011,23	2212,35	2015,96	2217,56
	Handlevelling, other than stitchdown.....	2011,23	2212,35	2015,96	2217,56
	Inseam trimming.....	2011,23	2212,35	2015,96	2217,56
	Joining (clearing linings and tacking uppers down over joints).....	2011,23	2212,35	2015,96	2217,56
	Loose nailing or pegging foreparts and waists.....	2011,23	2212,35	2015,96	2217,56
	Louis flap trimming by hand.....	2011,23	2212,35	2015,96	2217,56
	Machine levelling.....	2011,23	2212,35	2015,96	2217,56
	Screwing.....	2011,23	2212,35	2015,96	2217,56
	Sole attaching machine-sewn, riveted and/or riveted and stitched work.....	2011,23	2212,35	2015,96	2217,56
	Sole adhesive heat activating by machine.....	2011,23	2212,35	2015,96	2217,56
	Stiffener cornering and tacking.....	2011,23	2212,35	2015,96	2217,56
	Stitch separating.....	2011,23	2212,35	2015,96	2217,56
	String nailing.....	2011,23	2212,35	2015,96	2217,56
	Tacking forward of heel seats.....	2011,23	2212,35	2015,96	2217,56
	Upper roughening.....	2011,23	2212,35	2015,96	2217,56
	Waist reducing after being sewn.....	2011,23	2212,35	2015,96	2217,56
	Wooden heel fitting.....	2011,23	2212,35	2015,96	2217,56
	Welt butting and skiving.....	2011,23	2212,35	2015,96	2217,56
	Welt wheeling.....	2011,23	2212,35	2015,96	2217,56
	Rand welting by machine.....	2011,23	2212,35	2015,96	2217,56
	Slugging and gang slugging.....	2011,23	2212,35	2015,96	2217,56
	Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine.....	2011,23	2212,35	2015,96	2217,56
	Back part and waist pre-moulding.....	2011,23	2212,35	2015,96	2217,56
	Back part moulding.....	2011,23	2212,35	2015,96	2217,56
(iv)	Vulcanising process.....	2011,23	2212,35	2015,96	2217,56
	Vulcanising soles to lasted uppers.....	2011,23	2212,35	2015,96	2217,56
	Rand welting by machine.....	2011,23	2212,35	2015,96	2217,56
	Moulding of sole units.....	2011,23	2212,35	2015,96	2217,56

	Effective from 01 July 2021		Effective from 01 January 2023	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
Class III Operations				
Qualified employees on:				
Beating.....	1789,72	1968,69	1793,93	1973,32
Application by machine of hardening resins to puffs.....	1789,72	1968,69	1793,93	1973,32
Bottom filling.....	1789,72	1968,69	1793,93	1973,32
Channel closing and edge raising.....	1789,72	1968,69	1793,93	1973,32
Feeding nails to heeling machines.....	1789,72	1968,69	1793,93	1973,32
Hand leveling of stitchdowns.....	1789,72	1968,69	1793,93	1973,32
Heel covering.....	1789,72	1968,69	1793,93	1973,32
Inserting stiffeners and puffs.....	1789,72	1968,69	1793,93	1973,32
Louis heel flap clamping, Louis heel sticking.....	1789,72	1968,69	1793,93	1973,32
Louis heel flap trimming by machine.....	1789,72	1968,69	1793,93	1973,32
Reverse seat moulding for stitchdowns.....	1789,72	1968,69	1793,93	1973,32
Seat nailing and/or pegging.....	1789,72	1968,69	1793,93	1973,32
Seat rounding.....	1789,72	1968,69	1793,93	1973,32
Shank attaching.....	1789,72	1968,69	1793,93	1973,32
Sole tacking at seat for stuck-on process.....	1789,72	1968,69	1793,93	1973,32
Solutioning, damping and pasting.....	1789,72	1968,69	1793,93	1973,32
Sorting hobs.....	1789,72	1968,69	1793,93	1973,32
Sole laying welted work and/or rubber soles.....	1789,72	1968,69	1793,93	1973,32
Sole tacking or sole fitting throughs and runners.....	1789,72	1968,69	1793,93	1973,32
Tack pulling.....	1789,72	1968,69	1793,93	1973,32
Tacking bottom stock to last.....	1789,72	1968,69	1793,93	1973,32
Tacking over backs before pulling over on closed back shoes, task being placed not further than 25mm from middle of back of heel seat.....	1789,72	1968,69	1793,93	1973,32
				
Tacking over sandal backs where no stiffener is inserted.....	1789,72	1968,69	1793,93	1973,32
Tacking top pieces on stitchdowns and sandals.....	1789,72	1968,69	1793,93	1973,32
All other wire grip tacking.....	1789,72	1968,69	1793,93	1973,32
Upper stapling after lasting sides.....	1789,72	1968,69	1793,93	1973,32
Upper trimming.....	1789,72	1968,69	1793,93	1973,32
Plastic pelletising and granulating.....	1789,72	1968,69	1793,93	1973,32
[Ratio: See subclause (P)]				

		Effective from 01 July 2021		Effective from 01 January 2022	
		Column A	Column B	Column A	Column B
		Per week	Per week	Per week	Per week
HAND-LASTING OPERATIONS					
Qualified employees on:					
(i)	Pulling over by hand and/or hand-lasting miners' or miners' type footwear..... Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.	2541,14	2765,25	2547,12	2801,83
(ii)	Other pulling over by hand and/or hand-lasting, including forced testing of moccasins	2011,23	2212,35	2015,96	2217,66
	Hand-lasting seats of stitchdowns.....	2011,23	2212,35	2015,96	2217,66
	Hand-lasting in the manufacture of clogs.....	2011,23	2212,35	2015,96	2217,66
	Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip.....	2011,23	2212,35	2015,96	2217,66
(F) FINISHING DEPARTMENT					
Operations					
Qualified employees on:					
(a)	Edge trimming:				
	(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	2517,88	2769,67	2523,81	2776,19
	Rubber and rubber composition soles.....	2517,88	2769,67	2523,81	2776,19
	Children's footwear, all sizes up to and including size 12.....	2517,88	2769,67	2523,81	2776,19
	All slippers (men's, women's and children's).....	2517,88	2769,67	2523,81	2776,19
	Stitchdown footwear produced from box hide and willow hide.....	2517,88	2769,67	2523,81	2776,19
	(b) All other work.....	2862,02	3148,22	2868,76	3155,64
(b)	Edge setting:				
	(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	2052,10	2257,31	2056,93	2262,62
	Through runners.....	2052,10	2257,31	2056,93	2262,62
	Waist and/or top pieces.....	2052,10	2257,31	2056,93	2262,62
	Children's footwear, all sizes up to and including size 12.....	2052,10	2257,31	2056,93	2262,62
	All slippers (men's, women's and children's).....	2052,10	2257,31	2056,93	2262,62
	Stitchdown footwear produced from box hide and willow hide.....	2052,10	2257,31	2056,93	2262,62
	(b) Automatic edge-setting machine, all grades.....	2052,10	2257,31	2056,93	2262,62
	(c) All other work.....	2517,88	2769,67	2523,81	2776,19
(v)	Heel trimming.....	2052,10	2257,31	2056,93	2262,62
(vi)	Examining.....	2862,02	3148,22	2868,76	3155,64
[Ratio: See subclause (P)]					

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
Class II Operations				
Qualified employees on:				
Bitting by hand or machine.....	2011,23	2212,35	2015,06	2217,56
Bottom scouring.....	2011,23	2212,35	2015,06	2217,56
Heel scouring.....	2011,23	2212,35	2015,06	2217,56
Heel spraying.....	2011,23	2212,35	2015,06	2217,56
Ploughing out.....	2011,23	2212,35	2015,06	2217,56
Complete finishing by hand.....	2011,23	2212,35	2015,06	2217,56
Top piece trimming.....	2011,23	2212,35	2015,06	2217,56
Bunk wheeling.....	2011,23	2212,35	2015,06	2217,56
Louis flap ironing.....	2011,23	2212,35	2015,06	2217,56
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and leather of edge.....	2011,23	2212,35	2015,06	2217,56
Seat wheeling.....	2011,23	2212,35	2015,06	2217,56
Top ironing, i.e. Marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished.....	2011,23	2212,35	2015,06	2217,56
Welt wheeling.....	2011,23	2212,35	2015,06	2217,56
Decorative feather stitching by hand after the sole is permanently attached to the upper.....	2011,23	2212,35	2015,06	2217,56
[Ratio: See subclause (P)]				
Class III Operations				
Qualified employees on:				
Brushing, padding and/or burnishing.....	1789,72	1968,69	1793,93	1973,32
Crow wheeling.....	1789,72	1968,69	1793,93	1973,32
Finger scouring.....	1789,72	1968,69	1793,93	1973,32
Heel breast cornering.....	1789,72	1968,69	1793,93	1973,32
Inking, staining, waxing and damping.....	1789,72	1968,69	1793,93	1973,32
Inserting, slipping and putting away lasts.....	1789,72	1968,69	1793,93	1973,32
Ploughing (removing the scarf round under edge of sole).....	1789,72	1968,69	1793,93	1973,32
Rubbing of edges and bottoms.....	1789,72	1968,69	1793,93	1973,32
Spew and/or flash trimming.....	1789,72	1968,69	1793,93	1973,32
Conveyor belt loading.....	1789,72	1968,69	1793,93	1973,32
[Ratio: See subclause (P)]				
(G) SHOE ROOM				
Qualified employees on:				
Faking.....	2422,64	2665,12	2426,54	2671,39
Examining.....	2422,64	2665,12	2426,54	2671,39
Patent repairing.....	1789,72	1968,69	1793,93	1973,32
Embossing and/or stamping.....	1789,72	1968,69	1793,93	1973,32
Boxing.....	1789,72	1968,69	1793,93	1973,32
Dressing and/or sizing.....	1789,72	1968,69	1793,93	1973,32
Dressing by spray-gun.....	1789,72	1968,69	1793,93	1973,32
Hand polishing and cleaning.....	1789,72	1968,69	1793,93	1973,32
Ironing.....	1789,72	1968,69	1793,93	1973,32
Labelling.....	1789,72	1968,69	1793,93	1973,32
Lining trimming.....	1789,72	1968,69	1793,93	1973,32
Size stamping on footwear.....	1789,72	1968,69	1793,93	1973,32
Socking.....	1789,72	1968,69	1793,93	1973,32
Stamping descriptions and sizes on labels.....	1789,72	1968,69	1793,93	1973,32
Quarter forming by machine.....	1789,72	1968,69	1793,93	1973,32
Smoothing insole before socking or boxing.....	1789,72	1968,69	1793,93	1973,32

		Effective from 01 July 2021		Effective from 01 January 2022	
		Column A	Column B	Column A	Column B
		Per week	Per week	Per week	Per week
(H) MILL-ROOM OPERATIONS					
Qualified employees on:					
(i) Group 2:					
Calendar operating.....	1830,24	2013,26	1834,55	2018,01	
Batch mass-measuring and assembling of chemicals.....	1830,24	2013,26	1834,55	2018,01	
Operating extruding machine.....	1830,24	2013,26	1834,55	2018,01	
Operating an open mixing mill with a width of not less than 1,52m.....	1830,24	2013,26	1834,55	2018,01	
Operating internal mixer.....	1830,24	2013,26	1834,55	2018,01	
Slabbing sheet rubber to gauge (stretching compound).....	1830,24	2013,26	1834,55	2018,01	
Operating an open mixing mill with a width of less than 1,52m but not less than 1,01m.....	1830,24	2013,26	1834,55	2018,01	
Warming compound on open mill.....	1830,24	2013,26	1834,55	2018,01	
Hydraulic press operating.....	1830,24	2013,26	1834,55	2018,01	
Operating splitting machine.....	1830,24	2013,26	1834,55	2018,01	
(ii) Group 1:					
Issuing soles and heels.....	1789,72	1968,69	1793,93	1973,32	
Press cutting blanks (clicking).....	1789,72	1968,69	1793,93	1973,32	
Attending autoclave.....	1789,72	1968,69	1793,93	1973,32	
Assisting mass-measurer.....	1789,72	1968,69	1793,93	1973,32	
Mould checking.....	1789,72	1968,69	1793,93	1973,32	
Operating an open mixing mill with a width of less than 1,01m.....	1789,72	1968,69	1793,93	1973,32	
Masticating, sheeting out, cracking or breaking compound.....	1789,72	1968,69	1793,93	1973,32	
Buffing or scouring machine operations.....	1789,72	1968,69	1793,93	1973,32	
Feeding rubber into calendar (feeding stretchers).....	1789,72	1968,69	1793,93	1973,32	
Grinding scrap by machine.....	1789,72	1968,69	1793,93	1973,32	
Mould cleaning.....	1789,72	1968,69	1793,93	1973,32	
Trimming.....	1789,72	1968,69	1793,93	1973,32	
Blank cutting and mass-measuring to fixed standards.....	1789,72	1968,69	1793,93	1973,32	
Extruding into trays.....	1789,72	1968,69	1793,93	1973,32	
Bale cutting.....	1789,72	1968,69	1793,93	1973,32	
Sieving chemicals, buffings and grindings.....	1789,72	1968,69	1793,93	1973,32	
Stencilling or making bales.....	1789,72	1968,69	1793,93	1973,32	
Applying powder.....	1789,72	1968,69	1793,93	1973,32	
Packing soles and heels.....	1789,72	1968,69	1793,93	1973,32	
Granulating.....	1789,72	1968,69	1793,93	1973,32	
Assisting calendar operator.....	1789,72	1968,69	1793,93	1973,32	
Dipping machine operator.....	1789,72	1968,69	1793,93	1973,32	
(I) HIGH FREQUENCY WELDING					
Qualified employees on:					
(i) High-frequency welding, embossing pre-cut uppers.....	1878,37	2068,21	1882,79	2071,07	
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding).....	2979,54	3277,49	2986,55	3285,21	
(iii) High-frequency welding, embossing of socks and other components.....	1789,72	1968,69	1793,93	1973,32	
(iv) High-frequency welding, combined with cutting of socks and other components.....	2071,03	2278,13	2075,90	2283,49	

