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REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette

No. 11650

Regulasiekoerant

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N.B. The Government Printing Works will not be held responsible for the quality of "Hard Copies" or "Electronic Files" submitted for publication purposes

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

IMPORTANT NOTICE:

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No FUTURE QUERIES WILL BE HANDLED IN CONNECTION WITH THE ABOVE.

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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** **REGULATION GAZETTE** **2023**

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

- **29 December 2022**, Thursday for the issue of Friday **06 January 2023**
- **06 January**, Friday for the issue of Friday **13 January 2023**
- **13 January**, Friday for the issue of Friday **20 January 2023**
- **20 January**, Friday for the issue of Friday **27 January 2023**
- **27 January**, Friday for the issue of Friday **03 February 2023**
- **03 February**, Friday for the issue of Friday **10 February 2023**
- **10 February**, Friday for the issue of Friday **17 February 2023**
- **17 February**, Friday for the issue of Friday **24 February 2023**
- **24 February**, Friday for the issue of Friday **03 March 2023**
- **03 March**, Friday for the issue of Friday **10 March 2023**
- **10 March**, Friday for the issue of Friday **17 March 2023**
- **16 March**, Thursday for the issue of Friday **24 March 2023**
- **24 March**, Friday for the issue of Friday **31 March 2023**
- **30 March**, Thursday for the issue of Thursday **06 April 2023**
- **05 April**, Wednesday for the issue of Friday **14 April 2023**
- **14 April**, Friday for the issue of Friday **21 April 2023**
- **20 April**, Thursday for the issue of Friday **28 April 2023**
- **26 April**, Wednesday for the issue of Friday **05 May 2023**
- **05 May**, Friday for the issue of Friday **12 May 2023**
- **12 May**, Friday for the issue of Friday **19 May 2023**
- **19 May**, Friday for the issue of Friday **26 May 2023**
- **26 May**, Friday for the issue of Friday **02 June 2023**
- **02 June**, Friday for the issue of Friday **09 June 2023**
- **08 June**, Thursday for the issue of Thursday **15 June 2023**
- **15 June**, Thursday for the issue of Friday **23 June 2023**
- **23 June**, Friday for the issue of Friday **30 June 2023**
- **30 June**, Friday for the issue of Friday **07 July 2023**
- **07 July**, Friday for the issue of Friday **14 July 2023**
- **14 July**, Friday for the issue of Friday **21 July 2023**
- **21 July**, Friday for the issue of Friday **28 July 2023**
- **28 July**, Friday for the issue of Friday **04 August 2023**
- **03 August**, Thursday for the issue of Friday **11 August 2023**
- **11 August**, Friday for the issue of Friday **18 August 2023**
- **18 August**, Friday for the issue of Friday **25 August 2023**
- **25 August**, Friday for the issue of Friday **01 September 2023**
- **01 September**, Friday for the issue of Friday **08 September 2023**
- **08 September**, Friday for the issue of Friday **15 September 2023**
- **15 September**, Friday for the issue of Friday **22 September 2023**
- **21 September**, Thursday for the issue of Friday **29 September 2023**
- **29 September**, Friday for the issue of Friday **06 October 2023**
- **06 October**, Friday for the issue of Friday **13 October 2023**
- **13 October**, Friday for the issue of Friday **20 October 2023**
- **20 October**, Friday for the issue of Friday **27 October 2023**
- **27 October**, Friday for the issue of Friday **03 November 2023**
- **03 November**, Friday for the issue of Friday **10 November 2023**
- **10 November**, Friday for the issue of Friday **17 November 2023**
- **17 November**, Friday for the issue of Friday **24 November 2023**
- **24 November**, Friday for the issue of Friday **01 December 2023**
- **01 December**, Friday for the issue of Friday **08 December 2023**
- **07 December**, Thursday for the issue of Thursday **14 December 2023**
- **15 December**, Friday for the issue of Friday **22 December 2023**
- **20 December**, Wednesday for the issue of Friday **29 December 2023**

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.gpwnonline.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.gpwnonline.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. 4189

14 December 2023

LABOUR RELATIONS ACT, 1995
CANCELLATION OF GOVERNMENT NOTICE
BUILDING INDUSTRY BARGAINING COUNCIL, NORTH AND WEST
BOLAND

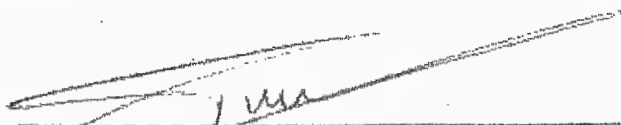
I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby, in terms of section 32(7) of the Labour Relations Act, 1995, cancel Government Notice No. R.1397 of 24 December 2020 with effect from the second Monday after the date of publication of this notice.


MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 01/12/2023

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995
UKUHOXISWA KWESIVUMELWANO SIKAHULUMENI
UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI
NABASEBENZI EMBONINI YEZOKWAKHA ENYAKATHO
NASENTSHONALANGA YEBOLAND

Mina, **THEMBELANI WALTERMADE NXESI**, uNgqongqoshe Wezemisebenzi NezabaSebenzi ngokwesigaba 32(7) soMthetho Wobudlelwano KwezabaSebenzi ka-1995 ngihoxisa iSaziso sikaHulumeni esinguNombolo R.1397 somhlaka 24 kuZibandlela 2020 kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso.


MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI EZABASEBENZI
USUKU: 01/12/2023

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 4190

14 December 2023


LABOUR RELATIONS ACT, 1995**BUILDING BARGAINING COUNCIL, NORTH AND WEST BOLAND:
EXTENSION OF MAIN AMENDING COLLECTIVE AGREEMENT TO NON-
PARTIES**

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 **Building Bargaining Council, North and West Boland** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the 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 31 December 2028.


MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 01/12/2023

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995****UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI
NABASEBENZI EMBONINI YEZOKWAKHA ENYAKATHO KANYE
NASENTSHONALANGA YEBOLAND:****UKWELULELWA KWESIVUMELWANO SABAQASHI NABASEBENZI
SELULELWA KULABO ABANGEYONA INGXENYE YASO**

Mina, **THEMBELANI WALTERMADE NXESI**, uNgqongqoshe Wezemisebenzi Nezabasebenzi, lapha ngokwesigaba 32(2) soMthetho Wobudlelwano kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu Wokuxoxisana Phakathi Kwabaqashi Nabasebenzi Embonini Yezokwakha eNyakatho Kanye naseNtshonalanga yeBoland, futhi ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni kusukela ngomSombuluko wesibili emva kokushicilelwa kwalesisaziso kuze kube mhlaka 31 kuZibandlela 2028.



MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI EZABASEBENZI
USUKU: 01/12/2023

SCHEDULE

BUILDING BARGAINING COUNCIL NORTH AND WEST BOLAND COLLECTIVE AGREEMENT

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

Meesterbouers Assosiasie Groter Boland (MBA Groter Boland)

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

Building Workers Union

(hereinafter referred to as the "employees" or the "trade union") of the other part, being the parties to the Building Bargaining Council North and West Boland, to amend the Collective Agreement, extended to non-parties, published under Government Notice R. 120 of 08 February 2019 as further amended, extended by Government notice Nos R. 1397 of 24 December 2020.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed-
- (a) by all employers and by all employees engaged or employed in the Building Industry who are members of the employers' organisations and the trade union, respectively;
 - (b) in the Magisterial Districts of Ceres, Montagu, Robertson, Tulbagh and Worcester;
 - (c) Overberg District Municipality excluding Overstrand Local Municipality (which includes Gansbaai, Hangklip, Kleinmond, Hermanus and Stanford);

- (d) Central Karoo District Municipality (excluding the Magisterial District of Beaufort-West); and
 - (e) West Coast District Municipality (excluding the Magisterial District of Malmesbury).
- (2) Notwithstanding the provisions of sub-clause (1), the terms of this Agreement shall apply to-
- (a) only those classes of employees for whom wages are prescribed in this Agreement;
 - (b) apprentices and learners only in so far as the provisions are not inconsistent with the provisions of the Manpower Training Act, 1981, and the Skills Development Act, 1998, or any conditions fixed there under.
 - (c) labour-only contractors, working partners and working directors, principals and contractors.
- (3) Notwithstanding the provisions of sub-clause (1)(a), the terms of this Agreement shall not apply to -
- (a) clerical employees and administrative staff;
 - (b) university students and graduates in building science and construction surveyors and other such persons doing practical work in the completion of their academic training;
 - (c) foremen or general foremen;
 - (d) non-parties in respect of clauses 1(1) (a) and 1A of this Agreement.

2. PERIOD OF OPERATION

This agreement shall come into operation on the date fixed by the Minister of Employment and Labour as the effective date on which the Agreement shall be extended



to become binding on non-parties, or the date on which the Minister of Employment and Labour declines to extend the Agreement to non-parties, and the Agreement shall remain in force until 31 December 2028.

3. CLAUSE 9: CONDITIONS OF SERVICE

3.2 Substitute the following for sub-clause (6)(a) and (b):

“(6) Annual leave

- (a) The closing period of the building industry starts at 17:00 and will re-open at 08.00 on the following periods.

PERIOD	CLOSING DATE	RE-OPENING DATE
From the date of commencement of this Agreement to 31 October 2024	15 December 2023	11 January 2024
For the period 1 November 2024 to 31 October 2025	13 December 2024	10 January 2025
For the period 1 November 2025 to 31 October 2026	12 December 2025	09 January 2026
For the period 1 November 2026 to 31 October 2027	15 December 2026	11 January 2027
For the period 1 November 2027 to 31 October 2028	15 December 2027	11 January 2028

- (b) If building work is required, employers will be allowed to make prior arrangements with the Council in order to work, during the official period of leave. If there are employees working during this period, employees will be paid at normal pay rates, except Saturdays and Sundays who will be paid as prescribed by the Basic Conditions of Employment Act of 1997. No building work will be allowed between 16:00 on the 24th December until 08:00 on 8th January.”

4. CLAUSE 10: REMUNERATION**4.1 Substitute the following for sub-clause (10)(1):**

"(1) **Basic wage:** The basic wage in the Industry shall be as follows:

From the date of commencement of this Agreement to 31 October 2024

Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	per	per	per	per
	hour	hour	hour	hour
(a) (1) Cleaner	25,42	25,42	25,42	25,42
(2) Cleaner (New)	25,42	25,42	25,42	25,42
(b) (1) Beginner Labourer/Prefabricated Concrete wall Labourer	25,42	25,42	25,42	25,42
(2) Beginner Labourer/Prefabricate Concrete wall Labourer (New)	25,42	25,42	25,42	25,42
(c) (1) Labourer	25,42	25,42	25,42	25,42
(2) Labourer (New)	25,42	25,42	25,42	25,42
(d) (1) General Worker	27,06	27,06	27,06	27,06
(e) Builder worker & Leaner Category 4	29,49	29,49	29,49	29,49
(f) Builder worker & Leaner Category 3	32,43	32,43	32,43	32,43

(g) Builder worker & Leaner Category 2	35,68	35,68	35,68	35,68
(h) Builder worker & Leaner Category 1	39,25	39,25	39,25	39,25
(i) Artisan: Carpet/Floor layer, Crane Operator, Painter, and Water proofer	43,18	43,18	43,18	43,18
(j) (1) Artisan in all others trades	47,50	47,50	47,50	47,50
(2) Artisan in all others trades	52,25	52,25	52,25	52,25
(3) Artisan in all others trades	57,46	57,46	57,46	57,46
(4) Artisan in all others trades	63,22	63,22	63,22	63,22
(5) Artisan in all others trades	69,53	69,53	69,53	69,53
(6) Artisan in all others trades	76,49	76,49	76,49	76,49
(7) Artisan in all others trades	84,14	84,14	84,14	84,14
(8) Artisan in all others trades	92,54	92,54	92,54	92,54
	per day	per day	per day	per day
(k) Guards (full time) Per day (9 hours)	228,78	228,78	228,78	228,78
(l) Drivers of motor vehicles and operators which are required to be in possession of a code: Per day (9 hours)	per day	per day	per day	per day
(1) B licence	265,45	265,45	265,45	265,45
(2) C1 licence	291,84	291,84	291,84	291,84



(3) C or EB or EC1 licence	321,14	321,14	321,14	321,14
(4) EC licence	388,63	388,63	388,63	388,63

For the period 1 November 2024 to 31 October 2025

Category of employee	1 November 2024 to 31 October 2025			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
	R	R	R	R
	per	per	per	per
	hour	hour	hour	hour
(a) (1) Cleaner	26,44	26,44	26,44	26,44
(2) Cleaner (New)	26,44	26,44	26,44	26,44
(b) (1) Beginner Labourer/Prefabricated				
Concrete wall Labourer	26,44	26,44	26,44	26,44
(2) Beginner Labourer/Prefabricate				
Concrete wall Labourer (New)	26,44	26,44	26,44	26,44
(c) (1) Labourer	26,44	26,44	26,44	26,44
(2) Labourer (New)	26,44	26,44	26,44	26,44
(d) (1) General Worker	28,41	28,41	28,41	28,41
(e) Builder worker & Leaner Category 4	30,67	30,67	30,67	30,67
(f) Builder worker & Leaner Category 3	33,73	33,73	33,73	33,73
(g) Builder worker & Leaner Category 2	37,11	37,11	37,11	37,11

(h) Builder worker & Leaner Category 1	40,82	40,82	40,82	40,82
(i) Artisan: Carpet/Floor layer, Crane Operator, Painter, and Water proofer	44,91	44,91	44,91	44,91
(j) (1) Artisan in all others trades	49,40	49,40	49,40	49,40
(2) Artisan in all others trades	54,34	54,34	54,34	54,34
(3) Artisan in all others trades	59,76	59,76	59,76	59,76
(4) Artisan in all others trades	65,75	65,75	65,75	65,75
(5) Artisan in all others trades	72,31	72,31	72,31	72,31
(6) Artisan in all others trades	79,55	79,55	79,55	79,55
(7) Artisan in all others trades	87,51	87,51	87,51	87,51
(8) Artisan in all others trades	96,24	96,24	96,24	96,24
	per day	per day	per day	per day
(k) Guards (full time) Per day (9 hours)	237,93	237,93	237,93	237,93
(l) Drivers of motor vehicles and operators which are required to be in possession of a code: Per day (9 hours)	per day	per day	per day	per day
(1) B licence	276,07	276,07	276,07	276,07
(2) C1 licence	303,51	303,51	303,51	303,51
(3) C or EB or EC1 licence	333,99	333,99	333,99	333,99

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(4) EC licence	404,18	404,18	404,18	404,18
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For the period 1 November 2025 to 31 October 2026

Category of employee	1 November 2025 to 31 October 2026			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
	R	R	R	R
	per	per	per	per
	hour	hour	hour	hour
(a) (1) Cleaner	27,50	27,50	27,50	27,50
(2) Cleaner (New)	27,50	27,50	27,50	27,50
(b) (1) Beginner Labourer/Prefabricated				
Concrete wall Labourer	27,50	27,50	27,50	27,50
(2) Beginner Labourer/Prefabricate				
Concrete wall Labourer (New)	27,50	27,50	27,50	27,50
(c) (1) Labourer	27,50	27,50	27,50	27,50
(2) Labourer (New)	27,50	27,50	27,50	27,50
(d) (1) General Worker	29,83	29,83	29,83	29,83
(e) Builder worker & Leaner Category 4	31,90	31,90	31,90	31,90
(f) Builder worker & Leaner Category 3	35,08	35,08	35,08	35,08
(g) Builder worker & Leaner Category 2	38,59	38,59	38,59	38,59

(h) Builder worker & Leaner Category 1	42,45	42,45	42,45	42,45
(i) Artisan: Carpet/Floor layer, Crane Operator, Painter, and Water proofer	46,71	46,71	46,71	46,71
(j) (1) Artisan in all others trades	51,38	51,38	51,38	51,38
(2) Artisan in all others trades	56,51	56,51	56,51	56,51
(3) Artisan in all others trades	62,15	62,15	62,15	62,15
(4) Artisan in all others trades	68,38	68,38	68,38	68,38
(5) Artisan in all others trades	75,20	75,20	75,20	75,20
(6) Artisan in all others trades	82,73	82,73	82,73	82,73
(7) Artisan in all others trades	91,01	91,01	91,01	91,01
(8) Artisan in all others trades	100,09	100,09	100,09	100,09
	per day	per day	per day	per day
(k) Guards (full time) Per day (9 hours)	247,46	247,46	247,46	247,46
(l) Drivers of motor vehicles and operators which are required to be in possession of a code: Per day (9 hours)	per day	per day	per day	per day
(1) B licence	287,11	287,11	287,11	287,11
(2) C1 licence	315,65	315,65	315,65	315,65
(3) C or EB or EC1 licence	347,35	347,35	347,35	347,35
(4) EC licence	420,35	420,35	420,35	420,35

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For the period 1 November 2026 to 31 October 2027

Category of employee	1 November 2026 to 31 October 2027			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	per	per	per	per
	hour	hour	hour	hour
(a) (1) Cleaner	28,60	28,60	28,60	28,60
(2) Cleaner (New)	28,60	28,60	28,60	28,60
(b) (1) Beginner Labourer/Prefabricated Concrete wall Labourer	28,60	28,60	28,60	28,60
(2) Beginner Labourer/Prefabricate Concrete wall Labourer (New)	28,60	28,60	28,60	28,60
(c) (1) Labourer	28,60	28,60	28,60	28,60
(2) Labourer (New)	28,60	28,60	28,60	28,60
(d) (1) General Worker	31,02	31,02	31,02	31,02
(e) Builder worker & Leaner Category 4	33,18	33,18	33,18	33,18
(f) Builder worker & Leaner Category 3	36,48	36,48	36,48	36,48
(g) Builder worker & Leaner Category 2	40,13	40,13	40,13	40,13



(h) Builder worker & Leaner Category 1	44,15	44,15	44,15	44,15
(i) Artisan: Carpet/Floor layer, Crane Operator, Painter, and Water proofer	48,58	48,58	48,58	48,58
(j) (1) Artisan in all others trades	53,44	53,44	53,44	53,44
(2) Artisan in all others trades	58,77	58,77	58,77	58,77
(3) Artisan in all others trades	64,64	64,64	64,64	64,64
(4) Artisan in all others trades	71,12	71,12	71,12	71,12
(5) Artisan in all others trades	78,21	78,21	78,21	78,21
(6) Artisan in all others trades	86,04	86,04	86,04	86,04
(7) Artisan in all others trades	94,65	94,65	94,65	94,65
(8) Artisan in all others trades	104,09	104,09	104,09	104,09
	per day	per day	per day	per day
(k) Guards (full time) Per day (9 hours)	257,36	257,36	257,36	257,36
(l) Drivers of motor vehicles and operators which are required to be in possession of a code: Per day (9 hours)	per day	per day	per day	per day
(1) B licence	298,59	298,59	298,59	298,59
(2) C1 licence	328,28	328,28	328,28	328,28
(3) C or EB or EC1 licence	361,24	361,24	361,24	361,24
(4) EC licence	437,16	437,16	437,16	437,16

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For the period 1 November 2027 to 31 October 2028

Category of employee	1 November 2027 to 31 October 2028			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	per	per	per	per
	hour	hour	hour	hour
(a) (1) Cleaner	29,74	29,74	29,74	29,74
(2) Cleaner (New)	29,74	29,74	29,74	29,74
(b) (1) Beginner Labourer/Prefabricated				
Concrete wall Labourer	29,74	29,74	29,74	29,74
(2) Beginner Labourer/Prefabricate				
Concrete wall Labourer (New)	29,74	29,74	29,74	29,74
(c) (1) Labourer	29,74	29,74	29,74	29,74
(2) Labourer (New)	29,74	29,74	29,74	29,74
(d) (1) General Worker	32,26	32,26	32,26	32,26
(e) Builder worker & Leaner Category 4	34,51	34,51	34,51	34,51
(f) Builder worker & Leaner Category 3	37,94	37,94	37,94	37,94
(g) Builder worker & Leaner Category 2	41,74	41,74	41,74	41,74

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(h) Builder worker & Leaner Category 1	45,92	45,92	45,92	45,92
(i) Artisan: Carpet/Floor layer, Crane Operator, Painter, and Water proofer	50,52	50,52	50,52	50,52
(j) (1) Artisan in all others trades	55,58	55,58	55,58	55,58
(2) Artisan in all others trades	61,12	61,12	61,12	61,12
(3) Artisan in all others trades	67,23	67,23	67,23	67,23
(4) Artisan in all others trades	73,96	73,96	73,96	73,96
(5) Artisan in all others trades	81,34	81,34	81,34	81,34
(6) Artisan in all others trades	89,48	89,48	89,48	89,48
(7) Artisan in all others trades	98,44	98,44	98,44	98,44
(8) Artisan in all others trades	108,25	108,25	108,25	108,25
	per day	per day	per day	per day
(k) Guards (full time) Per day (9 hours)	267,65	267,65	267,65	267,65
(l) Drivers of motor vehicles and operators which are required to be in possession of a code: Per day (9 hours)	per day	per day	per day	per day
(1) B licence	310,53	310,53	310,53	310,53
(2) C1 licence	341,41	341,41	341,41	341,41
(3) C or EB or EC1 licence	375,69	375,69	375,69	375,69
(4) EC licence	454,65	454,65	454,65	454,65"

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Provided that the aforementioned wages shall not be less than those prescribed in terms of the Manpower Training Act, 1981, or the Skills Development Act, 1998: Provided further that the wages specified above for drivers/plant operators shall be payable if such employees have worked 42 hours in any week. If such employees have, however, worked less than 42 normal hours in any week, their wages for that week shall be calculated as follows: The above specified wages divided by 42 hours, multiplied by the actual number of normal working hours worked."

4.2 Substitute the following for sub-clause (7)(a) and (b):

"(7) Accommodation

- (a) An employee who, in the performance of his duties, is required to work away from his ordinary place of residence at a place of work so situated that such employee is unable to return to his normal place of residence, shall in respect of every night he spends away from his ordinary place of residence, be afforded suitable sleeping facilities, suitable bath facilities, separate toilet facilities, cooking facilities and hot water. The place of residence should be well ventilated with windows and doors, and should have a solid floor (not a soil floor). It should be free of charge to the employee. All transport required shall be provided free of charge by the employer.
- (b) In respect of each night that such an employee spends away from his usual place of residence a living away allowance will be paid to the employee as follows:

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PERIOD PER NIGHT	GREATER-BOLAND	WEST-BOLAND
From the date of commencement of this Agreement to 31 October 2024	R54,45	R54,45
For the period 1 November 2024 to 31 October 2025	R54,45	R54,45
For the period 1 November 2025 to 31 October 2026	R54,45	R54,45
For the period 1 November 2026 to 31 October 2027	R54,45	R54,45
For the period 1 November 2027 to 31 October 2028	R54,45	R54,45

5. CLAUSE 14: HOLIDAY FUND

5.1 Substitute the following for sub-clauses (1), (2), (3) and (4):

- "(1) The Holiday Fund is hereby continued and shall be continued to be administered by the Council for the purposes of providing eligible employees with leave pay for the period of annual leave in terms of clause 9(6) of the Agreement. Holiday Fund pay-out at the end of the year shall be for fifteen (15) working days. Moneys contributed to the Fund by employers shall be invested as provided for in terms of section 53(5) of the Act.
- (2) **Contributions by the employer:** (a) An employer shall contribute an amount to the holiday fund on behalf of an eligible employee for each day that the employee remains in his/her employ (a contribution day), which amount shall be calculated as follows.