		Effective from 01 July 2021		Effective from 01 January 2022	
		Column A Per week	Column B Per week	Column A Per week	Column B Per week
<u>(J) FLOW MOULDING</u>					
Qualified employees on:					
(i)	Flow moulding pre-cut uppers.....	1878,37	2066,21	1882,70	2071,07
(ii)	Flow moulding pre-cut socks.....	1878,37	2066,21	1882,70	2071,07
(iii)	Flow moulding where eventual upper is presented in liquid form.....	1878,37	2066,21	1882,70	2071,07
(iv)	Colour application to moulds prior to flow moulding.....	1878,37	2066,21	1882,70	2071,07
(v)	Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials.....	1878,37	2066,21	1882,70	2071,07
<u>(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING</u>					
Qualified employees on:					
Injection moulding units to lasted uppers or string-lasting uppers or sole units:					
(a)	Where one employee is employed on an injection moulding machine.....	2011,23	2212,35	2015,96	2217,56
(b)	Where two employees are employed on an injection moulding machine each shall be paid.....	2011,23	2212,35	2015,96	2217,56
(c)	Every employee in excess of two employed on an injection moulding machine shall be paid.....	1789,72	1966,69	1793,93	1973,32
<u>(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OF WITH THE ASSISTANCE OF ANY OTHER DEVICE</u>					
Qualified employees on:					
(i)	String-lasting of fabric uppers.....	2011,23	2212,35	2015,96	2217,56
(ii)	String-lasting of synthetic uppers.....	2011,23	2212,35	2015,96	2217,56

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
(M) WOODEN UNIT MANUFACTURING				
Operations not provided for in any other section in clause 1 of this Annexure:				
(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):				
Qualified employees on:				
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section.....	2129,48	2342,43	2134,49	2347,94
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers.....	2129,48	2342,43	2134,49	2347,94
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....	1789,72	1968,69	1793,93	1973,32
(iv) Cutting or guillotining of laminated blanks to produce heel covering material.....	2129,48	2342,43	2134,49	2347,94
(v) Cutting of heel covers to a pattern from layered heel covering material.....	2129,48	2342,43	2134,49	2347,94
(vi) (aa) Cross cutting of timber into lengths.....	1789,72	1968,69	1793,93	1973,32
(vi) (ab) Shaping of heels and heel-breasts, using templates and/or jigs and/or guides.....	1789,72	1968,69	1793,93	1973,32
(vi) (ac) Cutting or scouring for pitching of heels, using templates and/or jigs and/or guides.....	1789,72	1968,69	1793,93	1973,32
(vi) (ad) Cupping of heels to fit heel soles.....	1789,72	1968,69	1793,93	1973,32
(vii) Cementing heels and heel covers.....	1789,72	1968,69	1793,93	1973,32
(viii) Spotting of heel covers to heels and pressing.....	1789,72	1968,69	1793,93	1973,32
(ix) Trimming of heel covers.....	1789,72	1968,69	1793,93	1973,32
(x) Top piece attaching.....	2011,23	2212,35	2015,96	2217,56
(b) Manufacture of wooden units inclusive and/or exclusive of heels:				
Qualified employees on:				
(i) Selecting and/or planning of raw timber.....	1789,72	1968,69	1793,93	1973,32
(ii) Measuring, marking and cutting timber into required lengths.....	1789,72	1968,69	1793,93	1973,32
(iii) Marking top and side elevation for profile cutting of unit.....	1789,72	1968,69	1793,93	1973,32
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base.....	2011,23	2212,35	2015,96	2217,56
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin.....	2011,23	2212,35	2015,96	2217,56
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance.....	1789,72	1968,69	1793,93	1973,32
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....	2011,23	2212,35	2015,96	2217,56
(viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles.....	1789,72	1968,69	1793,93	1973,32
(ix) Attaching top pieces to heels.....	2011,23	2212,35	2015,96	2217,56
(x) (aa) Scouring units by automatic machines prior to or after sole attaching.....	1789,72	1968,69	1793,93	1973,32
(x) (ab) Scouring units by hand prior to or after sole attaching.....	2011,23	2212,35	2015,96	2217,56
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations.....	1789,72	1968,69	1793,93	1973,32
(xii) Examining for quality.....	2422,84	2665,12	2428,54	2671,39
(xiii) Repairing of units.....	1789,72	1968,69	1793,93	1973,32
(xiv) Size stamping.....	1789,72	1968,69	1793,93	1973,32
(xv) Varnishing, painting, spraying or dipping units.....	1789,72	1968,69	1793,93	1973,32
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting.....	1789,72	1968,69	1793,93	1973,32

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
(N) LEARNERS				
(i) Learners employed on the operations referred to in Clause 4, according to experience:				
First six months.....	1502,18	1652,40	1505,72	1658,29
Second six months.....	1659,36	1825,30	1663,26	1829,69
Third six months.....	1824,63	2007,09	1828,92	2011,81
Fourth six months.....	1961,70	2157,87	1966,32	2162,95
Fifth six months.....	2201,16	2421,30	2206,30	2427,00
Thereafter, the prescribed rate				
(ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:				
First six months.....	1148,76	1263,64	1151,47	1266,62
Second six months.....	1282,91	1411,20	1285,92	1414,51
Thereafter, the prescribed rate.				
(iii) Learners employed on the operations referred to in subclause (H), according to experience:				
First six months.....	1148,76	1263,64	1151,47	1266,62
Second six months.....	1282,91	1411,20	1285,92	1414,51
Thereafter, the prescribed rate				
(iv) Other learners, according to experience:				
First six months.....	1148,76	1263,64	1151,47	1266,62
Second six months.....	1282,91	1411,20	1285,92	1414,51
Third six months.....	1423,26	1565,50	1426,61	1569,27
Fourth six months.....	1580,15	1738,17	1583,87	1742,26
Thereafter, the prescribed rate.				
Provided that -				
(i) A learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate on which he is engaged;				
(ii) learners in the Closing Department or Shoe Room shall -				
(aa) after the second six months of experience become entitled to a wage of R1789,72 per week until 31 December 2021 and R1793,93 from 01 January 2022 if employed on operations for which this rate is prescribed;				
(ab) after the third six months of experience become entitled to a wage of R1890,59 per week until 31 December 2021 and R1895,04 from 01 January 2022 if employed on operations for which this rate is prescribed;				
(ac) after the fourth six months of experience being entitled to a wage of R2084,53 per week or until 31 December 2021 and R2089,43 from 01 January 2022 if employed on operations for which this rate is prescribed;				
(iii) learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the second six months of experience, become entitled to a wage of R1789,72 until 31 December 2021 and R1793,93 from 01 January 2022				
Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion:				
Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.				

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
<u>(O) GENERAL WORKERS</u>				
General Workers.....	1789,72	1968,60	1793,93	1973,32
<u>(P) RATIOS</u>				
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees.				
"Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.				
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios.				
<u>(Q) MILK</u>				
All employees in the milk room and on press cutting operations shall be supplied with half a litre of milk per day.				

WAGES: FOOTWEAR AS SPECIFIED BELOW

[For applicable definitions, see subclause (5) hereunder]

Group 1: Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toeceps manufactured only from rubber, all of one colour, the binding of which shall be no greater than the binding depicted in the line drawings in illustration 1(a) and (b) and substantially similar in colour to the canvas uppers. Provided that where there is a difference in depth between the shade of the uppers and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard methods, Third Edition, page 10, British Standard BS 2802: 1961 International Standards Organisation R105 / Part 2) Provided further that -

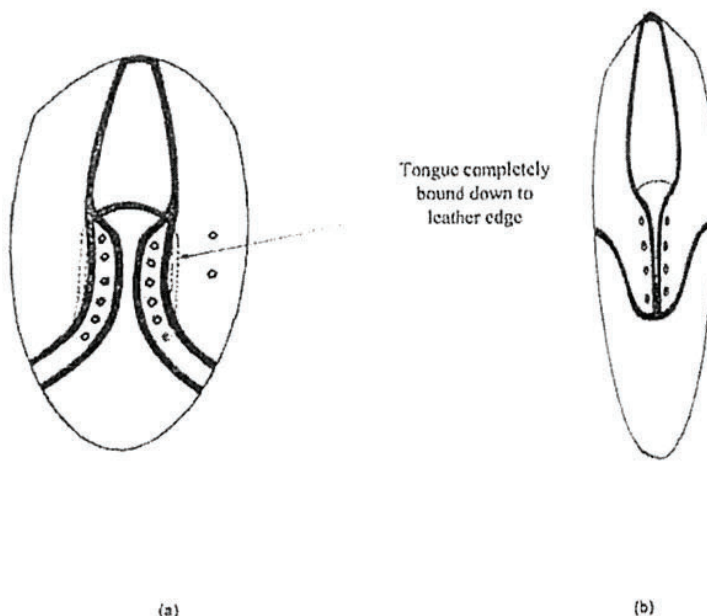
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);
- (iii) where studs and/or bars are provided, these shall not protrude more than six millimetres from the soles;
- (iv) where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;
- (v) the said bindings shall be made of canvas fabric but that its mass may be less than 400 grammes per square metre.

Group 2: Rubber footwear, either unlined or lined with fabrics.

Group 3: Wholly moulded footwear.

Group 4: Canvas fabric sandals.

ILLUSTRATION 1



	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
(1) WAGES				
<u>A. LACE-UP RUBBER BOOTS</u>				
Qualified employees on:				
(i) Marking and/or cutting of textile fabrics.....	2655,79	2921,37	2662,04	2928,24
(ii) Cutting of rubber uppers.....	2071,03	2278,13	2075,00	2282,5
(iii) Cutting of fabric impregnated with rubber.....	2071,03	2278,13	2075,90	2283,49
(iv) Closing Departments:				
(a) Upper closing.....	1890,59	2079,65	1895,04	2084,54
(b) Lining closing.....	1890,59	2079,65	1895,04	2084,54
(c) Eyeletting.....	1890,59	2079,65	1895,04	2084,54
(d) Buffing tongues.....	1789,72	1968,69	1793,93	1973,32
(e) Inserting tongues.....	1789,72	1968,69	1793,93	1973,32
(f) Securing tongues.....	1789,72	1968,69	1793,93	1973,32
(g) Table-hands.....	1789,72	1968,69	1793,93	1973,32
(v) All sole cutting operations, whether by hand or press.....	2541,14	2795,25	2547,12	2801,83
(vi) All other press cutting operations (bottom stock only).....	1789,72	1968,69	1793,93	1973,32
(vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole).....	2011,23	2212,35	2015,06	2217,50
(viii) Insole attaching.....	1789,72	1968,69	1793,93	1973,32
(ix) Placing material around the last.....	1789,72	1968,69	1793,93	1973,32
(x) Sole attaching.....	1789,72	1968,69	1793,93	1973,32
(xi) Attending an autoclave.....	1789,72	1968,69	1793,93	1973,32
(xii) Solutioning by hand.....	1789,72	1968,69	1793,93	1973,32
(xiii) Solutioning by machine.....	1789,72	1968,69	1793,93	1973,32
(xiv) (a) Moulding of soles, heels and/or sole and heel units.....	1789,72	1968,69	1793,93	1973,32
(b) Moulding of boots other than in an autoclave.....	1789,72	1968,69	1793,93	1973,32
(xv) Hobnailing.....	2011,23	2212,35	2015,06	2217,50
(xvi) Sole roughing.....	1789,72	1968,69	1793,93	1973,32
(xvii) Upper roughing.....	1789,72	1968,69	1793,93	1973,32
(xviii) Edge trimming.....	1789,72	1968,69	1793,93	1973,32
(xix) Spew and/or flash trimming on moulded boots.....	1789,72	1968,69	1793,93	1973,32
(xx) Inserting laces.....	1789,72	1968,69	1793,93	1973,32
(xxi) Slipping and sorting lasts.....	1789,72	1968,69	1793,93	1973,32
(xxii) Trimming linings.....	1789,72	1968,69	1793,93	1973,32
(xxiii) Rolling uppers.....	1789,72	1968,69	1793,93	1973,32
(xxiv) Cutting and/or inserting stays.....	1789,72	1968,69	1793,93	1973,32
(xxv) Dressing.....	1789,72	1968,69	1793,93	1973,32
(xxvi) Cleaning.....	1789,72	1968,69	1793,93	1973,32
(xxvii) Stamping sizes on linings.....	1789,72	1968,69	1793,93	1973,32
(xxviii) Loading trolley for autoclave.....	1789,72	1968,69	1793,93	1973,32
(xxix) Pairing.....	1789,72	1968,69	1793,93	1973,32
(xxx) Attaching thoughts or insole covers.....	1789,72	1968,69	1793,93	1973,32
(xxxi) Operations not specified in (i) to (xxx) above.....	1789,72	1968,69	1793,93	1973,32
(xxxii) General workers.....	1789,72	1968,69	1793,93	1973,32

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A	Column B	Column A	Column B
	Per week	Per week	Per week	Per week
B. OTHER FOOTWEAR IN THIS SECTION				
Qualified employees on:				
(i) Upper cutting Department:				
Group 1:				
Marking and/or cutting (from canvas or fabric).....	2655,78	2921,30	2662,03	2928,23
Group 2:				
Assisting clicker.....	1789,72	1968,69	1793,93	1973,32
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber).....	1789,72	1968,69	1793,93	1973,32
Gum boots.....	1789,72	1968,69	1793,93	1973,32
Size marking.....	1789,72	1968,69	1793,93	1973,32
(ii) Closing Department:				
Group 3:				
Attaching stays.....	1789,72	1968,69	1793,93	1973,32
Size stamping on linings.....	1789,72	1968,69	1793,93	1973,32
Tread trimming.....	1789,72	1968,69	1793,93	1973,32
All other closing room operations, including eyeletting, perforating and skiving.....	1890,59	2079,85	1895,04	2084,54
(iii) Bottom stock Department:				
Group 4:				
Sole cutting from rubber by press or by hand.....	2541,14	2795,25	2547,12	2801,83
Group 5:				
Cutting or extruding blanks for the moulding of soles and/or heels.....	1789,72	1968,69	1793,93	1973,32
Group 6:				
All other press cutting operations.....	1789,72	1968,69	1793,93	1973,32
(iv) Making Department:				
Group 7:				
Applying insole filler.....	1789,72	1968,69	1793,93	1973,32
Size stamping insole.....	1789,72	1968,69	1793,93	1973,32
Hand-lasting, rubber sole attaching by hand.....	1789,72	1968,69	1793,93	1973,32
Vulcanising soles to uppers.....	1789,72	1968,69	1793,93	1973,32
Solutioning by hand or machine.....	1789,72	1968,69	1793,93	1973,32
Assembling.....	1789,72	1968,69	1793,93	1973,32
Direct moulding of soles to canvas uppers.....	1878,37	2066,21	1882,79	2071,07
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:				
(a) Where one employee is employed on an injection moulding machine.....	2011,23	2212,35	2015,96	2217,56
(b) Where two employees are employed on an injection moulding machine, each shall be paid.....	2011,23	2212,35	2015,96	2217,56
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid.....	2011,23	2212,35	2015,96	2217,56
String-lasting.....	1878,37	2066,21	1882,79	2071,07
Lasting operations on a Kamborian machine.....	2071,03	2278,13	2075,90	2283,49
Lasting seats or sides by machine.....	2304,01	2534,41	2309,43	2540,37
Combined pulling over and forepart lasting.....	2886,45	3177,30	2895,25	3164,78
(v) Group 8:				
Hobnailing by hand or machine.....	2011,23	2212,35	2015,96	2217,56
(vi) Group 9:				
Attaching back strip.....	1789,72	1968,69	1793,93	1973,32
Attaching foxing.....	1789,72	1968,69	1793,93	1973,32
Attaching insole.....	1789,72	1968,69	1793,93	1973,32
Attaching lining to upper.....	1789,72	1968,69	1793,93	1973,32
Cementing.....	1789,72	1968,69	1793,93	1973,32
Cleaning soles.....	1789,72	1968,69	1793,93	1973,32

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
Cutting foxing.....	1789,72	1968,60	1793,93	1973,32
Feeding conveyor.....	1789,72	1968,60	1793,93	1973,32
Granulating.....	1789,72	1968,60	1793,93	1973,32
Inserting the puffs.....	1789,72	1968,60	1793,93	1973,32
Rolling uppers.....	1789,72	1968,60	1793,93	1973,32
Slipping lasts.....	1789,72	1968,60	1793,93	1973,32
Sole rolling.....	1789,72	1968,60	1793,93	1973,32
Supplying lasts.....	1789,72	1968,60	1793,93	1973,32
Trimming uppers.....	1789,72	1968,60	1793,93	1973,32
Mass-measuring pellets for direct moulding.....	1789,72	1968,60	1793,93	1973,32
Wheeling.....	1789,72	1968,60	1793,93	1973,32
Checking and repairing.....	1789,72	1968,60	1793,93	1973,32
Edge scouring.....	1789,72	1968,60	1793,93	1973,32
Silk screen printing.....	1789,72	1968,60	1793,93	1973,32
(vii) Any operations not specified in (i) to (vi) above.....	1789,72	1968,60	1793,93	1973,32
(viii) General Workers.....	1789,72	1968,60	1793,93	1973,32
(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)				
According to experience:				
First six months.....	1148,31	1263,14	1151,01	1266,11
Second six months.....	1262,91	1411,20	1265,92	1414,51
Thereafter, the prescribed rate:				
(3) RATIOS				
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees. "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.				
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios				
(4) DIFFERENTIAL WORKING				
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of these operations.				
(5) DEFINITIONS				
For the purposes of this clause -				
"Rubber" includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof; "canvas fabric" means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascals or 1,32 millimetres at 5 kilopascals and its mass shall be not less than 400 grammes per square metre, the characteristics of which are strength and firmness; "one colour" is an entirely natural or bleached colour of one solid shade or tone.				

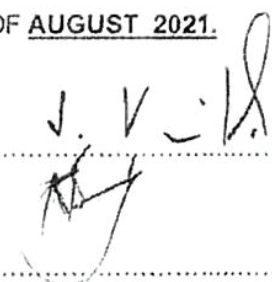
		Effective from 01 July 2021		Effective from 01 January 2022	
		Column A	Column B	Column A	Column B
		Per week	Per week	Per week	Per week
CLAUSE 3 : SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER					
(1) WAGES					
Qualified employees on:					
A. Upper Cutting Department:					
(i) Upper cutting.....		2654,84	2920,32	2661,08	2927,10
(ii) Stock cutting and/or lining cutting.....		2071,03	2278,13	2075,90	2283,49
(iii) Upper assembling.....		2071,03	2278,13	2075,90	2283,49
(iv) Marking and/or stamping.....		1789,72	1968,69	1793,93	1973,32
B. Machining Department:					
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning.....		1800,68	1990,76	1804,92	1985,41
(ii) Machining of uppers, socks, pads and soft soles together.....		1890,69	2079,65	1895,04	2084,54
(iii) Machining elastic bound edges of uppers to soft soles.....		1690,59	2079,65	1895,04	2084,54
C. Rough Stuff Department:					
(i) Sole cutting from leather.....		2888,45	3177,30	2895,25	3184,78
(ii) Sole cutting from other than leather.....		2541,14	2795,25	2547,12	2801,83
(iii) Insole cutting and lift and top-piece cutting.....		2541,14	2795,25	2547,12	2801,83
(iv) Stamping.....		1789,72	1968,69	1793,93	1973,32
(v) Heel covering.....		1789,72	1968,69	1793,93	1973,32
D. Making Department:					
(i) Slipper turn sewing.....		2194,23	2413,65	2199,40	2419,34
(ii) Steaming and blocking into shape:					
(a) Felt work.....		2011,23	2212,35	2015,96	2217,56
(b) Leather work, fabric Cubans.....		2011,23	2212,35	2015,96	2217,56
(iii) Stuck-on process:					
(a) Hand-lasting.....		2011,23	2212,35	2015,96	2217,56
Sole roughening.....		2011,23	2212,35	2015,96	2217,56
Sole positioning on upper and press operating in one operation.....		2011,23	2212,35	2015,96	2217,56
Sole positioning on upper and forepart seat before pressing.....		2011,23	2212,35	2015,96	2217,56
Press operating with sole previously positioned.....		2011,23	2212,35	2015,96	2217,56
(b) Soling operation.....		1789,72	1968,69	1793,93	1973,32
(c) Sole and insole tacking.....		1789,72	1968,69	1793,93	1973,32
(iv) Vulcanising soles to lasted uppers.....		2011,23	2212,35	2015,96	2217,56
(v) Slugging.....		1789,72	1968,69	1793,93	1973,32
(vi) Channelling.....		1789,72	1968,69	1793,93	1973,32
Hand-levelling.....		1789,72	1968,69	1793,93	1973,32
Heel attaching.....		1789,72	1968,69	1793,93	1973,32
Tacking backs.....		1789,72	1968,69	1793,93	1973,32
(vii) Slipper turning.....		1789,72	1968,69	1793,93	1973,32
(viii) Fetching and putting away lasts.....		1789,72	1968,69	1793,93	1973,32
(ix) Inserting heel pads.....		1789,72	1968,69	1793,93	1973,32
(x) Conveyor operating.....		1789,72	1968,69	1793,93	1973,32
(xi) Direct injection moulding or pouring of any materials used for soiling and unit converting:					
Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:					
(a) Where one employee is employed on an injection moulding machine.....		2011,23	2212,35	2015,96	2217,56
(b) Where two employees are employed on an injection moulding machine each shall be paid.....		2011,23	2212,35	2015,96	2217,56
(c) Where more than two employees are employed on injection moulding machine each shall be paid.....		2011,23	2212,35	2015,96	2217,56

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
E. Finishing Department				
Edge trimming.....	2541,14	2795,25	2547,12	2801,63
Edge setting.....	2073,36	2280,69	2078,23	2286,06
Heel trimming.....	1769,72	1968,69	1783,93	1973,32
Securing operations.....	1769,72	1968,69	1783,93	1973,32
Inking, staining and brushing.....	1769,72	1968,69	1783,93	1973,32
Slipping uppers.....	1769,72	1968,69	1783,93	1973,32
F. Shoe Room Department				
Examining.....				
All other Shoe Room operations.....	1769,72	1968,69	1783,93	1973,32
(2) LEARNERS				
According to experience:				
First six months.....	1148,31	1263,14	1151,01	1266,11
Second six months.....	1282,75	1411,03	1285,76	1414,34
Third six months.....	1423,26	1565,59	1426,61	1569,27
Fourth six months.....	1580,17	1736,19	1583,69	1742,28
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:				
Provided further that learners on operations for which a wage rate of R1684,44 prescribed shall, after the second six months of experience, become entitled to this wage rate:				
(3) GENERAL WORKERS				
General workers.....	1769,72	1968,69	1783,93	1973,32
(4) RATIO				
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees				
"Part of three" means a remainder of not less than two after the number of qualified employees have been divided by three.				
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall also be taken into account when applying the provisions made for ratios				
(5) DIFFERENTIAL WORKING				
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.				

	Effective from 01 July 2021		Effective from 01 January 2022	
	Column A Per week	Column B Per week	Column A Per week	Column B Per week
CLAUSE 4: "PLATNATE" AND "DOPPERS"				
Note: "Platnate" and "doppers" mean footwear wholly or mainly stitched by hand with riempies or pitch thread.				
Qualified employees on:				
(i) Clicking.....	2008,15	2208,97	2012,67	2214,16
(ii) Machining by power.....	1800,68	1980,75	1804,92	1985,41
Machining other than by power.....	1800,68	1980,75	1804,92	1985,41
Other Closing Department operations.....	1800,68	1980,75	1804,92	1985,41
(iii) Sole cutting by power.....	2370,06	2613,67	2381,65	2619,82
Sole cutting other than by power.....	1789,72	1968,69	1793,93	1973,32
(iv) Pulling over by hand and/or hand-lasling.....	1789,72	1968,69	1793,93	1973,32
Stitching by hand.....	1789,72	1968,69	1793,93	1973,32
(v) Edge trimming by power.....	2026,70	2229,37	2031,47	2234,62
Edge trimming other than by power.....	1789,72	1968,69	1793,93	1973,32
(vi) Pairing and/or size marking.....	1789,72	1968,69	1793,93	1973,32
(vii) Any operation other than those specified in (i) to (vi) hereof.....	1789,72	1968,69	1793,93	1973,32
(2) LEARNERS				
According to experience:				
First six months.....	1148,31	1263,14	1151,01	1266,11
Second six months.....	1282,75	1411,03	1265,76	1414,34
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged;				
(3) GENERAL WORKERS				
General workers.....	1968,69	2165,56	1973,32	2170,65
(4) RATIO				
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees.				
"Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.				
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios				
(5) DIFFERENTIAL WORKING				
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations.				

SIGNED AT DURBAN ON THIS 28th DAY OF AUGUST 2021.

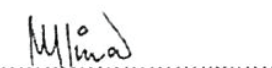
J J V VYMETAL, Member of the Council



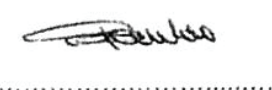
A O BENJAMIN, Member of the Council



V MEMBINKOSI, Member of the Council



S NAIDOO, General Secretary of
the Council



DEPARTMENT OF EMPLOYMENT AND LABOUR

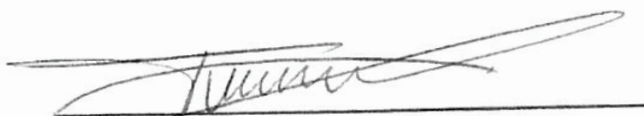
NO. R. 1587

10 December 2021

LABOUR RELATIONS ACT, 1995


**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:
EXTENSION TO NON-PARTIES OF THE TANNING SECTION COLLECTIVE AMENDING
AGREEMENT**

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and 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 of the Leather Industry of South Africa**, 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 the second Monday after the date of publication of this notice and for the period ending 30 June 2026.


MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 26/11/2021

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995****UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI
BESIGABA SOKUSHUKWA KWEZIKHUMBA ESICHIBIYELAYO, SELULELWA KULABO
ABANGEYONA INGXEYENYE YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, onguNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kuMkhandlu KaZwelonke Wokuxoxisana phakathi kwabaQashi Nabasebenzi Embonini Yezikhumba, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlanguvana 2026.



MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI EZABASEBENZI
USUKU: 26/11/2021

SCHEDULE
NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA

COLLECTIVE AGREEMENT: TANNING SECTION

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

South African Tanning Employers' Organisation (SATEO)

(hereafter referred to as the "employers" or the "employers' organisation")

and the

Southern African Clothing and Textile Workers' Union

And

National Union of Leather and Allied Workers (N.U.L.A.W)

(hereafter referred to as the "employees" or the "trade unions")

being parties to the National Bargaining Council of the Leather Industry of South Africa, to extend and amend the Agreement published under Government Notices No R.1318 of 6 November 1998 as further amended, renewed and re-enacted under Government Notices Nos. R287 of 12 March 1999, R.1017 of 27 August 1999, R.47 of 28 January 2000, R.555 of 9 June 2000, R.128 of 9 February 2001, R.389 of 18 May 2001, R823 of 7 September 2001, R.1230 of 30 November 2001, R.693 of 17 May 2002, R.1531 of 13 December 2002, R.714 of 6 June 2003, R.1357 of 3 October 2003, R.748 of 25 June 2004, R.592 of 24 June 2005, R593 of 24 June 2005, R.335 of 13 April 2006, R.631 of 30 June 2006, R.1269 of 15

Handwritten signatures and initials in black ink, located at the bottom right of the page. There are three distinct marks: a set of initials 'AS' and 'W', a small horizontal line, and a large, stylized signature.

December 2006, R.513 of 22 June 2007, R.1068 of 16 November 2007, R.1038 of 3 October 2008, R.474 of 8 May 2009, R.1184 of 18 December 2009, R.1191 of 17 December 2010, R.523 of 24 June 2011, R.886 of 28 October 2011, R.886 of 2 November 2012, R.770 of 18 October 2013, R.789 of 17 October 2014, R.1045 of 30 October 2015, R.764 of 24 June 2016, R.1281 of 21 October 2016, 757 of 29 September 2017, R.1229 of 16 November 2018, R.1393 of 30 October 2019, R.218 of 18 March 2021 and R.455 of 28 May 2021.

Handwritten signature and initials in the bottom right corner of the page.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this agreement will be observed in the tanning section of the leather industry -
 - (a) in the Republic of South Africa,
 - (b) 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 or employed in the said section of the industry.
- (2) The terms of this Agreement will apply only to employees for whom wages are prescribed in terms of this agreement, and to employers of such employees.
- (3) The terms of this agreement will not apply to non parties in respect of clauses 1 (1)(b) and 2 (1).

2. DATE AND PERIOD OF OPERATION

- 1) This Agreement will come into operation for the parties on 1 July 2021 and remain in force for the period ending 30 June 2026.
- 2) This Agreement will come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to them, and will remain in force for the period ending 30 June 2026.