From the date of commencement of this Agreement to 31 October 2024

Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R per day	R per day	R per day	R per day
(i) clause 10 (1) (a) (1)	13,07	13,07	13,07	13,07
(ii) clause 10 (1) (a) (2)	13,07	13,07	13,07	13,07
(iii) clause 10 (1) (b) (1)	13,07	13,07	13,07	13,07
(iv) clause 10 (1) (b) (2)	13,07	13,07	13,07	13,07
(v) clause 10 (1) (c) (1)	13,07	13,07	13,07	13,07
(vi) clause 10 (1) (c) (2)	13,07	13,07	13,07	13,07
(vii) clause 10 (1) (d)	13,92	13,92	13,92	13,92
(viii) clause 10 (1) (e)	15,17	15,17	15,17	15,17
(ix) clause 10 (1) (f)	16,68	16,68	16,68	16,68
(x) clause 10 (1) (g)	18,35	18,35	18,35	18,35
(xi) clause 10 (1) (h)	20,19	20,19	20,19	20,19
(xii) clause 10 (1) (i)	22,21	22,21	22,21	22,21
(xiii) clause 10 (1) (j) (1)	24,43	24,43	24,43	24,43
(xiv) clause 10 (1) (j) (2)	26,87	26,87	26,87	26,87

(xv) clause 10 (1) (j) (3)	29,55	29,55	29,55	29,55
(xvi) clause 10 (1) (j) (4)	32,51	32,51	32,51	32,51
(xvii) clause 10 (1) (j) (5)	35,76	35,76	35,76	35,76
(xvii) clause 10 (1) (j) (6)	39,34	39,34	39,34	39,34
(xix) clause 10 (1) (j) (7)	43,27	43,27	43,27	43,27
(xx) clause 10 (1) (j) (8)	47,59	47,59	47,59	47,59
(xxi) clause 10 (1) (k)	13,07	13,07	13,07	13,07
(xxii) clause 10 (1) (l) (1)	15,17	15,17	15,17	15,17
(xxiii) clause 10 (1) (l) (2)	16,68	16,68	16,68	16,68
(xxiv) clause 10 (1) (l) (3)	18,35	18,35	18,35	18,35
(xxv) clause 10 (1) (l) (4)	22,21	22,21	22,21	22,21

For the period 1 November 2024 to 31 October 2025

Category of employee	1 November 2024 to 31 October 2025			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per day	per day	per day	per day
(i) clause 10 (1) (a) (1)	13,60	13,60	13,60	13,60

(ii) clause 10 (1) (a) (2)	13,60	13,60	13,60	13,60
(iii) clause 10 (1) (b) (1)	13,60	13,60	13,60	13,60
(iv) clause 10 (1) (b) (2)	13,60	13,60	13,60	13,60
(v) clause 10 (1) (c) (1)	13,60	13,60	13,60	13,60
(vi) clause 10 (1) (c) (2)	13,60	13,60	13,60	13,60
(vii) clause 10 (1) (d)	14,61	14,61	14,61	14,61
(viii) clause 10 (1) (e)	15,77	15,77	15,77	15,77
(ix) clause 10 (1) (f)	17,35	17,35	17,35	17,35
(x) clause 10 (1) (g)	19,08	19,08	19,08	19,08
(xi) clause 10 (1) (h)	20,99	20,99	20,99	20,99
(xii) clause 10 (1) (i)	23,10	23,10	23,10	23,10
(xiii) clause 10 (1) (j) (1)	25,41	25,41	25,41	25,41
(xiv) clause 10 (1) (j) (2)	27,95	27,95	27,95	27,95
(xv) clause 10 (1) (j) (3)	30,73	30,73	30,73	30,73
(xvi) clause 10 (1) (j) (4)	33,81	33,81	33,81	33,81
(xvii) clause 10 (1) (j) (5)	37,19	37,19	37,19	37,19
(xviii) clause 10 (1) (j) (6)	40,91	40,91	40,91	40,91
(xix) clause 10 (1) (j) (7)	45,00	45,00	45,00	45,00
(xx) clause 10 (1) (j) (8)	49,50	49,50	49,50	49,50
(xxi) clause 10 (1) (k)	13,60	13,60	13,60	13,60
(xxii) clause 10 (1) (l) (1)	15,77	15,77	15,77	15,77
(xxiii) clause 10 (1) (l) (2)	17,35	17,35	17,35	17,35
(xxiv) clause 10 (1) (l) (3)	19,08	19,08	19,08	19,08
(xxv) clause 10 (1) (l) (4)	23,10	23,10	23,10	23,10

Handwritten signatures and initials, including a large stylized signature and several smaller initials.

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For the period 1 November 2025 to 31 October 2026

Category of employee	1 November 2025 to 31 October 2026			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R per day	R per day	R per day	R per day
(i) clause 10 (1) (a) (1)	14,14	14,14	14,14	14,14
(ii) clause 10 (1) (a) (2)	14,14	14,14	14,14	14,14
(iii) clause 10 (1) (b) (1)	14,14	14,14	14,14	14,14
(iv) clause 10 (1) (b) (2)	14,14	14,14	14,14	14,14
(v) clause 10 (1) (c) (1)	14,14	14,14	14,14	14,14
(vi) clause 10 (1) (c) (2)	14,14	14,14	14,14	14,14
(vii) clause 10 (1) (d)	15,34	15,34	15,34	15,34
(viii) clause 10 (1) (e)	16,40	16,40	16,40	16,40
(ix) clause 10 (1) (f)	18,04	18,04	18,04	18,04
(x) clause 10 (1) (g)	19,85	19,85	19,85	19,85
(xi) clause 10 (1) (h)	21,83	21,83	21,83	21,83
(xii) clause 10 (1) (i)	24,02	24,02	24,02	24,02

(xiii) clause 10 (1) (j) (1)	26,42	26,42	26,42	26,42
(xiv) clause 10 (1) (j) (2)	29,06	29,06	29,06	29,06
(xv) clause 10 (1) (j) (3)	31,96	31,96	31,96	31,96
(xvi) clause 10 (1) (j) (4)	35,17	35,17	35,17	35,17
(xvii) clause 10 (1) (j) (5)	38,68	38,68	38,68	38,68
(xvii) clause 10 (1) (j) (6)	42,55	42,55	42,55	42,55
(xix) clause 10 (1) (j) (7)	46,81	46,81	46,81	46,81
(xx) clause 10 (1) (j) (8)	51,47	51,47	51,47	51,47
(xxi) clause 10 (1) (k)	14,14	14,14	14,14	14,14
(xxii) clause 10 (1) (l) (1)	16,40	16,40	16,40	16,40
(xxiii) clause 10 (1) (l) (2)	18,04	18,04	18,04	18,04
(xxiv) clause 10 (1) (l) (3)	19,85	19,85	19,85	19,85
(xxv) clause 10 (1) (l) (4)	24,02	24,02	24,02	24,02

For the period 1 November 2026 to 31 October 2027

Category of employee	1 November 2026 to 31 October 2027			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R per day	R per day	R per day	R per day
(i) clause 10 (1) (a) (1)	14,71	14,71	14,71	14,71

(ii) clause 10 (1) (a) (2)	14,71	14,71	14,71	14,71
(iii) clause 10 (1) (b) (1)	14,71	14,71	14,71	14,71
(iv) clause 10 (1) (b) (2)	14,71	14,71	14,71	14,71
(v) clause 10 (1) (c) (1)	14,71	14,71	14,71	14,71
(vi) clause 10 (1) (c) (2)	14,71	14,71	14,71	14,71
(vii) clause 10 (1) (d)	15,95	15,95	15,95	15,95
(viii) clause 10 (1) (e)	17,06	17,06	17,06	17,06
(ix) clause 10 (1) (f)	18,76	18,76	18,76	18,76
(x) clause 10 (1) (g)	20,64	20,64	20,64	20,64
(xi) clause 10 (1) (h)	22,70	22,70	22,70	22,70
(xii) clause 10 (1) (i)	24,98	24,98	24,98	24,98
(xiii) clause 10 (1) (j) (1)	27,48	27,48	27,48	27,48
(xiv) clause 10 (1) (j) (2)	30,22	30,22	30,22	30,22
(xv) clause 10 (1) (j) (3)	33,24	33,24	33,24	33,24
(xvi) clause 10 (1) (j) (4)	36,57	36,57	36,57	36,57
(xvii) clause 10 (1) (j) (5)	40,22	40,22	40,22	40,22
(xviii) clause 10 (1) (j) (6)	44,25	44,25	44,25	44,25
(xix) clause 10 (1) (j) (7)	48,68	48,68	48,68	48,68
(xx) clause 10 (1) (j) (8)	53,53	53,53	53,53	53,53
(xxi) clause 10 (1) (k)	14,71	14,71	14,71	14,71
(xxii) clause 10 (1) (l) (1)	17,06	17,06	17,06	17,06
(xxiii) clause 10 (1) (l) (2)	18,76	18,76	18,76	18,76
(xxiv) clause 10 (1) (l) (3)	20,64	20,64	20,64	20,64
(xxv) clause 10 (1) (l) (4)	24,98	24,98	24,98	24,98

Handwritten signatures and initials, including a large stylized signature and several smaller initials.

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For the period 1 November 2027 to 31 October 2028

Category of employee	1 November 2027 to 31 October 2028			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per	per	per	per
	day	day	day	day
(i) clause 10 (1) (a) (1)	15,30	15,30	15,30	15,30
(ii) clause 10 (1) (a) (2)	15,30	15,30	15,30	15,30
(iii) clause 10 (1) (b) (1)	15,30	15,30	15,30	15,30
(iv) clause 10 (1) (b) (2)	15,30	15,30	15,30	15,30
(v) clause 10 (1) (c) (1)	15,30	15,30	15,30	15,30
(vi) clause 10 (1) (c) (2)	15,30	15,30	15,30	15,30
(vii) clause 10 (1) (d)	16,59	16,59	16,59	16,59
(viii) clause 10 (1) (e)	17,75	17,75	17,75	17,75
(ix) clause 10 (1) (f)	19,51	19,51	19,51	19,51
(x) clause 10 (1) (g)	21,46	21,46	21,46	21,46
(xi) clause 10 (1) (h)	23,61	23,61	23,61	23,61
(xii) clause 10 (1) (i)	25,98	25,98	25,98	25,98

(xiii) clause 10 (1) (j) (1)	28,58	28,58	28,58	28,58
(xiv) clause 10 (1) (j) (2)	31,43	31,43	31,43	31,43
(xv) clause 10 (1) (j) (3)	34,57	34,57	34,57	34,57
(xvi) clause 10 (1) (j) (4)	38,04	38,04	38,04	38,04
(xvii) clause 10 (1) (j) (5)	41,83	41,83	41,83	41,83
(xviii) clause 10 (1) (j) (6)	46,02	46,02	46,02	46,02
(xix) clause 10 (1) (j) (7)	50,62	50,62	50,62	50,62
(xx) clause 10 (1) (j) (8)	55,67	55,67	55,67	55,67
(xxi) clause 10 (1) (k)	15,29	15,29	15,29	15,29
(xxii) clause 10 (1) (l) (1)	17,75	17,75	17,75	17,75
(xxiii) clause 10 (1) (l) (2)	19,51	19,51	19,51	19,51
(xxiv) clause 10 (1) (l) (3)	21,46	21,46	21,46	21,46
(xxv) clause 10 (1) (l) (4)	25,98	25,98	25,98	25,98

(b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the specified fringe benefits indicating the amount of the contribution made.