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3. CLAUSE 9: TERMINATION OF EMPLOYMENT

Subclause 9.2: Severance Pay

Delete subclause 9.2(2)

4. CLAUSE 13: DISPUTE RESOLUTION

Substitute the following for Clause 13

- (1) The Secretary of the Council may at any time require a Designated Agent to monitor compliance with the provisions of this Agreement.
- (2) Any person may lodge a complaint or refer a dispute about the interpretation, application or enforcement of this Agreement to the Secretary of the Council for resolution in terms of this Agreement.
- (3) The Secretary of the Council may require a designated agent to investigate the complaint or dispute.
- (4) The designated agent shall investigate the facts surrounding the dispute and if the agent has reason to believe that a collective agreement has been breached, the agent may endeavour to secure compliance with the agreement through conciliation.
- (5) The designated agent must submit a written report to the Secretary on the investigation, the steps taken to secure compliance and the outcome of those steps.
- (6) If in the course of performing a designated agent's duties, an agent discovers what appears to be a breach of the Agreement, the agent:
 - (a) may investigate the alleged breach;
 - (b) may endeavour to secure compliance with the Agreement; and
 - (c) must submit a report to the Secretary on the investigation, the steps taken to secure compliance and the outcome of those steps.
- (7) On receipt of the report, the Secretary may:
 - (a) require the designated agent to make further investigations;
 - (b) if further conciliation is indicated, appoint a conciliator from the Council's panel of conciliators;



- (c) refer the dispute for conciliation to the Disputes Committee of the Council;
 - (d) issue a compliance order; or
 - (e) refer the dispute to arbitration in terms of this Agreement.
- (8) If a conciliator is appointed or the dispute is referred to the Disputes Committee, the Secretary must decide the date, time and venue of the conciliation meeting and must serve notices of these particulars on the parties to the dispute.
- (9) Where a dispute is referred to conciliation, the conciliator or disputes committee must attempt to resolve the dispute within a period of 30 days or within an extended period as agreed by the parties to the dispute.
- (10) Where a dispute is not resolved after a conciliation meeting, or after 30 days, or after any extended period as agreed between the parties, the Council must issue a certificate stating that the dispute was not resolved.
- (11) Where the Act requires a dispute to be resolved through arbitration and a certificate has been issued in terms of (10), any party may request the Council to appoint an arbitrator to resolve the dispute. Such request must be made within 30 days of the date of the certificate issued in terms of (10). The parties to the dispute may agree to extend this period or the arbitrator may condone a late referral on good cause shown.
- (12) If a compliance order is issued, that order must be served on the party allegedly in breach of the Agreement.
- (13) The party on whom the order is served may object in writing. The objection must be served on the Council within 14 days service of the order.
- (14) If a party objects, the Secretary may take any of the steps referred to in sub-clause (7) except the issue of another compliance order.
- (15) If a party fails to object, the Secretary may, at any time, apply to have the order made an arbitration award.
- (16) If the dispute is referred to arbitration, the Secretary must appoint an arbitrator from the Council's panel of arbitrators. Arbitrators serving on the panel shall be appointed to arbitrate matters on a rotational basis, unless the parties to the dispute agree on an Arbitrator from the panel, with the next available Arbitrator being appointed should any panel member(s) not be available in terms of such rotation.

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- (17) The Secretary, in consultation with the arbitrator, must decide the date, time and venue of the arbitration hearing.
- (18) The Secretary must serve notices of the date, time and venue of the arbitration on:
 - (a) the parties to the dispute;
 - (b) any person who may have a legal interest in the outcome of the arbitration.
- (19) Unless this agreement provides otherwise, the Arbitrator must resolve the dispute through arbitration.
- (20) The arbitrator must conduct the arbitration in a manner that the arbitrator considers appropriate in order to determine the dispute fairly and quickly, but must deal with the substantial merits of the dispute with the minimum of legal formalities.
- (21) Subject to the arbitrator's discretion as to the appropriate form of the proceedings, a party to the dispute, including the Council, may give evidence, call witnesses, question witnesses of any other party, and address concluding arguments to the arbitrator.
- (22) The arbitrator may suspend the arbitration proceedings and attempt to resolve the dispute through conciliation if the Council and the parties to the dispute consent to this.
- (23) In any arbitration proceedings, a party to the dispute may appear in person or be represented by a legal practitioner, a co-employee or by a member, office-bearer or official of that party's trade union or employers' organisation and, if the party is a juristic person, by a director or employee.
- (24) If the party who referred the dispute to the Council fails to appear in person or to be represented at the arbitration proceedings, the arbitrator may dismiss the matter.
- (25) If a party, other than the party who referred the dispute to the Council, fails to appear in person or be represented at the arbitration proceedings, the arbitrator may-
 - (a) continue with the arbitration proceedings in the absence of that party; or
 - (b) adjourn the arbitration proceedings to a later date.
- (26) The Secretary may refer disputes to expedited arbitration if the Secretary is satisfied that-

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- (a) a compliance order has been issued and the party on whom the order has been issued has not objected to the order;
 - (b) the dispute is capable of being determined by written evidence only;
 - (c) the dispute is only about the interpretation of the Agreement; or
 - (d) the parties to the dispute agree.
- (27) Notwithstanding the provisions of sub-clause (23), the arbitrator may determine the dispute and make the compliance order an award without hearing oral evidence if the arbitrator is satisfied that-
- (a) the parties have been properly served; and
 - (b) it is appropriate in the circumstances to do so.
- (28) Within 14 days of the conclusion of the arbitration proceedings -
- (a) the arbitrator must issue an arbitration award with reasons, signed by the arbitrator; and
 - (b) the Council must serve a copy of that award on each party to the dispute.
- (29) On good cause shown, the Secretary of the Council may extend the period in which the arbitration award and the reasons are to be served and filed.
- (30) The arbitrator may make any appropriate award, including an order for costs, that gives effect to the collective agreement.
- (31) An arbitrator may at his or her own initiative or as a result of an application by an affected party, vary or rescind an award-
- (a) erroneously sought or made in the absence of any party affected by the award;
 - (b) in which there is ambiguity, or an obvious error or omission, but only to the extent of that ambiguity, error or omission; or
 - (c) granted as a result of a mistake common to the parties to the proceedings.
- (32) The Secretary of the Council may apply to make the arbitration award an order of the Labour Court under section 158(1) of the Labour Relations Act.
- (33) The provisions of this dispute procedure stand in addition to any other legal remedy through which the Council may enforce a collective agreement or recover any money due.
- (34) (a) If the Arbitrator finds that any party has
failed to comply with any provision of the collective agreement



which is binding on that party, the Arbitrator may, in addition to any other appropriate order, impose a penalty.

- (b) The maximum penalty that the Arbitrator may be impose-
- (i) for a failure to comply with a provision of the collective agreement not involving a failure to pay any amount due to an employee/party is the penalty determined in terms of Table One;
- (ii) for a failure to comply with a provision of the collective agreement involving a failure to pay any amount due to an employee/party is the penalty determined in terms of Table Two.

**TABLE ONE:
MAXIMUM PERMISSIBLE PENALTY NOT INVOLVING AN UNDERPAYMENT**

No previous failure to comply	R300 per employee or incident in respect of whom/which the failure to comply occurs i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.
A previous failure to comply in respect of the same provision	R600 per employee or incident in respect of whom/which the failure to comply occurs. i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.
A previous failure to comply within the previous 12 months or two previous failures to comply in respect of the same provision within three years	R900 per employee or incident in respect of whom/which the failure to comply occurs. i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.
Three previous failures to comply in respect of the same provision within three years	R1200 per employee or incident in respect of whom/which the failure to comply occurs. i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.
Four previous failures to comply in respect of the same provision within three years	R1500 per employee or incident in respect of whom/which the failure to comply occurs. i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.

AS M



TABLE TWO

MAXIMUM PERMISSIBLE PENALTY INVOLVING AN UNDERPAYMENT

No previous failure to comply	25% of the amount due, including any interest owing on the amount at the date of the order
A previous failure to comply in respect of the same provision within three years	50% of the amount due, including any interest owing on the amount at the date of the order
A previous failure to comply in respect of the same provision within a year, or two previous failures to comply in respect of the same provision within three years	75% of the amount due, including any interest owing on the amount at the date of the order
Three previous failures to comply in respect of the same provision within three years	100% of the amount due, including any interest owing on the amount at the date of the order
Four or more previous failures to comply in respect of the same provision within three years	200% of the amount due, including any interest owing on the amount at the date of the order

5. CLAUSE 7: REMUNERATION

Clause 7.1 Wages and Wage Rates

5.1 Substitute the following for subclause (1):

- (1) An employer will pay an employee at least the wages prescribed in terms of Schedule 1 for the operation performed by the employee.

5.2 Substitute Schedule 3 with Schedule 1 as follows:

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		Rate Per Hour
1	<p>Lime/Tan Yard, Shaving, Splitting, Dyeing, Drying and Finishing Section Rates:</p> <p>Band A1 employees engaged in:</p> <p>ROUNDING 55.82</p> <p>SPLITTING 69.07</p> <p>Band A2 employees engaged in:</p> <p>SHAVING 59.18</p> <p>Band B employees engaged in:</p> <p>COLOUR MATCHING 52.17</p> <p>GLAZING 52.17</p> <p>HAND SPRAYING 55.12</p> <p>HAND TIPPING 52.17</p> <p>PILOT PLANT OPERATING 55.12</p> <p>POLISHING 52.17</p> <p>Band C employees engaged in:</p> <p>ASSISTING SPLITTER 51.42</p> <p>BRUSHING 51.42</p> <p>BUFFING 51.42</p> <p>CHEMICAL WEIGHING 51.42</p> <p>COLOUR MIXING 51.42</p> <p>CURTAIN COATING 51.42</p> <p>CONDITIONING 48.04</p> <p>DRUM OPERATING 48.04</p> <p>DRY CLEANING MACHINE 48.04</p> <p>EMBOSSING/PRINTING 51.42</p> <p>FLESHING (HAND OR MACHINE) 51.42</p> <p>HIDE STAMPING 48.58</p> <p>HYDRAULIC PRESS 51.42</p> <p>MEASURING 51.42</p> <p>PADDING 51.42</p> <p>PASTING 51.42</p> <p>ROLLER COATING 51.42</p> <p>ROTOR PRESS 51.42</p> <p>ROTOR SPRAYING 51.42</p> <p>SAMMYING 51.42</p> <p>SETTING 51.42</p> <p>SOLE ROLLING 51.42</p> <p>STAKING 51.42</p> <p>TRIMMING AFTER SHAVING 48.04</p> <p>VACUUM DRYING 51.42</p>	

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	Band D employees engaged in:	
	EFFLUENT PLANT OPERATOR	47.36
	FLESH TRIMMING	47.36
	HANG DRYING	47.36
	MILLING	47.36
	SUBSTANCE CHECKING	47.36
	TOGGLING	47.36
	Band E Employees	
	General Workers on operations as defined in the Definition Of "General Worker"	40.02
	Learners employed on operations specified in Bands A1, A2, B and C will be paid on the following basis:	
	First six months of experience	80% of prescribed wage
	Second six months of experience	90% of prescribed wage
2	Quality examining and/or Sorting rates:	
	Band A1 employees engaged as a:	
	FINAL SORTER.....	55.82
	WET BLUE SORTER.....	55.82
	Band B employees engaged as a:	
	CRUST SORTER.....	52.17
	Band C employees engaged as a:	
	SPLIT SORTER.....	51.42
3	Fellmongering Section Rates:	
	Band B Employees engaged in –	
	PICKLE SORTING	52.17
	Band C Employees engaged in –	
	BREAK FLESHING	51.42
	FINAL FLESHING	51.42
	PICKLE DRUM OPERATING	48.04
	SULPHIDE PAINTING	48.04
	Band D Employees engaged in –	
	BREAK FLESHING ASSISTANT	47.36
	COUNTING AND PACKING	47.36
	DRUM CLOSING	47.36
	HAND WOOL PULLING	47.36
	MACHINE WOOL PULLING	47.36
	PADDLE OPERATING	47.36
	WOOL BALING / PACKING	47.36
	WOOL DRYING	47.36
	WOOL PICKING	47.36
	WOOL WASHING	47.36

4	Band E Employees General Workers on operations as defined in the Definition Of "General Worker"	40.02
	Learners employed on operations as specified in Bands B and C will be paid on the following basis:	
	First six months of experience	80% of prescribed wage
	Second six months of experience	90% of prescribed wage
	Wool-Skin Processing and Operations not elsewhere Specified rates:	
	Band C employees engaged in – CARDING	49.17
	COMBING	49.17
	CUTTING TO PATTERNS	48.38
	IRONING	49.17
	SHEARING	49.17
5	STITCHING BY MACHINE.....	50.07
	Cutting Section Rates:	
	Band A1 employees engaged in: CUTTER 1	60.09
	FINAL INSPECTING	55.82
	Band A2 employees engaged in: HAND CUTTING	55.82
	Band B employees engaged in: COMPONENT SPLITTING	50.78
	CUTTER 2	55.12
	HIDE MARKING	55.12
	Band C employees engaged in: COMPONENT PACKING	48.58
	LAMINATING	48.58
	LAYING OUT	48.58
	PERFORATING	48.58
	STAMPING (PIECE MARKING)	48.58
	TEMPLATE CONTROL	48.58


AP

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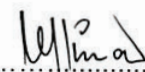
		Rate Per Hour
	Learners employed on operations as specified in Bands A1, A2, B and C will be paid on the following basis:	
	First six months of experience	80% of prescribed wage
	Second six months of experience	90% of prescribed wage
	Band E Employees	
	General Workers on operations as defined in the Definition Of "General Worker"	40.02
6	The following wage rates will be paid to employees other than those referred to in 1, 2, 3, 4 and 5:	
	Band A2 employees engaged as a:	
	Motor Vehicle Delivery Driver..... (Code C Licence or higher)	55.05
	Band B employees engaged as a:	
	Despatch Clerk	50.39
	Handyman	49.42
	Motor Vehicle General Driver	51.48
	(Code C1 Licence or lower)	
	Spray Gun Mechanic	55.12
	Storeman and/or Warehouseman	50.39
	Tractor Driver	51.48
	Band C employees engaged as a:	
	Boiler Attendant	48.58
	Forklift Driver	51.42
	Security Guard	48.58
	Store Assistant and/or Warehouseman Assistant	48.58
	Band D employees engaged as a:	
	Nylon Replacer	47.36

SIGNED IN DURBAN ON THIS 28th DAY OF AUGUST 2021


M OOSTHUIZEN, Member of the Council




V MEMBINKOSI, Member of the Council



A BENJAMIN, Member of the Council



S NAIDOO, General Secretary of the Council



DEPARTMENT OF EMPLOYMENT AND LABOUR

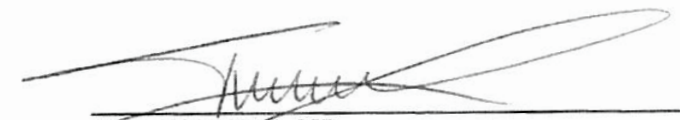
NO. R. 1588

10 December 2021

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:
EXTENSION TO NON-PARTIES OF THE GENERAL GOODS AND HANDBAG SECTOR
AMENDING COLLECTIVE AGREEMENT**


I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and 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 of the Leather Industry of South Africa**, 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 the second Monday after the date of publication of this notice and for the period ending 30 June 2026.


MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 26/11/2021

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995**

**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI
BESIGABA SEZIMPAHLA EZIJWAYELEKILE KANYE NEZIKHWAMA EZINCANE EZIPHATHWA
ABESIFAZANE ESICHIBIYELAYO, SELULELWA KULABO ABANGEYONA INGXYENYE
YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, onguNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kuMkhandlu KaZwelonke Wokuxoxisana phakathi kwabaQashi Nabasebenzi Embonini Yezikhumba, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlanguvana 2026.


MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI EZABASEBENZI
USUKU: 26/11/2021

SCHEDULE
NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA
GENERAL GOODS AND HANDBAG SECTOR
COLLECTIVE AGREEMENT

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

(a) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

(Hereinafter referred to as the employers[@] or the "employer organization") of the one part, and the

(b) **National Union of Leather and Allied Workers (N.U.L.A.W)**

and

(c) **Southern African Clothing and Textile Workers Union**

(Hereinafter referred to as the employees or the trade unions) of the other part, being the parties to the National Bargaining Council of the Leather Industry of South Africa, to amend, the Agreement for the General Goods and Handbag Sector, published under Government Notices No. R.1193 of 17 December 2010, R.524 of 24 June 2011, R.1018 of 7 December 2011, R.885 of 2 November 2012, R.771 of 18 October 2013, R.790 of 17 October 2014, R.1044 of 30 October 2015, R.765 of 24 June 2016, R.1280 of 21 October 2016, 758 of 29 September 2017, R.1230 of 16 November 2018, R.1413 of 01 November 2019, R.219 of 18 March 2021 and R.453 of 28 May 2021.

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1. CLAUSE 1 - SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this agreement shall be observed in the General Goods and Handbag Section of the Leather Industry:
 - (a) in the Republic of South Africa,
 - (b) by all employers who are members of the employer organisation, and by all employees who are members of the trade unions who are engaged or employed in the General Goods and Handbag sectors of the Leather Industry respectively.
- (2) Notwithstanding the provisions of subclause (1), the terms of this agreement shall apply only to employees for whom wages are prescribed in Annexure C to the agreement, and to the employers of such employees.
- (3) The terms of this agreement shall not apply to non-parties in respect of Clauses 1(1)(b) and 2(1).

2. CLAUSE 2 - DATE AND PERIOD OF OPERATION

- (1) This agreement shall come into operation for the parties on 1 July 2021 and remain in force for the period ending 30 June 2026.
- (2) This agreement shall come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to non-parties and shall remain in force for the period ending 30 June 2026.

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**3. CLAUSE 8: PUBLIC HOLIDAYS, ANNUAL HOLIDAYS AND
MATERNITY LEAVE**

Amend subclause (14) "Paid Sick Leave" as follows;

- (i) During every 36 months sick leave cycle, an employee's entitlement to paid sick leave will be limited to ten (10) days in each 12 months. This limitation shall not apply to employees whose incapacitation owing to illness, getting vaccinated against Covid-19 or hospitalisation exceeds a period of ten (10) days. In such event, the provisions of the Basic Conditions of Employment Act shall apply.
- (ii) Employers shall not be required to pay employees in terms of the provision in sub paragraph (i) of this sub-clause, if, on request by the employer, the employee does not produce a medical certificate or a Covid-19 vaccine card stating that the employee was unable to work for the duration of the employee's absence on account of sickness, injury or getting vaccinated for Covid 19.
- (iii) In respect of absence of 1 day only, however, requests for medical certificates shall only be made if –
 - (a) there has been a previous occasion where the employer paid the employee for sick leave, and
 - (b) the employer was not satisfied that the absence was due to the employee's incapacity as a result of sickness, injury or getting vaccinated for Covid 19 and
 - (c) the employer advised the employee in writing that payment of sick leave would, in future, be subject to the production of a medical

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certificate.

- (iv) Medical certificates must be issued and signed by a Medical Practitioner, or any person who is certified to diagnose and treat patients, and who is registered with a professional Council established by an Act of Parliament.

4. CLAUSE 10: TERMINATION OF EMPLOYMENT

Substitute the following for subclause (1) "Notice Period" :

A contract of employment may be terminated on written notice of not less than:

- (a) In the case of a new employee on probation, (not to exceed a period of four weeks), the contract can be terminated without notice during the probationary period.
- (b) One week, if the employee has been employed for more than 4 weeks, not exceeding 6 months.
- (c) Two weeks if the employee is employed for more than 6 months.

5. CLAUSE 24: DISPUTE RESOLUTION

Substitute the following for Clause 24

- (1) The Secretary of the Council may at any time require a Designated Agent to monitor compliance with the provisions of this Agreement.
- (2) Any person may lodge a complaint or refer a dispute about the interpretation, application or enforcement of this Agreement to the Secretary of the Council for resolution in terms of this Agreement.
- (3) The Secretary of the Council may require a designated agent to investigate the complaint or dispute.
- (4) The designated agent shall investigate the facts surrounding the dispute and

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- if the agent has reason to believe that a collective agreement has been breached, the agent may endeavour to secure compliance with the agreement through conciliation.
- (5) The designated agent must submit a written report to the Secretary on the investigation, the steps taken to secure compliance and the outcome of those steps.
- (6) If in the course of performing a designated agent's duties, an agent discovers what appears to be a breach of the Agreement, the agent:
- (a) may investigate the alleged breach;
 - (b) may endeavour to secure compliance with the Agreement; and
 - (c) must submit a report to the Secretary on the investigation, the steps taken to secure compliance and the outcome of those steps.
- (7) On receipt of the report, the Secretary may:
- (a) require the designated agent to make further investigations;
 - (b) if further conciliation is indicated, appoint a conciliator from the Council's panel of conciliators;
 - (c) refer the dispute for conciliation to the Disputes Committee of the Council;
 - (d) issue a compliance order; or
 - (e) refer the dispute to arbitration in terms of this Agreement.
- (8) If a conciliator is appointed or the dispute is referred to the Disputes Committee, the Secretary must decide the date, time and venue of the conciliation meeting and must serve notices of these particulars on the parties to the dispute.
- (9) Where a dispute is referred to conciliation, the conciliator or disputes committee must attempt to resolve the dispute within a period of 30 days or within an extended period as agreed by the parties to the dispute.
- (10) Where a dispute is not resolved after a conciliation meeting, or after 30 days, or after any extended period as agreed between the parties, the Council must issue a certificate stating that the dispute was not resolved.
- (11) Where the Act requires a dispute to be resolved through arbitration and a certificate has been issued in terms of (10), any party may request the Council to appoint an arbitrator to resolve the dispute. Such request must be made within 30 days of the date of the certificate issued in terms of (10). The

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- parties to the dispute may agree to extend this period or the arbitrator may condone a late referral on good cause shown.
- (12) If a compliance order is issued, that order must be served on the party allegedly in breach of the Agreement.
 - (13) The party on whom the order is served may object in writing. The objection must be served on the Council within 14 days service of the order.
 - (14) If a party objects, the Secretary may take any of the steps referred to in sub-clause (7) except the issue of another compliance order.
 - (15) If a party fails to object, the Secretary may, at any time, apply to have the order made an arbitration award.
 - (16) If the dispute is referred to arbitration, the Secretary must appoint an arbitrator from the Council's panel of arbitrators. Arbitrators serving on the panel shall be appointed to arbitrate matters on a rotational basis, unless the parties to the dispute agree on an Arbitrator from the panel, with the next available Arbitrator being appointed should any panel member(s) not be available in terms of such rotation.
 - (17) The Secretary, in consultation with the arbitrator, must decide the date, time and venue of the arbitration hearing.
 - (18) The Secretary must serve notices of the date, time and venue of the arbitration on:
 - (a) the parties to the dispute;
 - (b) any person who may have a legal interest in the outcome of the arbitration.
 - (19) Unless this agreement provides otherwise, the Arbitrator must resolve the dispute through arbitration.
 - (20) The arbitrator must conduct the arbitration in a manner that the arbitrator considers appropriate in order to determine the dispute fairly and quickly, but must deal with the substantial merits of the dispute with the minimum of legal formalities.
 - (21) Subject to the arbitrator's discretion as to the appropriate form of the proceedings, a party to the dispute, including the Council, may give evidence, call witnesses, question witnesses of any other party, and address concluding arguments to the arbitrator.
 - (22) The arbitrator may suspend the arbitration proceedings and attempt to

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resolve the dispute through conciliation if the Council and the parties to the dispute consent to this.

- (23) In any arbitration proceedings, a party to the dispute may appear in person or be represented by a legal practitioner, a co-employee or by a member, office-bearer or official of that party's trade union or employers' organisation and, if the party is a juristic person, by a director or employee.
- (24) If the party who referred the dispute to the Council fails to appear in person or to be represented at the arbitration proceedings, the arbitrator may dismiss the matter.
- (25) If a party, other than the party who referred the dispute to the Council, fails to appear in person or be represented at the arbitration proceedings, the arbitrator may-
 - (a) continue with the arbitration proceedings in the absence of that party; or
 - (b) adjourn the arbitration proceedings to a later date.
- (26) The Secretary may refer disputes to expedited arbitration if the Secretary is satisfied that-
 - (a) a compliance order has been issued and the party on whom the order has been issued has not objected to the order;
 - (b) the dispute is capable of being determined by written evidence only;
 - (c) the dispute is only about the interpretation of the Agreement; or
 - (d) the parties to the dispute agree.
- (27) Notwithstanding the provisions of sub-clause (23), the arbitrator may determine the dispute and make the compliance order an award without hearing oral evidence if the arbitrator is satisfied that-
 - (a) the parties have been properly served; and
 - (b) it is appropriate in the circumstances to do so.
- (28) Within 14 days of the conclusion of the arbitration proceedings -
 - (a) the arbitrator must issue an arbitration award with reasons, signed by the arbitrator; and
 - (b) the Council must serve a copy of that award on each party to the dispute.
- (29) On good cause shown, the Secretary of the Council may extend the period in which the arbitration award and the reasons are to be

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served and filed.

- (30) The arbitrator may make any appropriate award, including an order for costs, that gives effect to the collective agreement.
- (31) An arbitrator may at his or her own initiative or as a result of an application by an affected party, vary or rescind an award-
 - (a) erroneously sought or made in the absence of any party affected by the award;
 - (b) in which there is ambiguity, or an obvious error or omission, but only to the extent of that ambiguity, error or omission; or
 - (c) granted as a result of a mistake common to the parties to the proceedings.
- (32) The Secretary of the Council may apply to make the arbitration award an order of the Labour Court under section 158(1) of the Labour Relations Act.
- (33) The provisions of this dispute procedure stand in addition to any other legal remedy through which the Council may enforce a collective agreement or recover any money due.
- (34) (a) If the Arbitrator finds that any party has failed to comply with any provision of the collective agreement which is binding on that party, the Arbitrator may, in addition to any other appropriate order, impose a penalty.
 - (b) The maximum penalty that the Arbitrator may be impose-
 - (i) for a failure to comply with a provision of the collective agreement not involving a failure to pay any amount due to an employee/party is the penalty determined in terms of Table One;
 - (ii) for a failure to comply with a provision of the collective agreement involving a failure to pay any amount due to an employee/party is the penalty determined in terms of Table Two.



TABLE ONE:
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A previous failure to comply in respect of the same provision	R600 per employee or incident in respect of whom/which the failure to comply occurs. i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.
A previous failure to comply within the previous 12 months or two previous failures to comply in respect of the same provision within three years	R900 per employee or incident in respect of whom/which the failure to comply occurs. i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.
Three previous failures to comply in respect of the same provision within three years	R1200 per employee or incident in respect of whom/which the failure to comply occurs. i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.
Four previous failures to comply in respect of the same provision within three years	R1500 per employee or incident in respect of whom/which the failure to comply occurs. i.e. daily, weekly, fortnightly, monthly or otherwise as the case may be.

TABLE TWO
MAXIMUM PERMISSIBLE PENALTY INVOLVING AN UNDERPAYMENT

No previous failure to comply	25% of the amount due, including any interest owing on the amount at the date of the order
A previous failure to comply in respect of the same provision within three years	50% of the amount due, including any interest owing on the amount at the date of the order
A previous failure to comply in respect of the same provision within a year, or two previous failures to comply in respect of the same provision within three years	75% of the amount due, including any interest owing on the amount at the date of the order
Three previous failures to comply in respect of the same provision within three years	100% of the amount due, including any interest owing on the amount at the date of the order
Four or more previous failures to comply in respect of the same provision within three years	200% of the amount due, including any interest owing on the amount at the date of the order

5. ANNEXURE C –

Substitute Annexure “C” with the following:

“Nothing in this agreement shall operate to reduce any time wage at present being paid which is more favourable to an employee than that laid down in this agreement for such employee while he remains in the service of the same employer.”

Handwritten signatures and initials, including a large stylized signature, a smaller signature, and the letters 'W'.