(3) Public holidays as proclaimed under the Public Holidays Act, 1994, will be pro-rata included into the holiday fund. Moneys contributed to the Fund by employers shall be invested as provided for in terms of section 53(5) of the Act.

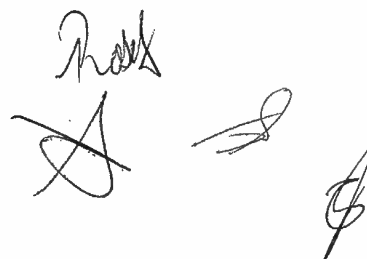
The following paid holidays will be pro-rata included into the fringe benefits system:

From the date of commencement of this Agreement to 31 October 2024

- | | | | |
|-----|--------------------|---|-------------------------|
| 1. | 25 December 2023 | - | Christmas Day |
| 2. | 26 December 2023 | - | Day of Goodwill |
| 3. | 01 January 2024 | - | New Year's Day |
| 4. | 21 March 2024 | - | Human Rights Day |
| 5. | 29 March 2024 | - | Good Friday |
| 6. | 1 April 2024 | - | Family Day |
| 7. | 1 May 2024 | - | Workers Day |
| 8. | 17 June 2024 | - | Youth Day Holiday |
| 9. | 9 August 2024 | - | National Women's Day |
| 10. | 24 September 2024 | - | Heritage Day |
| 11. | Not yet determined | - | National Elections 2024 |

For the period 1 November 2024 to 31 October 2025

- | | | | |
|-----|-------------------|---|-----------------------|
| 1. | 16 December 2024 | - | Day of Reconciliation |
| 2. | 25 December 2024 | - | Christmas Day |
| 3. | 26 December 2024 | - | Day of Goodwill |
| 4. | 1 January 2025 | - | New Year's Day |
| 5. | 21 March 2025 | - | Human Rights Day |
| 6. | 18 April 2025 | - | Good Friday |
| 7. | 21 April 2025 | - | Family Day |
| 8. | 28 April 2025 | - | Freedom Day Holiday |
| 9. | 1 May 2025 | - | Workers Day |
| 10. | 16 June 2025 | - | Youth Day |
| 11. | 24 September 2025 | - | Heritage Day |

For the period 1 November 2025 to 31 October 2026

- | | | | |
|-----|-------------------|---|-----------------------|
| 1. | 16 December 2025 | - | Day of Reconciliation |
| 2. | 25 December 2025 | - | Christmas Day |
| 2. | 26 December 2025 | - | Day of Goodwill |
| 3. | 1 January 2026 | - | New Year's Day |
| 5. | 3 April 2026 | - | Good Friday |
| 6. | 6 April 2026 | - | Family Day |
| 7. | 27 April 2026 | - | Freedom Day |
| 8. | 1 May 2026 | - | Workers Day |
| 9. | 16 June 2026 | - | Youth Day |
| 10. | 10 August 2026 | - | National Women's Day |
| 11. | 24 September 2026 | - | Heritage Day |

For the period 1 November 2026 to 31 October 2027

- | | | | |
|-----|-------------------|---|-----------------------|
| 1. | 16 December 2026 | - | Day of Reconciliation |
| 2. | 25 December 2026 | - | Christmas Day |
| 3. | 1 January 2027 | - | New Year's Day |
| 4. | 22 March 2027 | - | Human Rights Day |
| 5. | 26 March 2027 | - | Good Friday |
| 6. | 29 March 2027 | - | Family Day |
| 7. | 27 April 2027 | - | Freedom Day |
| 9. | 16 June 2027 | - | Youth Day |
| 10. | 9 August 2027 | - | National Women's Day |
| 11. | 24 September 2027 | - | Heritage Day |

For the period 1 November 2027 to 31 October 2028

- | | | | |
|----|------------------|---|-----------------------|
| 1. | 16 December 2027 | - | Day of Reconciliation |
| 2. | 27 December 2027 | - | Day of Goodwill |

Handwritten signature and initials, possibly 'Bok' and 'SP', with a large 'X' mark and a stylized 'G' below.

3.	1 January 2028	-	New Year's Day
4.	21 March 2028	-	Human Rights Day
5.	7 April 2028	-	Good Friday
6.	10 April 2028	-	Family Day
7.	27 April 2028	-	Freedom Day
8.	1 May 2028	-	Workers Day
9.	16 June 2028	-	Youth Day
10.	9 August 2028	-	Women's Day
11.	25 September 2028	-	Public Holiday

(a) Employers **shall** pay their employees for each public holiday that fall in the work period, as defined by the Basic Conditions of Employment Act no. 75 of 1997, in that specific pay week.

(b) Employers can only claim the funds back from the Building Bargaining Council, if their employee's benefits are up to date and sufficient. **If an employer's benefits are not up to date, and not sufficient, the employer will be held responsible to pay their employees for each public holiday.** The Council will only deal with claims from employers.

(c) Employers **are obliged** to purchase a benefit for each employee on each public holiday, except on the following public holidays:

The block contains three handwritten marks. At the top right is a signature that appears to read 'Rash'. Below it, towards the center, are two sets of initials or signatures, one of which looks like 'AS'. At the bottom right is another signature that appears to be 'G'.

PERIOD	DATES
From the date of commencement of this Agreement to 31 October 2024	16 December 2023 25 December 2023 1 January 2024
For the period 1 November 2024 to 31 October 2025	16 December 2024 27 December 2024 1 January 2025
For the period 1 November 2025 to 31 October 2026	16 December 2025 26 December 2025 1 January 2026
For the period 1 November 2026 to 31 October 2027	16 December 2026 26 December 2026 1 January 2027
For the period 1 November 2027 to 31 October 2028	16 December 2027 26 December 2027 1 January 2028

These public holidays fall under the annual holiday fund.

- (4) **Contributions by the employer:** (a) An employer shall contribute an amount to the holiday fund for the public holidays on behalf of an eligible employee for each day that the employee remains in his/her employ (a contribution day), which amount shall be calculated as follows:





From the date of commencement of this Agreement to 31 October 2024

Category of employee	From the date of commencement of this Agreement.			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per	per	per	per
	day	day	day	day
	(i) clause 10 (1) (a) (1)	9,59	9,59	9,59
	(ii) clause 10 (1) (a) (2)	9,59	9,59	9,59
	(iii) clause 10 (1) (b) (1)	9,59	9,59	9,59
	(iv) clause 10 (1) (b) (2)	9,59	9,59	9,59
	(v) clause 10 (1) (c) (1)	9,59	9,59	9,59
	(vi) clause 10 (1) (c) (2)	9,59	9,59	9,59
	(vii) clause 10 (1) (d)	10,20	10,20	10,20
	(viii) clause 10 (1) (e)	11,12	11,12	11,12
	(ix) clause 10 (1) (f)	12,23	12,23	12,23
	(x) clause 10 (1) (g)	13,46	13,46	13,46
	(xi) clause 10 (1) (h)	14,80	14,80	14,80
	(xii) clause 10 (1) (i)	16,29	16,29	16,29

Handwritten signatures and initials, including a prominent signature at the top and several other marks below it.

(xiii) clause 10 (1) (j) (1)	17,91	17,91	17,91	17,91
(xiv) clause 10 (1) (j) (2)	19,71	19,71	19,71	19,71
(xv) clause 10 (1) (j) (3)	21,67	21,67	21,67	21,67
(xvi) clause 10 (1) (j) (4)	23,84	23,84	23,84	23,84
(xvii) clause 10 (1) (j) (5)	26,22	26,22	26,22	26,22
(xviii) clause 10 (1) (j) (6)	28,85	28,85	28,85	28,85
(xix) clause 10 (1) (j) (7)	31,73	31,73	31,73	31,73
(xx) clause 10 (1) (j) (8)	34,90	34,90	34,90	34,90
(xxi) clause 10 (1) (k)	9,59	9,59	9,59	9,59
(xxii) clause 10 (1) (l) (1)	11,12	11,12	11,12	11,12
(xxiii) clause 10 (1) (l) (2)	12,23	12,23	12,23	12,23
(xxiv) clause 10 (1) (l) (3)	13,46	13,46	13,46	13,46
(xxv) clause 10 (1) (l) (4)	16,29	16,29	16,29	16,29

For the period 1 November 2024 to 31 October 2025

Category of employee	1 November 2024 to 31 October 2025			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Employees for whom wages are prescribed in-	R per day	R per day	R per day	R per day

Handwritten signatures and initials, including a large stylized signature and several smaller initials, located in the bottom right corner of the page.

(i) clause 10 (1) (a) (1)	9,97	9,97	9,97	9,97
(ii) clause 10 (1) (a) (2)	9,97	9,97	9,97	9,97
(iii) clause 10 (1) (b) (1)	9,97	9,97	9,97	9,97
(iv) clause 10 (1) (b) (2)	9,97	9,97	9,97	9,97
(v) clause 10 (1) (c) (1)	9,97	9,97	9,97	9,97
(vi) clause 10 (1) (c) (2)	9,97	9,97	9,97	9,97
(vii) clause 10 (1) (d)	10,72	10,72	10,72	10,72
(viii) clause 10 (1) (e)	11,57	11,57	11,57	11,57
(ix) clause 10 (1) (f)	12,72	12,72	12,72	12,72
(x) clause 10 (1) (g)	13,99	13,99	13,99	13,99
(xi) clause 10 (1) (h)	15,39	15,39	15,39	15,39
(xii) clause 10 (1) (i)	16,94	16,94	16,94	16,94
(xiii) clause 10 (1) (j) (1)	18,63	18,63	18,63	18,63
(xiv) clause 10 (1) (j) (2)	20,49	20,49	20,49	20,49
(xv) clause 10 (1) (j) (3)	22,54	22,54	22,54	22,54
(xvi) clause 10 (1) (j) (4)	24,80	24,80	24,80	24,80
(xvii) clause 10 (1) (j) (5)	27,27	27,27	27,27	27,27
(xviii) clause 10 (1) (j) (6)	30,00	30,00	30,00	30,00
(xix) clause 10 (1) (j) (7)	33,00	33,00	33,00	33,00
(xx) clause 10 (1) (j) (8)	36,30	36,30	36,30	36,30
(xxi) clause 10 (1) (k)	9,97	9,97	9,97	9,97
(xxii) clause 10 (1) (l) (1)	11,57	11,57	11,57	11,57
(xxiii) clause 10 (1) (l) (2)	12,72	12,72	12,72	12,72
(xxiv) clause 10 (1) (l) (3)	13,99	13,99	13,99	13,99

Handwritten signatures and initials, including a large stylized signature and several smaller initials.

(xxv) clause 10 (1) (l) (4)	16,94	16,94	16,94	16,94
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For the period 1 November 2025 to 31 October 2026

Category of employee	1 November 2025 to 31 October 2026			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Employees for whom wages are prescribed in- (i) clause 10 (1) (a) (1) (ii) clause 10 (1) (a) (2) (iii) clause 10 (1) (b) (1) (iv) clause 10 (1) (b) (2) (v) clause 10 (1) (c) (1) (vi) clause 10 (1) (c) (2) (vii) clause 10 (1) (d) (viii) clause 10 (1) (e) (ix) clause 10 (1) (f) (x) clause 10 (1) (g) (xi) clause 10 (1) (h)	R	R	R	R
	per	per	per	per
	day	day	day	day
	10,37	10,37	10,37	10,37
	10,37	10,37	10,37	10,37
	10,37	10,37	10,37	10,37
	10,37	10,37	10,37	10,37
	10,37	10,37	10,37	10,37
	10,37	10,37	10,37	10,37
	11,25	11,25	11,25	11,25
	12,03	12,03	12,03	12,03
	13,23	13,23	13,23	13,23
	14,56	14,56	14,56	14,56
	16,01	16,01	16,01	16,01

(xii) clause 10 (1) (i)	17,61	17,61	17,61	17,61
(xiii) clause 10 (1) (j) (1)	19,38	19,38	19,38	19,38
(xiv) clause 10 (1) (j) (2)	21,31	21,31	21,31	21,31
(xv) clause 10 (1) (j) (3)	23,44	23,44	23,44	23,44
(xvi) clause 10 (1) (j) (4)	25,79	25,79	25,79	25,79
(xvii) clause 10 (1) (j) (5)	28,36	28,36	28,36	28,36
(xviii) clause 10 (1) (j) (6)	31,20	31,20	31,20	31,20
(xix) clause 10 (1) (j) (7)	34,32	34,32	34,32	34,32
(xx) clause 10 (1) (j) (8)	37,75	37,75	37,75	37,75
(xxi) clause 10 (1) (k)	10,37	10,37	10,37	10,37
(xxii) clause 10 (1) (l) (1)	12,03	12,03	12,03	12,03
(xxiii) clause 10 (1) (l) (2)	13,23	13,23	13,23	13,23
(xxiv) clause 10 (1) (l) (3)	14,56	14,56	14,56	14,56
(xxv) clause 10 (1) (l) (4)	17,61	17,61	17,61	17,61

For the period 1 November 2026 to 31 October 2027

Category of employee	1 November 2026 to 31 October 2027			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed	R per day	R per day	R per day	R per day

in-				
(i) clause 10 (1) (a) (1)	9,81	9,81	9,81	9,81
(ii) clause 10 (1) (a) (2)	9,81	9,81	9,81	9,81
(iii) clause 10 (1) (b) (1)	9,81	9,81	9,81	9,81
(iv) clause 10 (1) (b) (2)	9,81	9,81	9,81	9,81
(v) clause 10 (1) (c) (1)	9,81	9,81	9,81	9,81
(vi) clause 10 (1) (c) (2)	9,81	9,81	9,81	9,81
(vii) clause 10 (1) (d)	10,64	10,64	10,64	10,64
(viii) clause 10 (1) (e)	11,37	11,37	11,37	11,37
(ix) clause 10 (1) (f)	12,51	12,51	12,51	12,51
(x) clause 10 (1) (g)	13,76	13,76	13,76	13,76
(xi) clause 10 (1) (h)	15,14	15,14	15,14	15,14
(xii) clause 10 (1) (i)	16,66	16,66	16,66	16,66
(xiii) clause 10 (1) (j) (1)	18,32	18,32	18,32	18,32
(xiv) clause 10 (1) (j) (2)	20,15	20,15	20,15	20,15
(xv) clause 10 (1) (j) (3)	22,16	22,16	22,16	22,16
(xvi) clause 10 (1) (j) (4)	24,38	24,38	24,38	24,38
(xvii) clause 10 (1) (j) (5)	26,81	26,81	26,81	26,81
(xviii) clause 10 (1) (j) (6)	29,50	29,50	29,50	29,50
(xix) clause 10 (1) (j) (7)	32,45	32,45	32,45	32,45
(xx) clause 10 (1) (j) (8)	35,69	35,69	35,69	35,69
(xxi) clause 10 (1) (k)	9,80	9,80	9,80	9,80
(xxii) clause 10 (1) (l) (1)	11,37	11,37	11,37	11,37
(xxiii) clause 10 (1) (l) (2)	12,51	12,51	12,51	12,51

Handwritten signatures and initials, including the name 'Rahel' and a large stylized signature.

(xxiv) clause 10 (1) (l) (3)	13,76	13,76	13,76	13,76
(xxv) clause 10 (1) (l) (4)	16,66	16,66	16,66	16,66

For the period 1 November 2027 to 31 October 2028

Category of employee	1 November 2027 to 31 October 2028			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R per day	R per day	R per day	R per day
	(i) clause 10 (1) (a) (1)	10,20	10,20	10,20
	(ii) clause 10 (1) (a) (2)	10,20	10,20	10,20
	(iii) clause 10 (1) (b) (1)	10,20	10,20	10,20
	(iv) clause 10 (1) (b) (2)	10,20	10,20	10,20
	(v) clause 10 (1) (c) (1)	10,20	10,20	10,20
	(vi) clause 10 (1) (c) (2)	10,20	10,20	10,20
	(vii) clause 10 (1) (d)	11,06	11,06	11,06
	(viii) clause 10 (1) (e)	11,83	11,83	11,83

Handwritten signatures and initials, including the name 'Rosa' and several stylized marks.

(ix) clause 10 (1) (f)	13,01	13,01	13,01	13,01
(x) clause 10 (1) (g)	14,31	14,31	14,31	14,31
(xi) clause 10 (1) (h)	15,74	15,74	15,74	15,74
(xii) clause 10 (1) (i)	17,32	17,32	17,32	17,32
(xiii) clause 10 (1) (j) (1)	19,06	19,06	19,06	19,06
(xiv) clause 10 (1) (j) (2)	20,96	20,96	20,96	20,96
(xv) clause 10 (1) (j) (3)	23,05	23,05	23,05	23,05
(xvi) clause 10 (1) (j) (4)	25,36	25,36	25,36	25,36
(xvii) clause 10 (1) (j) (5)	27,89	27,89	27,89	27,89
(xviii) clause 10 (1) (j) (6)	30,68	30,68	30,68	30,68
(xix) clause 10 (1) (j) (7)	33,75	33,75	33,75	33,75
(xx) clause 10 (1) (j) (8)	37,12	37,12	37,12	37,12
(xxi) clause 10 (1) (k)	10,20	10,20	10,20	10,20
(xxii) clause 10 (1) (l) (1)	11,83	11,83	11,83	11,83
(xxiii) clause 10 (1) (l) (2)	13,01	13,01	13,01	13,01
(xxiv) clause 10 (1) (l) (3)	14,31	14,31	14,31	14,31
(xxv) clause 10 (1) (l) (4)	17,32	17,32	17,32	17,32

- (b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the specified fringe benefits indicating the amount of the contribution made."




6. CLAUSE 15: RETIREMENT FUNDS**6.1 Substitute the following for sub-clauses (4)(a) and (b):****"(4) Contributions by the employer:**

- (a) Every employer shall contribute an amount to the Retirement Fund on behalf of each eligible employee in respect of each contribution day that the employee remains in his/her employ, which shall be calculated as follows:

From the date of commencement of this Agreement to 31 October 2024

Category of employee	From the date of commencement of this Agreement to 31 October 2024			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R per day	R per day	R per day	R per day
(i) clause 10 (1) (a) (1)	17,62	17,62	17,62	17,62
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	17,62	17,62	17,62	17,62
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	17,62	17,62	17,62	17,62
(vi) clause 10 (1) (c) (2)				
(vii) clause 10 (1) (d)	18,75	18,75	18,75	18,75

(viii) clause 10 (1) (e)	20,44	20,44	20,44	20,44
(ix) clause 10 (1) (f)	22,47	22,47	22,47	22,47
(x) clause 10 (1) (g)	24,73	24,73	24,73	24,73
(xi) clause 10 (1) (h)	27,20	27,20	27,20	27,20
(xii) clause 10 (1) (i)	29,92	29,92	29,92	29,92
(xiii) clause 10 (1) (j) (1)	32,92	32,92	32,92	32,92
(xiv) clause 10 (1) (j) (2)	36,21	36,21	36,21	36,21
(xv) clause 10 (1) (j) (3)	39,82	39,82	39,82	39,82
(xvi) clause 10 (1) (j) (4)	43,81	43,81	43,81	43,81
(xvii) clause 10 (1) (j) (5)	48,19	48,19	48,19	48,19
(xviii) clause 10 (1) (j) (6)	53,01	53,01	53,01	53,01
(xix) clause 10 (1) (j) (7)	58,31	58,31	58,31	58,31
(xx) clause 10 (1) (j) (8)	64,13	64,13	64,13	64,13
(xxi) clause 10 (1) (k)	17,62	17,62	17,62	17,62
(xxii) clause 10 (1) (l) (1)	20,44	20,44	20,44	20,44
(xxiii) clause 10 (1) (l) (2)	22,47	22,47	22,47	22,47
(xxiv) clause 10 (1) (l) (3)	24,73	24,73	24,73	24,73
(xxv) clause 10 (1) (l) (4)	29,92	29,92	29,92	29,92

For the period 1 November 2024 to 31 October 2025

Category of employee	1 November 2024 to 31 October 2025			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'

Handwritten signatures and initials, including a large signature and several smaller initials, located in the bottom right corner of the page.

	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a) (1)	15,54	15,54	15,54	15,54
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	15,54	15,54	15,54	15,54
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	15,54	15,54	15,54	15,54
(vi) clause 10 (1) (c) (2)				
(vii) clause 10 (1) (d)	16,71	16,71	16,71	16,71
(viii) clause 10 (1) (e)	18,03	18,03	18,03	18,03
(ix) clause 10 (1) (f)	19,83	19,83	19,83	19,83
(x) clause 10 (1) (g)	21,82	21,82	21,82	21,82
(xi) clause 10 (1) (h)	24,00	24,00	24,00	24,00
(xii) clause 10 (1) (i)	26,41	26,41	26,41	26,41
(xiii) clause 10 (1) (j) (1)	29,05	29,05	29,05	29,05
(xiv) clause 10 (1) (j) (2)	31,95	31,95	31,95	31,95
(xv) clause 10 (1) (j) (3)	35,14	35,14	35,14	35,14
(xvi) clause 10 (1) (j) (4)	38,66	38,66	38,66	38,66
(xvii) clause 10 (1) (j) (5)	42,52	42,52	42,52	42,52
(xviii) clause 10 (1) (j) (6)	46,78	46,78	46,78	46,78
(xix) clause 10 (1) (j) (7)	51,45	51,45	51,45	51,45

Handwritten signatures and initials, including a large 'R' and 'S' and a stylized 'G'.

(xx) clause 10 (1) (j) (8)	56,59	56,59	56,59	56,59
(xxi) clause 10 (1) (k)	15,54	15,54	15,54	15,54
(xxii) clause 10 (1) (l) (1)	18,03	18,03	18,03	18,03
(xxiii) clause 10 (1) (l) (2)	19,83	19,83	19,83	19,83
(xxiv) clause 10 (1) (l) (3)	21,82	21,82	21,82	21,82
(xxv) clause 10 (1) (l) (4)	26,41	26,41	26,41	26,41

For the period 1 November 2025 to 31 October 2026

Category of employee	1 November 2025 to 31 October 2026			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per	per	per	per
	day	day	day	day
	(i) clause 10 (1) (a) (1)	16,17	16,17	16,17
	(ii) clause 10 (1) (a) (2)			
	(iii) clause 10 (1) (b) (1)	16,17	16,17	16,17
	(iv) clause 10 (1) (b) (2)			
(v) clause 10 (1) (c) (1)	16,17	16,17	16,17	16,17
	(vi) clause 10 (1) (c) (2)			

Handwritten signatures and initials, including a large 'X' and the name 'Ravi'.