ANNEXURE C**1. WAGE RATES**

	Column A Per Week	Column B Per Week
(A) The following wage rates shall be paid to employees engaged in the General Goods and Handbag Section of the Industry:		
(i) Foreman (Grade C1)	2351.10	2586.21
(ii) Chargehand (Grade B2)	1786.36	1965.00
(iii) Despatch Clerk (Grade A3)	1504.29	1654.72
(iv) Driver of a motor vehicle authorised to carry or haul a payload of:		
(a) Under 2722 Kg (Grade B1)	1559.12	1715.03
(b) Over 2722 Kg (Grade B2)	1786.36	1965.00
(v) General Worker (Grade A1)	1163.48	1279.83
(vi) Night Watchman (Grade A2)	1265.73	1392.30
(vii) Packer (Grade A1)	1163.48	1279.83
(viii) Storeman (Grade A3)	1504.29	1654.72
(B) The following wage rates shall be paid to qualified employees engaged in the manufacture of Travelling Requisites, Saddlery, Harnesses, Braces, Personal Goods and Handbags:		
(i) Grade A1	1163.48	1279.83
(ii) Grade A2	1265.73	1392.30
(iii) Grade A3	1504.29	1654.72
(iv) Grade B1	1559.12	1715.03
(v) Grade B2	1786.36	1965.00
(vi) Grade B3	1955.98	2151.58

u/s

SS

Skilled

AA

GH

→

M

	Column A Per Week	Column B Per Week
(C) The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial Districts of Bellville, Goodwood and Durban and Cricket and Hockey Balls in the Magisterial District of Wynberg:		
(i) Grade A1	1163.48	1279.83
(ii) Grade A2	1265.73	1392.30
(iii) Grade A3	1504.29	1654.72
(iv) Grade B1	1559.12	1715.03
(v) Grade B2	1786.36	1965.00
(vi) Grade B3	1955.98	2151.58
(D) The following wage rates shall be paid to Learners, other than those referred to in subclause (A):		
During the first six months of experience	943.19	1037.51
During the second six months of experience	1125.97	1238.57

2. PROPORTION AND RATIO OF EMPLOYEES

(1) Travelling requisites -

- (a) Not less than one foreman shall be employed in every establishment.
- (b) In each of the wage categories listed in paragraphs (i), (ii), (iii), (iv), (v) and (vi) of subclause (c) not more than one learner may be employed for every qualified employee employed in that category.

(2) Saddlery -

- (a) Not less than one foreman shall be employed in every establishment.
- (b) In each of the wage categories listed in paragraphs (ii), (iii), (iv), (v), and (vi) of subclause (C), not more than one learner may be employed for every qualified employee employed in that category.




(3) Harness -

- (a) Not less than one foreman shall be employed in each establishment.
- (b) For each employee receiving a wage of not less than R1279.83 per week during the period ending 30 June 2022, not more than one employee may be employed at a wage less than R1279.83: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(4) Braces -

For each employee receiving a wage of not less than R1279.83 per week during the period ending 30 June 2022, not more than one employee may be employed at a wage less than R1279.83: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(5) Personal Goods -

For each employee receiving a wage of not less than R1279.83 per week during the period ending 30 June 2022, not more than one employee may be employed at a wage less than R1279.83: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed

(6) Handbags -

- (a) Not less than one foreman shall be employed in each *establishment*.

Handwritten signatures and initials, including 'AD' and 'M'.

- (b) The number of learners employed in each *establishment* shall not exceed three such employees to every two qualified employees employed in such *establishment*.
- (c) Notwithstanding the provisions of subclause (1), the following departmental ratios shall be observed:
- (i) Cutting Department - Not more than three learner cutters shall be employed to every two qualified cutters employed in each *establishment*.
 - (ii) Machining Department - Not more than three learner machinists shall be employed to every two qualified machinists employed in each *establishment*.
 - (iii) Handbag framing department - Not more than three learners handbag framers shall be employed to every two qualified handbag framers employed in each *establishment*.

SIGNED AT DURBAN ON THIS 31st DAY OF AUGUST 2021.

H STRAUSS, Member of the Council




A BENJAMIN, Member of the Council



V MEMBINKOSI, Member of the Council



S NAIDOO, General Secretary of
the Bargaining Council



SOUTH AFRICAN REVENUE SERVICE

NO. R. 1589

10 December 2021

**CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 2 (NO. 2/3/55)**

In terms of section 57 of the Customs and Excise Act, 1964, Part 3 of Schedule No. 2 to the said Act is hereby amended up to and including 9 December 2022, to the extent set out in the Schedule hereto.


DR DAVID MASEDO
DEPUTY MINISTER OF FINANCE

SCHEDULE

By the insertion of the following:

Item	Tariff Heading	Code	CD	Description	Rebate Items	Imported from or Originating in	Rate of Anti-dumping duty
260.00	7318.15.43	01.08	85	Other bolts with hexagon heads of iron or stainless steel (excluding bolt ends, screw studs and screw studding), (excluding that imported from or originating in: Afghanistan, Albania, Algeria, American Samoa, Angola, Antigua and Barbuda, Argentina, Armenia, Azerbaijan, Bangladesh, Bahrain (Kingdom of), Belarus, Belize, Benin, Bhutan, Brunei Darussalam, Bolivia (Plurinational State of), Bosnia and Herzegovina, Botswana, Brazil, Bulgaria, Burkina Faso, Burundi, Cambodia, Cameroon, Cape Verde, Central African Republic, Chad, Chile, Colombia, Comoros, Congo (The Democratic Republic of the), Congo (Republic of the), Costa Rica, Côte d'Ivoire, Cuba, Djibouti, Dominica, Dominican Republic, Ecuador, Egypt (Arab Republic of), El Salvador, Eritrea, Eswatini, Equatorial Guinea, Ethiopia, Fiji, Gabon, Gambia (Republic of), Georgia, Ghana, Grenada, Guatemala, Guinea, Guinea-Bissau, Guyana, Haiti, Honduras, Indonesia, Iran (Islamic Republic of), Iraq (Republic of), Jamaica, Jordan, Kazakhstan, Kenya, Kiribati, Korea (Democratic People's Republic of), Kosovo, Kyrgyzstan, Kuwait (The State of), Lao People's Democratic Republic, Latvia, Lebanon, Lesotho, Liberia, Libya, Lithuania, Macedonia (former Yugoslav Republic of), Madagascar, Malawi, Maldives, Mali, Marshall Islands, Mauritania, Mauritius, Mexico, Micronesia (Federated States of), Moldova (Republic of), Mongolia, Montenegro, Morocco, Mozambique, Myanmar, Namibia, Nepal, Nicaragua, Niger, Nigeria, North Macedonia, Oman, Pakistan, Palestine, Palau, Panama, Papua New Guinea, Paraguay, Peru, Philippines, Qatar, Romania, Russian Federation, Rwanda, Saudi Arabia (Kingdom of), Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Samoa, São Tomé and Príncipe, Samoa, Senegal, Serbia, Seychelles, Sierra Leone, Singapore, Solomon Islands, Somalia, South Sudan, Sri Lanka, Sudan, Suriname, Syrian Arab Republic, Tajikistan, Tanzania (United Republic of), Timor-Leste, Tonga, Trinidad and Tobago, Tunisia, Turkey, Turkmenistan, Tuvalu, Uganda, Ukraine, Uruguay, United Arab Emirates, Uzbekistan, Vanuatu, Venezuela (Bolivarian Republic of), Vietnam, West Bank and Gaza (State of Palestine), Yemen, Zambia, Zimbabwe)	301.00-399.00; 401.00-499.00	All Countries	31.8%

SUID-AFRIKAANSE INKOMSTEDIENS

NO. R. 1589

10 Desember 2021

DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 2 (NO. 2/3/55)

Kraglens artikel 57 van die Doeane- en Aksynswet, 1964, word Deel 3 van Bylae No. 2 by bogenoemde Wet hiermee gewysig tot en met 9 Desember 2022, in die mate in die Bylae hierby aangeleen.


 DR-DAVID MASEDO
 ADJUNKMINISTER VAN FINANSIES

BYLAE

Deur die invoeging van die volgende:

Item	Tariefpos	Kode	TS	Beskrywing	Kortingitem	Ingevoer vanaf of Oorspronklik van	Skaal van Anti-dumpingreg
260.00	7318.15.43	01.08	85	Ander boue met seskantige koppe van yster of staal (uitgesonderd bout-ente, skroefperne en tapskroewe) (uitgesonderd dié ingevoer vanaf of afkomstig van: Afghanistan, Albanië, Algerië, Amerikaans Samoa, Angola, Antigua en Barbuda, Argentinië, Armenië, Aserbeïdjan, Bangladesj, Bahrein (Koningryk van), Belarus, Belize, Benin, Bhoetan, Bolivia (Pluralistiese Staat van), Bosnië en Herzegowina, Botswana, Brasilië, Brunei Darussalam, Bulgarye, Burkina Faso, Burundi, Kambojia, Kameron, Kaap Verde, Sentraal-Afrikaanse Republiek, Tsjad, Chili, Colombia, Comore, Kongo, (Demokratiese Republiek van die), Kongo (Republiek van die), Costa Rica, Ivoorkus, Kuba, Djiboeti, Dominika, Dominikaanse Republiek, Ecuador, Egipte (Arabiese Republiek van), El Salvador, Eritrea, Eswatini, Ekwatoriale Guinee, Ethiopië, Fidji, Gaboen, Gambië (Republiek van), Georgië, Ghana, Grenada, Guatemala, Guinee, Guinee-Bissau, Guyana, Haiti, Honduras, Indonesië, Iran (Islamitiese Republiek van), Irak (Republiek van), Jamaika, Jordanië, Kasakstan, Katar, Kenia, Kiribati, Korea (Demokratiese Volksrepubliek van), Koeweit (Staat van), Kosovo, Kirgistanse Republiek, Koeweit (Staat van), Laos Demokratiese Volksrepubliek, Lefland, Libanon, Lesotho, Liberië, Libië, Litaue, Macedonië (voormalige Joego Slawiese Republiek van), Madagaskar, Malawi, Maldives, Mali, Marshall-eilande, Mauritanië, Mauritius, Mexiko, Mikronesië (Federale State van), Moldawië (Republiek van), Mongolië, Montenegro, Marokko, Mosambiek, Myanmar, Namibië, Nepal, Nicaragua, Niger, Nigerië, Noord Macedonië, Oman, Oesbekistan, Oman, Pakistan, Palestina, Palau, Panama, Papoea-Nieu-Guinee, Paraguay, Peru, Filippyne, Katar, Roemenië, Russiese Federasie, Rwanda, Saudi Arabië (Koningryk van), Sint Kitts en Nevis, Sint Lucia, Sint Vincent en die Grenadines, Sao Tome en Principe, Samoa, Senegal, Serwië, Seychelle, Sierra Leone, Singapoer, Solomon Eilande, Somalië, Suid-Soedan, Sri Lanka, Soedan, Suriname, Suid-Arabisiese Republiek, Tadjikistan, Tanzanië (Vereenigde Republiek van), Timor-Leste, Togo, Tonga, Trinidad en Tobago, Tunisië, Turkye, Turkmenistan, Tuvalu, Uganda, Uruguay, Vereenigde Arabiese Emirate, Vanuatu, Venezuela (Boivariaanse Republiek van), Viëtnam, Wesoeswer en Gaza (Staat van Palestina), Jemen, Zambië, Zimbabwe)	301.00-399.00; 401.00-499.00	Alle Lande	31,8%

SOUTH AFRICAN REVENUE SERVICE

NO. R. 1590

10 December 2021

CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 2 (NO. 2/3/56)

In terms of section 57 of the Customs and Excise Act, 1964, Part 3 of Schedule No. 2 to the said Act is hereby amended with effect from 10 December 2022 up to and including 9 December 2023, to the extent set out in the Schedule hereto.


BR DAVID MASONDO
 DEPUTY MINISTER OF FINANCE

SCHEDULE

By the substitution of the following:

Item	Tariff Heading	Code	CD	Description	Rebate Items	Imported from or Originating in	Rate of Anti-dumping duty
260.00	7318.15.43	01.08	85	Other bolts with hexagon heads of iron or stainless steel (excluding bolt ends, screw studs and screw studding), (excluding that imported from or originating in: Afghanistan, Albania, Algeria, American Samoa, Angola, Antigua and Barbuda, Argentina, Armenia, Azerbaijan, Bangladesh, Bahrain (Kingdom of), Belarus, Belize, Benin, Bhutan, Brunei Darussalam, Bolivia (Plurinational State of), Bosnia and Herzegovina, Botswana, Brazil, Bulgaria, Burkina Faso, Burundi, Cambodia, Cameroon, Cape Verde, Central African Republic, Chad, Chile, Colombia, Comoros, Congo (The Democratic Republic of the), Congo (Republic of the), Costa Rica, Côte d'Ivoire, Cuba, Djibouti, Dominica, Dominican Republic, Ecuador, Egypt (Arab Republic of), El Salvador, Eritrea, Eswatini, Equatorial Guinea, Ethiopia, Fiji, Gabon, Gambia (Republic of), Georgia, Ghana, Grenada, Guatemala, Guinea, Guinea-Bissau, Guyana, Haiti, Honduras, Indonesia, Iran (Islamic Republic of), Iraq (Republic of), Jamaica, Jordan, Kazakhstan, Kenya, Kiribati, Korea (Democratic People's Republic of), Kosovo, Kyrgyzstan Republic, Kuwait (The State of), Lao People's Democratic Republic, Latvia, Lebanon, Lesotho, Liberia, Libya, Lithuania, Macedonia (former Yugoslav Republic of), Madagascar, Malawi, Maldives, Mali, Marshall Islands, Mauritania, Mauritius, Mexico, Micronesia (Federated States of), Moldova (Republic of), Mongolia, Montenegro, Morocco, Mozambique, Myanmar, Namibia, Nepal, Nicaragua, Niger, Nigeria, North Macedonia, Oman, Pakistan, Palestine, Palau, Panama, Papua New Guinea, Paraguay, Peru, Philippines, Qatar, Romania, Russian Federation, Rwanda, Saudi Arabia (Kingdom of), Saint Kitts and Nevis, Saint Lucia, Saint Vincent and the Grenadines, Samoa, São Tomé and Príncipe, Samoa, Senegal, Serbia, Seychelles, Sierra Leone, Singapore, Solomon Islands, Somalia, South Sudan, Sri Lanka, Sudan, Suriname, Syrian Arab Republic, Tajikistan, Tanzania (United Republic of), Timor-Leste, Togo, Tonga, Trinidad and Tobago, Tunisia, Turkey, Turkmenistan, Tuvalu, Uganda, Ukraine, Uruguay, United Arab Emirates, Uzbekistan, Vanuatu, Venezuela (Bolivarian Republic of), Vietnam, West Bank and Gaza (State of Palestine), Yemen, Zambia, Zimbabwe)	301.00-399.00; 401.00-499.00	All Countries	30,8%

SUID-AFRIKAANSE INKOMSTEDIENS

NO. R. 1590

10 Desember 2021

DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 2 (NO. 2/3/56)

Kragtens artikel 57 van die Doeane- en Aksynswet, 1964, word Deel 3 van Bylae No. 2 by bogenoemde Wet hiermee gewysig met ingang vanaf 10 Desember 2022 tot en met 9 Desember 2023, in die mate in die Bylae hierby aangetoon.