(vii) clause 10 (1) (d)	17,54	17,54	17,54	17,54
(viii) clause 10 (1) (e)	18,76	18,76	18,76	18,76
(ix) clause 10 (1) (f)	20,63	20,63	20,63	20,63
(x) clause 10 (1) (g)	22,69	22,69	22,69	22,69
(xi) clause 10 (1) (h)	24,96	24,96	24,96	24,96
(xii) clause 10 (1) (i)	27,46	27,46	27,46	27,46
(xiii) clause 10 (1) (j) (1)	30,21	30,21	30,21	30,21
(xiv) clause 10 (1) (j) (2)	33,23	33,23	33,23	33,23
(xv) clause 10 (1) (j) (3)	36,54	36,54	36,54	36,54
(xvi) clause 10 (1) (j) (4)	40,21	40,21	40,21	40,21
(xvii) clause 10 (1) (j) (5)	44,22	44,22	44,22	44,22
(xviii) clause 10 (1) (j) (6)	48,65	48,65	48,65	48,65
(xix) clause 10 (1) (j) (7)	53,51	53,51	53,51	53,51
(xx) clause 10 (1) (j) (8)	58,85	58,85	58,85	58,85
(xxi) clause 10 (1) (k)	16,17	16,17	16,17	16,17
(xxii) clause 10 (1) (l) (1)	18,76	18,76	18,76	18,76
(xxiii) clause 10 (1) (l) (2)	20,63	20,63	20,63	20,63
(xxiv) clause 10 (1) (l) (3)	22,69	22,69	22,69	22,69
(xxv) clause 10 (1) (l) (4)	27,46	27,46	27,46	27,46

For the period 1 November 2026 to 31 October 2027

Handwritten signatures and initials, including a large signature and the name 'Rahk'.

Category of employee	1 November 2026 to 31 October 2027			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per	per	per	per
	day	day	day	day
(i) clause 10 (1) (a) (1)	16,82	16,82	16,82	16,82
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	16,82	16,82	16,82	16,82
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	16,82	16,82	16,82	16,82
(vi) clause 10 (1) (c) (2)				
(vii) clause 10 (1) (d)	18,24	18,24	18,24	18,24
(viii) clause 10 (1) (e)	19,51	19,51	19,51	19,51
(ix) clause 10 (1) (f)	21,45	21,45	21,45	21,45
(x) clause 10 (1) (g)	23,60	23,60	23,60	23,60
(xi) clause 10 (1) (h)	25,96	25,96	25,96	25,96
(xii) clause 10 (1) (i)	28,56	28,56	28,56	28,56
(xiii) clause 10 (1) (j) (1)	31,42	31,42	31,42	31,42
(xiv) clause 10 (1) (j) (2)	34,56	34,56	34,56	34,56
(xv) clause 10 (1) (j) (3)	38,01	38,01	38,01	38,01
(xvi) clause 10 (1) (j) (4)	41,82	41,82	41,82	41,82



(xvii) clause 10 (1) (j) (5)	45,99	45,99	45,99	45,99
(xviii) clause 10 (1) (j) (6)	50,59	50,59	50,59	50,59
(xix) clause 10 (1) (j) (7)	55,65	55,65	55,65	55,65
(xx) clause 10 (1) (j) (8)	61,21	61,21	61,21	61,21
(xxi) clause 10 (1) (k)	16,81	16,81	16,81	16,81
(xxii) clause 10 (1) (l) (1)	19,51	19,51	19,51	19,51
(xxiii) clause 10 (1) (l) (2)	21,45	21,45	21,45	21,45
(xxiv) clause 10 (1) (l) (3)	23,60	23,60	23,60	23,60
(xxv) clause 10 (1) (l) (4)	28,56	28,56	28,56	28,56

For the period 1 November 2027 to 31 October 2028

Category of employee	1 November 2027 to 31 October 2028			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per	per	per	per
	day	day	day	day
(i) clause 10 (1) (a) (1)	17,49	17,49	17,49	17,49
(ii) clause 10 (1) (a) (2)				

Handwritten signatures and initials, including a large stylized 'S' and 'R' and other scribbles.

(iii) clause 10 (1) (b) (1)	17,49	17,49	17,49	17,49
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	17,49	17,49	17,49	17,49
(vi) clause 10 (1) (c) (2)				
(vii) clause 10 (1) (d)	18,97	18,97	18,97	18,97
(viii) clause 10 (1) (e)	20,29	20,29	20,29	20,29
(ix) clause 10 (1) (f)	22,31	22,31	22,31	22,31
(x) clause 10 (1) (g)	24,54	24,54	24,54	24,54
(xi) clause 10 (1) (h)	27,00	27,00	27,00	27,00
(xii) clause 10 (1) (i)	29,71	29,71	29,71	29,71
(xiii) clause 10 (1) (j) (1)	32,68	32,68	32,68	32,68
(xiv) clause 10 (1) (j) (2)	35,94	35,94	35,94	35,94
(xv) clause 10 (1) (j) (3)	39,53	39,53	39,53	39,53
(xvi) clause 10 (1) (j) (4)	43,49	43,49	43,49	43,49
(xvii) clause 10 (1) (j) (5)	47,83	47,83	47,83	47,83
(xviii) clause 10 (1) (j) (6)	52,62	52,62	52,62	52,62
(xix) clause 10 (1) (j) (7)	57,88	57,88	57,88	57,88
(xx) clause 10 (1) (j) (8)	63,65	63,65	63,65	63,65
(xxi) clause 10 (1) (k)	17,49	17,49	17,49	17,49
(xxii) clause 10 (1) (l) (1)	20,29	20,29	20,29	20,29
(xxiii) clause 10 (1) (l) (2)	22,31	22,31	22,31	22,31
(xxiv) clause 10 (1) (l) (3)	24,54	24,54	24,54	24,54
(xxv) clause 10 (1) (l) (4)	29,71	29,71	29,71	29,71

- (b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the Council's fringe benefits indicating the amount of the contribution made."

6.2 Substitute the following for sub-clause (7):

"(7) Contributions by employees:

- (a) Every employer shall deduct a retirement fund contribution amount on behalf of each eligible employee in respect of each day that the employee remains in his / her employ, which shall be calculated as follows:

From the date of commencement of this Agreement to 31 October 2024

Category of employee	From the date of commencement of this Agreement			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per	per	per	per
	day	day	day	day
(i) clause 10 (1) (a) (1)	12,28	12,28	12,28	12,28
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	12,28	12,28	12,28	12,28

(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	12,28	12,28	12,28	12,28
(vi) clause 10 (1) (c) (2)				
(vii) clause 10 (1) (d)	13,07	13,07	13,07	13,07
(viii) clause 10 (1) (e)	14,25	14,25	14,25	14,25
(ix) clause 10 (1) (f)	15,66	15,66	15,66	15,66
(x) clause 10 (1) (g)	17,23	17,23	17,23	17,23
(xi) clause 10 (1) (h)	18,96	18,96	18,96	18,96
(xii) clause 10 (1) (i)	20,86	20,86	20,86	20,86
(xiii) clause 10 (1) (j) (1)	22,94	22,94	22,94	22,94
(xiv) clause 10 (1) (j) (2)	25,24	25,24	25,24	25,24
(xv) clause 10 (1) (j) (3)	27,75	27,75	27,75	27,75
(xvi) clause 10 (1) (j) (4)	30,54	30,54	30,54	30,54
(xvii) clause 10 (1) (j) (5)	33,59	33,59	33,59	33,59
(xviii) clause 10 (1) (j) (6)	36,95	36,95	36,95	36,95
(xix) clause 10 (1) (j) (7)	40,64	40,64	40,64	40,64
(xx) clause 10 (1) (j) (8)	44,70	44,70	44,70	44,70
(xxi) clause 10 (1) (k)	12,28	12,28	12,28	12,28
(xxii) clause 10 (1) (l) (1)	14,25	14,25	14,25	14,25
(xxiii) clause 10 (1) (l) (2)	15,66	15,66	15,66	15,66
(xxiv) clause 10 (1) (l) (3)	17,23	17,23	17,23	17,23
(xxv) clause 10 (1) (l) (4)	20,86	20,86	20,86	20,86



For the period 1 November 2024 to 31 October 2025

Category of employee	1 November 2024 to 31 October 2025			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed in-				
(12) clause 10 (1) (a) (1)	15,54	15,54	15,54	15,54
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	15,54	15,54	15,54	15,54
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) I (1)	15,54	15,54	15,54	15,54
(vi) clause 10 (1) I (2)				
(vii) clause 10 (1) (d)	16,71	16,71	16,71	16,71
(viii) clause 10 (1) I	18,03	18,03	18,03	18,03
(ix) clause 10 (1) (f)	19,83	19,83	19,83	19,83
(x) clause 10 (1) (g)	21,82	21,82	21,82	21,82
(xi) clause 10 (1) (h)	24,00	24,00	24,00	24,00
(xii) clause 10 (1) (i)	26,41	26,41	26,41	26,41
(xiii) clause 10 (1) (j) (1)	29,05	29,05	29,05	29,05

(xiv) clause 10 (1) (j) (2)	31,95	31,95	31,95	31,95
(xv) clause 10 (1) (j) (3)	35,14	35,14	35,14	35,14
(xvi) clause 10 (1) (j) (4)	38,66	38,66	38,66	38,66
(xvii) clause 10 (1) (j) (5)	42,52	42,52	42,52	42,52
(xviii) clause 10 (1) (j) (6)	46,78	46,78	46,78	46,78
(xix) clause 10 (1) (j) (7)	51,45	51,45	51,45	51,45
(xx) clause 10 (1) (j) (8)	56,59	56,59	56,59	56,59
(xxi) clause 10 (1) (k)	15,54	15,54	15,54	15,54
(xxii) clause 10 (1) (l) (1)	18,03	18,03	18,03	18,03
(xxiii) clause 10 (1) (l) (2)	19,83	19,83	19,83	19,83
(xxiv) clause 10 (1) (l) (3)	21,82	21,82	21,82	21,82
(xxv) clause 10 (1) (l) (4)	26,41	26,41	26,41	26,41

For the period 1 November 2025 to 31 October 2026

Category of employee	1 November 2025 to 31 October 2026			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R per day	R per day	R per day	R per day

(i) clause 10 (1) (a) (1)	16,17	16,17	16,17	16,17
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	16,17	16,17	16,17	16,17
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	16,17	16,17	16,17	16,17
(vi) clause 10 (1) (c) (2)				
(vii) clause 10 (1) (d)	17,54	17,54	17,54	17,54
(viii) clause 10 (1) (e)	18,76	18,76	18,76	18,76
(ix) clause 10 (1) (f)	20,63	20,63	20,63	20,63
(x) clause 10 (1) (g)	22,69	22,69	22,69	22,69
(xi) clause 10 (1) (h)	24,96	24,96	24,96	24,96
(xii) clause 10 (1) (i)	27,46	27,46	27,46	27,46
(xiii) clause 10 (1) (j) (1)	30,21	30,21	30,21	30,21
(xiv) clause 10 (1) (j) (2)	33,23	33,23	33,23	33,23
(xv) clause 10 (1) (j) (3)	36,54	36,54	36,54	36,54
(xvi) clause 10 (1) (j) (4)	40,21	40,21	40,21	40,21
(xvii) clause 10 (1) (j) (5)	44,22	44,22	44,22	44,22
(xviii) clause 10 (1) (j) (6)	48,65	48,65	48,65	48,65
(xix) clause 10 (1) (j) (7)	53,51	53,51	53,51	53,51
(xx) clause 10 (1) (j) (8)	58,85	58,85	58,85	58,85
(xxi) clause 10 (1) (k)	16,17	16,17	16,17	16,17
(xxii) clause 10 (1) (l) (1)	18,76	18,76	18,76	18,76
(xxiii) clause 10 (1) (l) (2)	20,63	20,63	20,63	20,63
(xxiv) clause 10 (1) (l) (3)	22,69	22,69	22,69	22,69

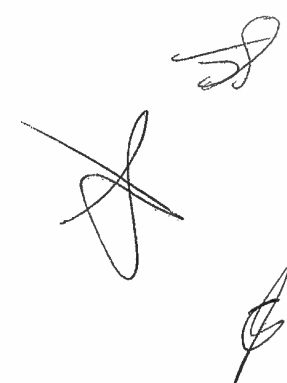
Handwritten signatures and initials, including a large 'X' and several cursive signatures.

(xxv) clause 10 (1) (l) (4)	27,46	27,46	27,46	27,46
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For the period 1 November 2026 to 31 October 2027

Category of employee	1 November 2026 to 31 October 2027			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R per day	R per day	R per day	R per day
(i) clause 10 (1) (a) (1)	16,82	16,82	16,82	16,82
(ii) clause 10 (1) (a) (2)				
(iii) clause 10 (1) (b) (1)	16,82	16,82	16,82	16,82
(iv) clause 10 (1) (b) (2)				
(v) clause 10 (1) (c) (1)	16,82	16,82	16,82	16,82
(vi) clause 10 (1) (c) (2)				
(vii) clause 10 (1) (d)	18,24	18,24	18,24	18,24
(viii) clause 10 (1) (e)	19,51	19,51	19,51	19,51
(ix) clause 10 (1) (f)	21,45	21,45	21,45	21,45
(x) clause 10 (1) (g)	23,60	23,60	23,60	23,60

(xi) clause 10 (1) (h)	25,96	25,96	25,96	25,96
(xii) clause 10 (1) (i)	28,56	28,56	28,56	28,56
(xiii) clause 10 (1) (j) (1)	31,42	31,42	31,42	31,42
(xiv) clause 10 (1) (j) (2)	34,56	34,56	34,56	34,56
(xv) clause 10 (1) (j) (3)	38,01	38,01	38,01	38,01
(xvi) clause 10 (1) (j) (4)	41,82	41,82	41,82	41,82
(xvii) clause 10 (1) (j) (5)	45,99	45,99	45,99	45,99
(xviii) clause 10 (1) (j) (6)	50,59	50,59	50,59	50,59
(xix) clause 10 (1) (j) (7)	55,65	55,65	55,65	55,65
(xx) clause 10 (1) (j) (8)	61,21	61,21	61,21	61,21
(xxi) clause 10 (1) (k)	16,81	16,81	16,81	16,81
(xxii) clause 10 (1) (l) (1)	19,51	19,51	19,51	19,51
(xxiii) clause 10 (1) (l) (2)	21,45	21,45	21,45	21,45
(xxiv) clause 10 (1) (l) (3)	23,60	23,60	23,60	23,60
(xxv) clause 10 (1) (l) (4)	28,56	28,56	28,56	28,56

For the period 1 November 2027 to 31 October 2028

Category of employee	1 November 2027 to 31 October 2028			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Employees for whom wages are prescribed in- (i) clause 10 (1) (a) (1) (ii) clause 10 (1) (a) (2) (iii) clause 10 (1) (b) (1) (iv) clause 10 (1) (b) (2) (v) clause 10 (1) (c) (1) (vi) clause 10 (1) (c) (2) (vii) clause 10 (1) (d) (viii) clause 10 (1) (e) (ix) clause 10 (1) (f) (x) clause 10 (1) (g)	R	R	R	R
	per	per	per	per
	day	day	day	day
	17,49	17,49	17,49	17,49
	17,49	17,49	17,49	17,49
	17,49	17,49	17,49	17,49
	18,97	18,97	18,97	18,97
	20,29	20,29	20,29	20,29
	22,31	22,31	22,31	22,31
	24,54	24,54	24,54	24,54

Handwritten signatures and initials, including a large 'X' and a signature that appears to be 'R. K. M.'.

(xi) clause 10 (1) (h)	27,00	27,00	27,00	27,00
(xii) clause 10 (1) (i)	29,71	29,71	29,71	29,71
(xiii) clause 10 (1) (j) (1)	32,68	32,68	32,68	32,68
(xiv) clause 10 (1) (j) (2)	35,94	35,94	35,94	35,94
(xv) clause 10 (1) (j) (3)	39,53	39,53	39,53	39,53
(xvi) clause 10 (1) (j) (4)	43,49	43,49	43,49	43,49
(xvii) clause 10 (1) (j) (5)	47,83	47,83	47,83	47,83
(xviii) clause 10 (1) (j) (6)	52,62	52,62	52,62	52,62
(xix) clause 10 (1) (j) (7)	57,88	57,88	57,88	57,88
(xx) clause 10 (1) (j) (8)	63,65	63,65	63,65	63,65
(xxi) clause 10 (1) (k)	17,49	17,49	17,49	17,49
(xxii) clause 10 (1) (l) (1)	20,29	20,29	20,29	20,29
(xxiii) clause 10 (1) (l) (2)	22,31	22,31	22,31	22,31
(xxiv) clause 10 (1) (l) (3)	24,54	24,54	24,54	24,54
(xxv) clause 10 (1) (l) (4)	29,71	29,71	29,71	29,71"

7. CLAUSE 16: SICK LEAVE AND FAMILY RESPONSIBILITY LEAVE

BENEFIT FUND FOR THE BUILDING INDUSTRY

7.1 Substitute the following for sub-clauses (3)(a) and (b):

"(3) **Contributions by the employer:**

- (a) Every employer shall contribute an amount to the Fund on behalf of each eligible employee in respect of each contribution day for which the employee remains in his/her employ, which amount shall be calculated as follows:

From the date of commencement to this Agreement to 31 October 2024

Category of employee	From the date of commencement of this Agreement			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per	per	per	per
	day	day	day	day
(i) clause 10 (1) (a) (1)	3,20	3,20	3,20	3,20
(ii) clause 10 (1) (a) (2)	3,20	3,20	3,20	3,20
(iii) clause 10 (1) (b) (1)	3,20	3,20	3,20	3,20
(iv) clause 10 (1) (b) (2)	3,20	3,20	3,20	3,20
(v) clause 10 (1) (c) (1)	3,20	3,20	3,20	3,20
(vi) clause 10 (1) (c) (2)	3,20	3,20	3,20	3,20
(vii) clause 10 (1) (d)	3,41	3,41	3,41	3,41
(viii) clause 10 (1) (e)	3,72	3,72	3,72	3,72
(ix) clause 10 (1) (f)	4,09	4,09	4,09	4,09
(x) clause 10 (1) (g)	4,50	4,50	4,50	4,50



(xi) clause 10 (1) (h)	4,95	4,95	4,95	4,95
(xii) clause 10 (1) (i)	5,44	5,44	5,44	5,44
(xiii) clause 10 (1) (j) (1)	5,98	5,98	5,98	5,98
(xiv) clause 10 (1) (j) (2)	6,58	6,58	6,58	6,58
(xv) clause 10 (1) (j) (3)	7,24	7,24	7,24	7,24
(xvi) clause 10 (1) (j) (4)	7,97	7,97	7,97	7,97
(xvii) clause 10 (1) (j) (5)	8,76	8,76	8,76	8,76
(xviii) clause 10 (1) (j) (6)	9,64	9,64	9,64	9,64
(xix) clause 10 (1) (j) (7)	10,60	10,60	10,60	10,60
(xx) clause 10 (1) (j) (8)	11,66	11,66	11,66	11,66
(xxi) clause 10 (1) (k)	3,20	3,20	3,20	3,20
(xxii) clause 10 (1) (l) (1)	3,72	3,72	3,72	3,72
(xxiii) clause 10 (1) (l) (2)	4,09	4,09	4,09	4,09
(xxiv) clause 10 (1) (l) (3)	4,50	4,50	4,50	4,50
(xxv) clause 10 (1) (l) (4)	5,44	5,44	5,44	5,44

For the period 1 November 2024 to 31 October 2025

Category of employee	1 November 2024 to 31 October 2025			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	per	per	per	per
	day	day	day	day

Employees for whom wages are prescribed				
in-				
(i) clause 10 (1) (a) (1)	3,33	3,33	3,33	3,33
(ii) clause 10 (1) (a) (2)	3,33	3,33	3,33	3,33
(iii) clause 10 (1) (b) (1)	3,33	3,33	3,33	3,33
(iv) clause 10 (1) (b) (2)	3,33	3,33	3,33	3,33
(v) clause 10 (1) (c) (1)	3,33	3,33	3,33	3,33
(vi) clause 10 (1) (c) (2)	3,33	3,33	3,33	3,33
(vii) clause 10 (1) (d)	3,58	3,58	3,58	3,58
(viii) clause 10 (1) (e)	3,86	3,86	3,86	3,86
(ix) clause 10 (1) (f)	4,25	4,25	4,25	4,25
(x) clause 10 (1) (g)	4,68	4,68	4,68	4,68
(xi) clause 10 (1) (h)	5,14	5,14	5,14	5,14
(xii) clause 10 (1) (i)	5,66	5,66	5,66	5,66
(xiii) clause 10 (1) (j) (1)	6,22	6,22	6,22	6,22
(xiv) clause 10 (1) (j) (2)	6,85	6,85	6,85	6,85
(xv) clause 10 (1) (j) (3)	7,53	7,53	7,53	7,53
(xvi) clause 10 (1) (j) (4)	8,28	8,28	8,28	8,28
(xvii) clause 10 (1) (j) (5)	9,11	9,11	9,11	9,11
(xviii) clause 10 (1) (j) (6)	10,02	10,02	10,02	10,02
(xix) clause 10 (1) (j) (7)	11,03	11,03	11,03	11,03
(xx) clause 10 (1) (j) (8)	12,13	12,13	12,13	12,13
(xxi) clause 10 (1) (k)	3,33	3,33	3,33	3,33
(xxii) clause 10 (1) (l) (1)	3,86	3,86	3,86	3,86

(xxiii) clause 10 (1) (l) (2)	4,25	4,25	4,25	4,25
(xxiv) clause 10 (1) (l) (3)	4,68	4,68	4,68	4,68
(xxv) clause 10 (1) (l) (4)	5,66	5,66	5,66	5,66

For the period 1 November 2025 to 31 October 2026

Category of employee	1 November 2025 to 31 October 2026			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per	per	per	per
	day	day	day	day
(i) clause 10 (1) (a) (1)	3,46	3,46	3,46	3,46
(ii) clause 10 (1) (a) (2)	3,46	3,46	3,46	3,46
(iii) clause 10 (1) (b) (1)	3,46	3,46	3,46	3,46
(iv) clause 10 (1) (b) (2)	3,46	3,46	3,46	3,46
(v) clause 10 (1) (c) (1)	3,46	3,46	3,46	3,46
(vi) clause 10 (1) (c) (2)	3,46	3,46	3,46	3,46
(vii) clause 10 (1) (d)	3,76	3,76	3,76	3,76
(viii) clause 10 (1) (e)	4,02	4,02	4,02	4,02
(ix) clause 10 (1) (f)	4,42	4,42	4,42	4,42