DR DAVID MASONDO
ADJUNKMINISTER VAN FINANSIES

BYLAE

Deur die vervanging van die volgende:

Item	Tariefpos	Kode	TS	Beskrywing	Kortingitem	Ingevoer vanaf of Oorspronklik van	Skaal van Anti-dumpingreg
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SOUTH AFRICAN REVENUE SERVICE

NO. R. 1591

10 December 2021

CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 2 (NO. 2/3/57)

In terms of section 57 of the Customs and Excise Act, 1964, Part 3 of Schedule No. 2 to the said Act is hereby amended with effect from 10 December 2023 up to and including 9 December 2024, to the extent set out in the Schedule hereto.


DR DAVID MASONDO
 DEPUTY MINISTER OF FINANCE

SCHEDULE

By the substitution of the following:

Item	Tariff Heading	Code	CD	Description	Rebate Items	Imported from or Originating in	Rate of Anti-dumping duty
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SUID-AFRIKAANSE INKOMSTEDIENS

NO. R. 1591

10 Desember 2021

DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 2 (NO. 2/3/57)

Kragtens artikel 57 van die Doeane- en Aksynswet, 1964, word Deel 3 van Bylae No. 2 by bogenoemde Wet hiermee gewysig met ingang vanaf 10 Desember 2023 tot en met 9 Desember 2024, in die mate in die Bylae hierby aangetoon.


DR DAVID MASONDO
ADJUNKMINISTER VAN FINANSIES

BYLAE

Deur die vervanging van die volgende:

Item	Tariefpos	Kode	TS	Beskrywing	Kortingitem	Ingevoer vanaf of Oorspronklik van	Skaal van Anti-dumpingreg
260.00	7318.15.43	01.08	85	Ander boue met seskantige koppe van yster of staal (uitgesonderd bout-ente, skroefpenne en tapskroewe) (uitgesonderd dié ingevoer vanaf of afkomstig van: Afghanistan, Albanië, Algerië, Amerikaanse Samoa, Angola, Antigua en Barbuda, Argentinië, Armenië, Aserbeidjan, Bangladesj, Bahrein (Koningryk van), Belarus, Belize, Benin, Bhoetan, Bolivia (Pluralistiese Staat van), Bosnië en Herzegowina, Botswana, Brasilië, Brunei Darussalam, Bulgarye, Burkina Faso, Burundi, Kambodja, Kameroen, Kaap Verde, Sentraal-Afrikaanse Republiek, Tsjad, Chili, Colombia, Comore, Kongo, (Demokratiese Republiek van die), Kongo (Republiek van die), Costa Rica, Ivoorkus, Kuba, Djiboeti, Dominika, Dominikaanse Republiek, Ecuador, Egipte (Arabiese Republiek van), El Salvador, Eritrea, Eswatini, Ekwatoriale Guinee, Ethiopië, Fidji, Gaboen, Gambië (Republiek van), Georgië, Ghana, Grenada, Guatemala, Guinee, Guinee-Bissau, Guyana, Haïti, Honduras, Indonesië, Iran (Islamitiese Republiek van), Irak (Republiek van), Jamaika, Jordanië, Kasakstan, Katar, Kenia, Kiribati, Korea (Demokratiese Volksrepubliek van), Koeweit (Staat van), Kosovo, Kirgistanse Republiek, Koeweit (Staat van), Laos (Demokratiese Volksrepubliek), Letland, Libanon, Lesotho, Libië, Litaue, Macedonië (voormalige Joego Slawiese Republiek van), Madagaskar, Malawi, Maldives, Mali, Marshall-eilande, Mauritanië, Mauritius, Mexiko, Mikronesië (Federale State van), Moldawië (Republiek van), Mongolië, Montenegro, Marokko, Mosambiek, Myanmar, Namibië, Nepal, Nicaragua, Niger, Nigerië, Noord Macedonië, Oman, Oekraïne, Oesbekistan, Oman, Pakistan, Palestina, Palau, Panama, Papoea-Nieu-Guinee, Paraguay, Peru, Filippyne, Katar, Roemenië, Russiese Federasie, Rwanda, Saudi Arabia (Koningryk van), Sint Kitts en Nevis, Sint Lucia, Sint Vincent en die Grenadines, Sao Tome en Principe, Samoa, Senegal, Serwië, Seychelle, Sierra Leone, Singapoer, Solomon Eilande, Somalië, Suid-Soedan, Sri Lanka, Soedan, Suriname, Sireiese Arabiese Republiek, Tadjikistan, Tanzanië (Verenigde Republiek van), Timor-Leste, Togo, Tonga, Trinidad en Tobago, Tunisië, Turkye, Turkmenistan, Tuvalu, Uganda, Uruguay, Verenigde Arabiese Emirate, Vanuatu, Venezuela (Boliviaanse Republiek van), Viëtnam, Wesoeer en Gaza (Staat van Palestina), Jemen, Zambië, Zimbabwe)	301.00-399.00; 401.00-499.00	Alle Lande	29,8%

PROCLAMATIONS • PROKLAMASIES

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NO. R. 43

10 December 2021



PROCLAMATION
by the
PRESIDENT of the REPUBLIC of SOUTH AFRICA

SPECIAL INVESTIGATING UNITS AND SPECIAL TRIBUNALS ACT, 1996 (ACT NO. 74 OF 1996): REFERRAL OF MATTERS TO EXISTING SPECIAL INVESTIGATING UNIT: OVERSTRAND LOCAL MUNICIPALITY

WHEREAS allegations as contemplated in section 2(2) of the Special Investigating Units and Special Tribunals Act, 1996 (Act No. 74 of 1996) (hereinafter referred to as "the Act"), have been made in respect of the affairs of the Overstrand Local Municipality (hereinafter referred to as "the Municipality");

AND WHEREAS I deem it necessary that the said allegations should be investigated and civil proceedings emanating from such investigation should be adjudicated upon;

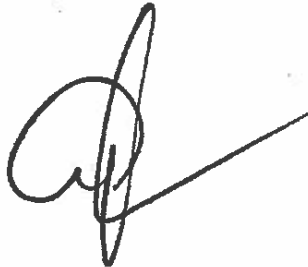
NOW, THEREFORE, I hereby, under section 2(1) of the Act, refer the matters mentioned in the Schedule, in respect of the Municipality, for investigation to the Special Investigating Unit established by Proclamation No. R. 118 of 31 July 2001 and determine that, for the purposes of the investigation of the matters, the terms of reference of the Special Investigating Unit are to investigate as contemplated in the Act, any alleged—

- (a) serious maladministration in connection with the affairs of the Municipality;
- (b) improper or unlawful conduct by employees of the Municipality;
- (c) offence referred to in Parts 1 to 4, or section 17, 20 or 21 (in so far as it relates to the aforementioned offences) of Chapter 2 of the Prevention and Combating of Corrupt Activities Act, 2004 (Act No. 12 of 2004), and which offences were committed in connection with the affairs of the Municipality; or

(d) unlawful or improper conduct by any person, which has caused or may cause serious harm to the interests of the public or any category thereof, which took place between 1 July 2014 and the date of publication of this Proclamation or which took place prior to 1 July 2014 or after the date of publication of this Proclamation, but is relevant to, connected with, incidental or ancillary to the matters mentioned in the Schedule or involve the same persons, entities or contracts investigated under authority of this Proclamation, and to exercise or perform all the functions and powers assigned to or conferred upon the said Special Investigating Unit by the Act, in relation to the said matters in the Schedule.

Given under my Hand and the Seal of the Republic of South Africa at Johannesburg this 26 day of October Two thousand and twenty-one

President



By Order of the President-in-Cabinet:

Minister of the Cabinet



SCHEDULE

1. Maladministration in the affairs of the Municipality in respect of the—
 - (a) approval, allocation or payment of housing subsidies; or
 - (b) allocations of sites or constructed houses,in terms of the Swartdam Road Site A&B Housing Project of the Swartdam Integrated Residential Development Programme with reference number 13/2/5/2047/3223/.02.

2. Any unlawful or improper conduct by—
 - (a) officials or employees of the Municipality; or
 - (b) any other person or entity,in relation to the allegations set out in paragraph 1 of this Schedule.

DEPARTEMENT VAN JUSTISIE EN STAATKUNDIGE ONTWIKKELING

NO. R. 43

10 Desember 2021



PROKLAMASIE
van die
PRESIDENT van die REPUBLIEK van SUID-AFRIKA

WET OP SPESIALE ONDERSOEKEENHEDE EN SPESIALE TRIBUNALE, 1996
(WET NO. 74 VAN 1996): VERWYSING VAN AANGELEENTHEDE NA
BESTAANDE SPESIALE ONDERSOEKEENHEID : OVERSTRAND PLAASLIKE
MUNISIPALITEIT

AANGESIEN bewerings soos beoog in artikel 2(2) van die Wet op Spesiale Ondersoekeenhede en Spesiale Tribunale, 1996 (Wet No. 74 van 1996) (hierna na verwys as die "Wet"), gemaak is in verband met die aangeleenthede van die Overstrand Plaaslike Munisipaliteit (hierna na verwys as die "Munisipaliteit";

EN AANGESIEN ek dit nodig ag dat gemelde bewerings ondersoek en siviele geskille voortspruitend uit sodanige ondersoek bereg moet word;

DERHALWE verwys ek hierby, kragtens artikel 2(1) van die Wet, die aangeleenthede in die Bylae vermeld ten opsigte van die Munisipaliteit, vir ondersoek na die Spesiale Ondersoekeenhede ingestel by Proklamasie No. R. 118 van 31 Julie 2001 en bepaal dat, vir die doeleindes van die ondersoek van die aangeleenthede, die opdrag van die Spesiale Ondersoekeenhede is om soos beoog in gemelde Wet, ondersoek te doen na enige beweerde—

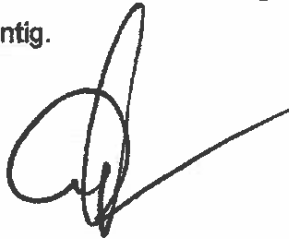
- (a) ernstige wanadministrasie in verband met die aangeleenthede van die Munisipaliteit;
- (b) onbehoorlike of onregmatige optrede deur werknemers van die Munisipaliteit;
- (c) misdryf bedoel in Dele 1 tot 4, of artikel 17, 20 of 21 (vir sover dit op voornoemde misdrywe betrekking het) van Hoofstuk 2 van die Wet op die

Voorkoming en Bestryding van Korrupte Bedrywighede, 2004 (Wet No. 12 van 2004), en welke misdrywe gepleeg is in verband met die sake van die Munisipaliteit; of

- (d) onwettige of onbehoorlike optrede deur enige persoon wat ernstige benadeling vir die belange van die publiek of enige kategorie daarvan veroorsaak het of kan veroorsaak,

wat plaasgevind het tussen 1 Julie 2014 en die datum van publikasie van hierdie Proklamasie of wat plaasgevind het voor 1 Julie 2014 of na die datum van publikasie van hierdie Proklamasie, wat relevant is tot, verband hou met, insidenteel of bykomstig is tot, die aangeleenthede vermeld in die Bylae of wat dieselfde persone, entiteite of kontrakte betrek wat ondersoek word kragtens die volmag verleen deur hierdie Proklamasie, en om al die werksaamhede en bevoegdhede wat deur die Wet aan die gemelde Spesiale Ondersoekenheid toegewys of opgedra is, uit te oefen of te verrig in verband met die genoemde aangeleenthede in die Bylae.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Johannesburg
op hede die26.....dag vanOktober..... Twee
duisend-en-een-en-twintig.



President

Op las van die President-in-Kabinet:



Minister van die Kabinet

BYLAE

1. Wanadministrasie in die sake van die Munisipaliteit ten opsigte van die—
 - (a) goedkeuring, toekenning of betaling van behuisingsubsidies; of
 - (b) toewysing van persele of geboude huise,ingevoelge die Swartdam Road Site A&B Behuisingsprojek van die Swartdam Geïntegreerde Residensiële Ontwikkelingsprogram met verwysingsnommer 13/2/5/2047/3223/02.

2. Enige onregmatige of onbehoorlike gedrag deur —
 - (a) amptenare of werknemers van die Munisipaliteit; of
 - (b) enige ander persoon of entiteit,met betrekking tot die bewerings uiteengesit in paragraaf 1 van hierdie Bylae.

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NO. R. 44

10 December 2021



PROCLAMATION
by the
PRESIDENT of the REPUBLIC of SOUTH AFRICA

SPECIAL INVESTIGATING UNITS AND SPECIAL TRIBUNALS ACT, 1996 (ACT NO. 74 OF 1996): REFERRAL OF MATTERS TO EXISTING SPECIAL INVESTIGATING UNIT

WHEREAS allegations as contemplated in section 2(2) of the Special Investigating Units and Special Tribunals Act, 1996 (Act No. 74 of 1996) (hereinafter referred to as "the Act"), have been made in respect of the affairs of the Road Accident Fund (hereinafter referred to as "the RAF");

AND WHEREAS the RAF or the State may have suffered losses that may be recovered;

AND WHEREAS I deem it necessary that the said allegations should be investigated and civil proceedings emanating from such investigation should be adjudicated upon;

NOW, THEREFORE, I hereby, under section 2(1) of the Act, refer the matters mentioned in the Schedule, in respect of the RAF, for investigation to the Special Investigating Unit established by Proclamation No. R. 118 of 31 July 2001 and determine that, for the purposes of the investigation of the matters, the terms of reference of the Special Investigating Unit are to investigate as contemplated in the Act, any alleged—

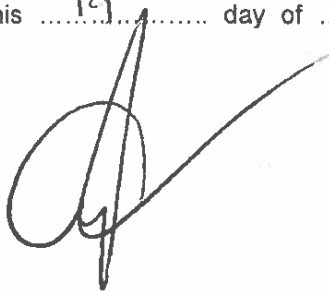
- (a) serious maladministration in connection with the affairs of the RAF;
- (b) improper or unlawful conduct by the officials or employees of the RAF;
- (c) unlawful appropriation or expenditure of public money or property;

- (d) unlawful, irregular or unapproved acquisitive act, transaction, measure or practice having a bearing upon State property;
- (e) intentional or negligent loss of public money or damage to public property;
- (f) offence referred to in Parts 1 to 4, or section 17, 20 or 21 (in so far as it relates to the aforementioned offences) of Chapter 2 of the Prevention and Combating of Corrupt Activities Act, 2004 (Act No. 12 of 2004), and which offences were committed in connection with the affairs of the RAF; or
- (g) unlawful or improper conduct by any person, which has caused or may cause serious harm to the interests of the public or any category thereof,

which took place between 1 April 2018 and the date of publication of this Proclamation or which took place prior to 1 April 2018 or after the date of publication of this Proclamation, but is relevant to, connected with, incidental or ancillary to the matters mentioned in the Schedule or involve the same persons, entities or contracts investigated under authority of this Proclamation, and to exercise or perform all the functions and powers assigned to or conferred upon the said Special Investigating Unit by the Act, including the recovery of any losses suffered by the RAF or the State, in relation to the said matters in the Schedule.

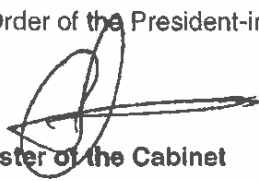
Given under my Hand and the Seal of the Republic of South Africa at Pretoria this 19 day of November Two thousand and twenty one.

President



By Order of the President-in-Cabinet:

Minister of the Cabinet



SCHEDULE

1. Serious maladministration in the affairs of the RAF in respect of—
 - (a) compensation payments made by the RAF to claimants or claimants' agents;
and
 - (b) payments made by the RAF to service providers,
in a manner that was—
 - (i) contrary to applicable—
 - (aa) legislation;
 - (bb) manuals, guidelines, practice notes, circulars or instructions issued by the National Treasury; or
 - (cc) manuals, policies, procedures, prescripts, instructions or practices of, or applicable to the RAF; or
 - (ii) in a fraudulent or corrupt manner,and any related losses or irregular or fruitless and wasteful expenditure incurred by the RAF or the State as a result thereof.
2. Any irregular, improper or unlawful conduct by—
 - (a) officials or employees of the RAF; or
 - (b) any other person or entity,in relation to the allegations set out in paragraphs 1 of this Schedule.

DEPARTEMENT VAN JUSTISIE EN STAATKUNDIGE ONTWIKKELING

NO. R. 44

10 Desember 2021



PROKLAMASIE
van die
PRESIDENT van die REPUBLIEK van SUID AFRIKA

**WET OP SPESIALE ONDERSOEKEENHEDE EN SPESIALE TRIBUNALE, 1996:
VERWYSING VAN AANGELEENTHEDE NA BESTAANDE SPESIALE
ONDERSOEKEENHEID: DIE PADONGELUKKEFONDS**

AANGESIEN bewerings soos beoog in artikel 2(2) van die Wet op Spesiale Ondersoekeenhede en Spesiale Tribunale, 1996 (Wet No. 74 van 1996) (hierna na verwys as "die Wet"), gemaak is in verband met die aangeleenthede van die Padongelukkefonds (hierna na verwys as "die POF");

EN AANGESIEN die POF of die Staat verliese gely het wat verhaal kan word;

EN AANGESIEN ek dit nodig ag dat gemelde bewerings ondersoek en siviele geskille voortspruitend uit sodanige ondersoek bereg moet word;

DERHALWE verwys ek hierby, kragtens artikel 2(1) van die Wet, die aangeleenthede in die Bylae vermeld ten opsigte van die POF, vir ondersoek na die Spesiale Ondersoekeenheid ingestel by Proklamasie No. R. 118 van 31 Julie 2001 en bepaal dat, vir die doeleindes van die ondersoek van die aangeleenthede, die opdrag van die Spesiale Ondersoekeenheid is om soos beoog in gemelde Wet, ondersoek te doen na enige beweerde—

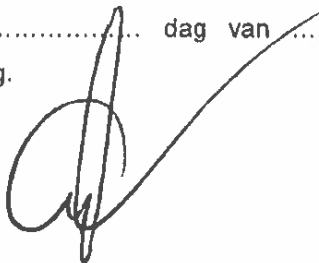
- (a) ernstige wanadministrasie in verband met die aangeleenthede van die POF;
- (b) onbehoorlike of onregmatige optrede deur beamptes of werknemers van die POF;
- (c) onregmatige bewilliging of besteding van publieke geld of eiendom;

- (d) onwettige, onreëlmatige of nie-goedgekeurde verkrygende handeling, transaksie, maatreël of praktyk wat op Staatseiendom betrekking het;
- (e) opsetlike of nalatige verlies van publieke geld of skade aan publieke eiendom;
- (f) misdryf bedoel in Dele 1 tot 4, of artikel 17, 20 of 21 (vir sover dit op voornoemde misdrywe betrekking het) van Hoofstuk 2 van die Wet op die Voorkoming en Bestryding van Korrupte Bedrywighede, 2004 (Wet No. 12 van 2004), en welke misdrywe gepleeg is in verband met die sake van die POF; of
- (g) onwettige of onbehoorlike optrede deur enige persoon wat ernstige benadeling vir die belange van die publiek of enige kategorie daarvan veroorsaak het of kan veroorsaak,

wat plaasgevind het tussen 1 April 2018 en die datum van publikasie van hierdie Proklamasie of wat plaasgevind het voor 1 April 2018 of na die datum van publikasie van hierdie Proklamasie, wat relevant is tot, verband hou met, insidenteel of bykomstig is tot, die aangeleenthede vermeld in die Bylae of wat dieselfde persone, entiteite of kontrakte betrek wat ondersoek word kragtens die volmag verleen deur hierdie Proklamasie, en om al die werksaamhede en bevoegdhede wat deur die Wet aan die gemelde Spesiale Ondersoekeenheid toegewys of opgedra is, uit te oefen of te verrig in verband met die genoemde aangeleenthede in die Bylae, insluitend die verhaal van enige verliese wat deur die POF of die Staat gely is.

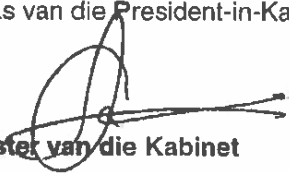
Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria
op hede die 19 dag van November Twee
duisend-en- een-en-twintig.

President



Op las van die President-in-Kabinet

Minister van die Kabinet



BYLAE

1. Ernstige wanadministrasie in die aangeleenthede van die POF met betrekking tot—

(a) vergoedingsbetalings deur die POF aan eisers of eisers se agente gemaak;
en

(b) betalings deur die POF aan diensverskaffers gemaak,
op 'n wyse wat—

(i) strydig was met toepaslike —

(aa) wetgewing;

(bb) handleidings, riglyne, praktyknotas, omsendskrywes of
instruksies wat deur die Nasionale Tesourie uitgevaardig is; of

(cc) handleidings, beleid, prosedures, voorskrifte, instruksies of
praktyke van, of wat op die POF van toepassing is; of

(ii) bedrieglik of korrup was.

en enige verbandhoudende verliese of onreëlmatige of vrugtelose en verspilte uitgawes wat deur die POF of Staat as gevolg daarvan aangegaan is.

2. Enige onreëlmatige, onbehoorlike of onwettige optrede deur—

(a) beamptes of werknemers van die POF; of

(b) enige ander persoon of entiteit,

ten opsigte van die bewerings uiteengesit in paragraaf 1 van hierdie Bylae.

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

NO. R. 45

10 December 2021



PROCLAMATION
by the
PRESIDENT of the REPUBLIC of SOUTH AFRICA

**SPECIAL INVESTIGATING UNITS AND SPECIAL TRIBUNALS ACT, 1996:
REFERRAL OF MATTERS TO EXISTING SPECIAL INVESTIGATING UNIT:
ALEXKOR SOC LIMITED**

WHEREAS allegations as contemplated in section 2(2) of the Special Investigating Units and Special Tribunals Act, 1996 (Act No. 74 of 1996) (hereinafter referred to as "the Act"), have been made in respect of the affairs of Alexkor SOC Limited (hereinafter referred to as "Alexkor"), which is a state owned mining company.

AND WHEREAS Alexkor or the State may have suffered losses that may be recovered;

AND WHEREAS I deem it necessary that the said allegations should be investigated and civil proceedings emanating from such investigation should be adjudicated upon;

NOW, THEREFORE, I hereby, under section 2(1) of the Act, refer the matters mentioned in the Schedule, in respect of Alexkor, for investigation to the Special Investigating Unit established by Proclamation No. R. 118 of 31 July 2001 and determine that, for the purposes of the investigation of the matters, the terms of reference of the Special Investigating Unit are to investigate as contemplated in the Act, any alleged—

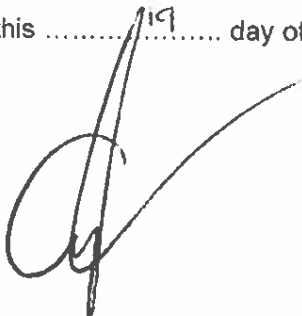
- (a) serious maladministration in connection with the affairs of Alexkor;

- (b) improper or unlawful conduct by officials or employees of Alexkor;
- (c) unlawful appropriation or expenditure of public money or property;
- (d) unlawful, irregular or unapproved acquisitive act, transaction, measure or practice having a bearing upon State property;
- (e) intentional or negligent loss of public money or damage to public property;
- (f) offence referred to in Parts 1 to 4, or section 17, 20 or 21 (in so far as it relates to the aforementioned offences) of Chapter 2 of the Prevention and Combating of Corrupt Activities Act, 2004 (Act No. 12 of 2004), and which offences were committed in connection with the affairs of Alexkor; or
- (g) unlawful or improper conduct by any person, which has caused or may cause serious harm to the interests of the public or any category thereof,

which took place between 1 October 2016 and the date of publication of this Proclamation or which took place prior to 1 October 2016 or after the date of publication of this Proclamation, but is relevant to, connected with, incidental or ancillary to the matters mentioned in the Schedule or involve the same persons, entities or contracts investigated under authority of this Proclamation, and to exercise or perform all the functions and powers assigned to or conferred upon the said Special Investigating Unit by the Act, including the recovery of any losses suffered by Alexkor or the State, in relation to the said matters in the Schedule.

Given under my Hand and the Seal of the Republic of South Africa at
Pretoria this 19 day of November Two thousand and
twenty one.

President



By Order of the President-in-Cabinet:



Minister of the Cabinet

SCHEDULE

1. Serious maladministration in the affairs of Alexkor in respect of the marketing, valuation, sale and beneficiation of diamonds, pursuant to agreements concluded between Alexkor and service providers, including the causes of such maladministration.
2. Any improper or unlawful conduct by officials or employees of Alexkor or any other person or entity, in relation to the allegations set out in paragraph 1 of this Schedule.

DEPARTEMENT VAN JUSTISIE EN STAATKUNDIGE ONTWIKKELING

NO. R. 45

10 Desember 2021



PROKLAMASIE
van die
PRESIDENT van die REPUBLIEK van SUID AFRIKA

WET OP SPESIALE ONDERSOEKEENHEDE EN SPESIALE TRIBUNALE, 1996:
VERWYSING VAN AANGELEENTHEDE NA BESTAANDE SPESIALE
ONDERSOEKEENHEID: ALEXKOR SOC BEPERK

AANGESIEN bewerings soos beoog in artikel 2(2) van die Wet op Spesiale Ondersoekeenhede en Spesiale Tribunale, 1996 (Wet No. 74 van 1996) (hierna na verwys as "die Wet"), gemaak is in verband met die aangeleenthede van Alexkor SOC Beperk (hierna na verwys as "Alexkor"), wat 'n Staatsbeheerde myn maatskappy is;

EN AANGESIEN Alexkor of die Staat verliese gely het wat verhaal kan word;

EN AANGESIEN ek dit nodig ag dat gemelde bewerings ondersoek en siviele geskille voortspruitend uit sodanige ondersoek bereg moet word;

DERHALWE verwys ek hierby, kragtens artikel 2(1) van die Wet, die aangeleenthede in die Bylae vermeld ten opsigte van Alexkor, vir ondersoek na die Spesiale Ondersoekeenheid ingestel by Proklamasie No. R. 118 van 31 Julie 2001 en bepaal dat, vir die doeleindes van die ondersoek van die aangeleenthede, die opdrag van die Spesiale Ondersoekeenheid is om soos beoog in gemelde Wet, ondersoek te doen na enige beweerde—

- (a) ernstige wanadministrasie in verband met die aangeleenthede van Alexkor;
- (b) onbehoorlike of onregmatige optrede deur beamptes of werknemers van Alexkor;

- (c) onregmatige bewilliging of besteding van publieke geld of eiendom;
- (d) onwettige, onreëlmatige of nie-goedgekeurde verkrygende handeling, transaksie, maatreël of praktyk wat op Staatseiendom betrekking het;
- (e) opsetlike of nalatige verlies van publieke geld of skade aan publieke eiendom;
- (f) misdryf bedoel in Dele 1 tot 4, of artikel 17, 20 of 21 (vir sover dit op voornoemde misdrywe betrekking het) van Hoofstuk 2 van die Wet op die Voorkoming en Bestryding van Korrupte Bedrywighede, 2004 (Wet No. 12 van 2004), en welke misdrywe gepleeg is in verband met die sake van die Alexkor; of
- (g) onwettige of onbehoorlike optrede deur enige persoon wat ernstige benadeling vir die belange van die publiek of enige kategorie daarvan veroorsaak het of kan veroorsaak,

wat plaasgevind het tussen 1 Oktober 2016 en die datum van publikasie van hierdie Proklamasie of wat plaasgevind het voor 1 Oktober 2016 of na die datum van publikasie van hierdie Proklamasie, wat relevant is tot, verband hou met, insidenteel of bykomstig is tot, die aangeleenthede vermeld in die Bylae of wat dieselfde persone, entiteite of kontrakte betrek wat ondersoek word kragtens die volmag verleen deur hierdie Proklamasie, en om al die werksaamhede en bevoegdhede wat deur die Wet aan die gemelde Spesiale Ondersoekeenheid toegewys of opgedra is, uit te oefen of te verrig in verband met die genoemde aangeleenthede in die Bylae, insluitend die verhaal van enige verliese wat deur Alexkor of die Staat gely is.

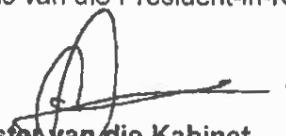
Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te *Pretoria*
op hede die 119 dag van *November* Twee duisend
een-en-twintig.

President



Op las van die President-in-Kabinet

Minister van die Kabinet



BYLAE

1. Ernstige wanadministrasie in die aangeleenthede van Alexkor met betrekking tot die bemarking, valuasie, verkoop en benefikasie van diamante, uit hoofde van ooreenkomste gesluit tussen Alexkor en diensverskaffers, insluitend die oorsake van sodanige wanadministrasie.
2. Enige onwettige of onbehoorlike optrede deur beamptes of werknemers van Alexkor of enige ander persoon of entiteit, met betrekking tot die bewerings uiteengesit in paragraaf 1 van hierdie Bylae.

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