(x) clause 10 (1) (g)	4,86	4,86	4,86	4,86
(xi) clause 10 (1) (h)	5,35	5,35	5,35	5,35
(xii) clause 10 (1) (i)	5,89	5,89	5,89	5,89
(xiii) clause 10 (1) (j) (1)	6,47	6,47	6,47	6,47
(xiv) clause 10 (1) (j) (2)	7,12	7,12	7,12	7,12
(xv) clause 10 (1) (j) (3)	7,83	7,83	7,83	7,83
(xvi) clause 10 (1) (j) (4)	8,62	8,62	8,62	8,62
(xvii) clause 10 (1) (j) (5)	9,48	9,48	9,48	9,48
(xviii) clause 10 (1) (j) (6)	10,42	10,42	10,42	10,42
(xix) clause 10 (1) (j) (7)	11,47	11,47	11,47	11,47
(xx) clause 10 (1) (j) (8)	12,61	12,61	12,61	12,61
(xxi) clause 10 (1) (k)	3,46	3,46	3,46	3,46
(xxii) clause 10 (1) (l) (1)	4,02	4,02	4,02	4,02
(xxiii) clause 10 (1) (l) (2)	4,42	4,42	4,42	4,42
(xxiv) clause 10 (1) (l) (3)	4,86	4,86	4,86	4,86
(xxv) clause 10 (1) (l) (4)	5,89	5,89	5,89	5,89

For the period 1 November 2026 to 31 October 2027

Category of employee	1 November 2026 to 31 October 2027			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
	R	R	R	R
	per	per	per	per

Employees for whom wages are prescribed in-	day	day	day	day
(i) clause 10 (1) (a) (1)	3,60	3,60	3,60	3,60
(ii) clause 10 (1) (a) (2)	3,60	3,60	3,60	3,60
(iii) clause 10 (1) (b) (1)	3,60	3,60	3,60	3,60
(iv) clause 10 (1) (b) (2)	3,60	3,60	3,60	3,60
(v) clause 10 (1) (c) (1)	3,60	3,60	3,60	3,60
(vi) clause 10 (1) (c) (2)	3,60	3,60	3,60	3,60
(vii) clause 10 (1) (d)	3,91	3,91	3,91	3,91
(viii) clause 10 (1) (e)	4,18	4,18	4,18	4,18
(ix) clause 10 (1) (f)	4,60	4,60	4,60	4,60
(x) clause 10 (1) (g)	5,06	5,06	5,06	5,06
(xi) clause 10 (1) (h)	5,56	5,56	5,56	5,56
(xii) clause 10 (1) (i)	6,12	6,12	6,12	6,12
(xiii) clause 10 (1) (j) (1)	6,73	6,73	6,73	6,73
(xiv) clause 10 (1) (j) (2)	7,41	7,41	7,41	7,41
(xv) clause 10 (1) (j) (3)	8,14	8,14	8,14	8,14
(xvi) clause 10 (1) (j) (4)	8,96	8,96	8,96	8,96
(xvii) clause 10 (1) (j) (5)	9,85	9,85	9,85	9,85
(xviii) clause 10 (1) (j) (6)	10,84	10,84	10,84	10,84
(xix) clause 10 (1) (j) (7)	11,93	11,93	11,93	11,93
(xx) clause 10 (1) (j) (8)	13,12	13,12	13,12	13,12
(xxi) clause 10 (1) (k)	3,60	3,60	3,60	3,60

(xxii) clause 10 (1) (l) (1)	4,18	4,18	4,18	4,18
(xxiii) clause 10 (1) (l) (2)	4,60	4,60	4,60	4,60
(xxiv) clause 10 (1) (l) (3)	5,06	5,06	5,06	5,06
(xxv) clause 10 (1) (l) (4)	6,12	6,12	6,12	6,12

For the period 1 November 2027 to 31 October 2028

Category of employee	1 November 2027 to 31 October 2028			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per	per	per	per
	day	day	day	day
(i) clause 10 (1) (a) (1)	3,75	3,75	3,75	3,75
(ii) clause 10 (1) (a) (2)	3,75	3,75	3,75	3,75
(iii) clause 10 (1) (b) (1)	3,75	3,75	3,75	3,75
(iv) clause 10 (1) (b) (2)	3,75	3,75	3,75	3,75
(v) clause 10 (1) (c) (1)	3,75	3,75	3,75	3,75
(vi) clause 10 (1) (c) (2)	3,75	3,75	3,75	3,75
(vii) clause 10 (1) (d)	4,06	4,06	4,06	4,06
(viii) clause 10 (1) (e)	4,35	4,35	4,35	4,35

Handwritten signatures and initials, including a large 'R' and 'S' and a signature that appears to be 'Rally'.

(ix) clause 10 (1) (f)	4,78	4,78	4,78	4,78
(x) clause 10 (1) (g)	5,26	5,26	5,26	5,26
(xi) clause 10 (1) (h)	5,79	5,79	5,79	5,79
(xii) clause 10 (1) (i)	6,37	6,37	6,37	6,37
(xiii) clause 10 (1) (j) (1)	7,00	7,00	7,00	7,00
(xiv) clause 10 (1) (j) (2)	7,70	7,70	7,70	7,70
(xv) clause 10 (1) (j) (3)	8,47	8,47	8,47	8,47
(xvi) clause 10 (1) (j) (4)	9,32	9,32	9,32	9,32
(xvii) clause 10 (1) (j) (5)	10,25	10,25	10,25	10,25
(xviii) clause 10 (1) (j) (6)	11,27	11,27	11,27	11,27
(xix) clause 10 (1) (j) (7)	12,40	12,40	12,40	12,40
(xx) clause 10 (1) (j) (8)	13,64	13,64	13,64	13,64
(xxi) clause 10 (1) (k)	3,75	3,75	3,75	3,75
(xxii) clause 10 (1) (l) (1)	4,35	4,35	4,35	4,35
(xxiii) clause 10 (1) (l) (2)	4,78	4,78	4,78	4,78
(xxiv) clause 10 (1) (l) (3)	5,26	5,26	5,26	5,26
(xxv) clause 10 (1) (l) (4)	6,37	6,37	6,37	6,37

(b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day."

8. CLAUSE 19: EXPENSES OF THE COUNCIL

8.1 Substitute the following for sub-clauses (1)(a) and (b):

Handwritten signatures and initials, including a large signature that appears to be 'Rohet' and several other initials.

"(1) Contributions by the employer:

- (a) Every employer shall contribute an amount to the Council in respect of each eligible employee for each contribution day that the employee remains in his/her employ, which amount shall be calculated as follows:

From the date of commencement of this Agreement to 31 October 2024

Category of employee	From the date of commencement of this Agreement to 31 October 2024.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R per day	R per day	R per day	R per day
(i) clause 10 (1) (a) (1)	5,48	5,48	5,48	5,48
(ii) clause 10 (1) (a) (2)	5,48	5,48	5,48	5,48
(iii) clause 10 (1) (b) (1)	5,48	5,48	5,48	5,48
(iv) clause 10 (1) (b) (2)	5,48	5,48	5,48	5,48
(v) clause 10 (1) (c) (1)	5,48	5,48	5,48	5,48
(vi) clause 10 (1) (c) (2)	5,48	5,48	5,48	5,48
(vii) clause 10 (1) (d)	5,83	5,83	5,83	5,83
(viii) clause 10 (1) (e)	6,35	6,35	6,35	6,35
(ix) clause 10 (1) (f)	6,99	6,99	6,99	6,99

(x) clause 10 (1) (g)	7,69	7,69	7,69	7,69
(xi) clause 10 (1) (h)	8,46	8,46	8,46	8,46
(xii) clause 10 (1) (i)	9,30	9,30	9,30	9,30
(xiii) clause 10 (1) (j) (1)	10,23	10,23	10,23	10,23
(xiv) clause 10 (1) (j) (2)	11,26	11,26	11,26	11,26
(xv) clause 10 (1) (j) (3)	12,38	12,38	12,38	12,38
(xvi) clause 10 (1) (j) (4)	13,62	13,62	13,62	13,62
(xvii) clause 10 (1) (j) (5)	14,98	14,98	14,98	14,98
(xviii) clause 10 (1) (j) (6)	16,48	16,48	16,48	16,48
(xix) clause 10 (1) (j) (7)	18,13	18,13	18,13	18,13
(xx) clause 10 (1) (j) (8)	19,94	19,94	19,94	19,94
(xxi) clause 10 (1) (k)	5,48	5,48	5,48	5,48
(xxii) clause 10 (1) (l) (1)	6,35	6,35	6,35	6,35
(xxiii) clause 10 (1) (l) (2)	6,99	6,99	6,99	6,99
(xxiv) clause 10 (1) (l) (3)	7,69	7,69	7,69	7,69
(xxv) clause 10 (1) (l) (4)	9,30	9,30	9,30	9,30

For the period 1 November 2024 to 31 October 2025

Category of employee	1 November 2024 to 31 October 2025			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
	R	R	R	R
	per	per	per	per



Employees for whom wages are prescribed in-	day	day	day	day
(i) clause 10 (1) (a) (1)	5,70	5,70	5,70	5,70
(ii) clause 10 (1) (a) (2)	5,70	5,70	5,70	5,70
(iii) clause 10 (1) (b) (1)	5,70	5,70	5,70	5,70
(iv) clause 10 (1) (b) (2)	5,70	5,70	5,70	5,70
(v) clause 10 (1) (c) (1)	5,70	5,70	5,70	5,70
(vi) clause 10 (1) (c) (2)	5,70	5,70	5,70	5,70
(vii) clause 10 (1) (d)	6,12	6,12	6,12	6,12
(viii) clause 10 (1) (e)	6,61	6,61	6,61	6,61
(ix) clause 10 (1) (f)	7,27	7,27	7,27	7,27
(x) clause 10 (1) (g)	8,00	8,00	8,00	8,00
(xi) clause 10 (1) (h)	8,80	8,80	8,80	8,80
(xii) clause 10 (1) (i)	9,68	9,68	9,68	9,68
(xiii) clause 10 (1) (j) (1)	10,64	10,64	10,64	10,64
(xiv) clause 10 (1) (j) (2)	11,71	11,71	11,71	11,71
(xv) clause 10 (1) (j) (3)	12,88	12,88	12,88	12,88
(xvi) clause 10 (1) (j) (4)	14,17	14,17	14,17	14,17
(xvii) clause 10 (1) (j) (5)	15,58	15,58	15,58	15,58
(xviii) clause 10 (1) (j) (6)	17,14	17,14	17,14	17,14
(xix) clause 10 (1) (j) (7)	18,85	18,85	18,85	18,85
(xx) clause 10 (1) (j) (8)	20,74	20,74	20,74	20,74
(xxi) clause 10 (1) (k)	5,70	5,70	5,70	5,70

Handwritten signatures and initials, including a large 'R' and several other stylized marks.

(xxii) clause 10 (1) (l) (1)	6,61	6,61	6,61	6,61
(xxiii) clause 10 (1) (l) (2)	7,27	7,27	7,27	7,27
(xxiv) clause 10 (1) (l) (3)	8,00	8,00	8,00	8,00
(xxv) clause 10 (1) (l) (4)	9,68	9,68	9,68	9,68

For the period 1 November 2025 to 31 October 2026

Category of employee	1 November 2025 to 31 October 2026			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per	per	per	per
	day	day	day	day
(i) clause 10 (1) (a) (1)	5,92	5,92	5,92	5,92
(ii) clause 10 (1) (a) (2)	5,92	5,92	5,92	5,92
(iii) clause 10 (1) (b) (1)	5,92	5,92	5,92	5,92
(iv) clause 10 (1) (b) (2)	5,92	5,92	5,92	5,92
(v) clause 10 (1) (c) (1)	5,92	5,92	5,92	5,92
(vi) clause 10 (1) (c) (2)	5,92	5,92	5,92	5,92
(vii) clause 10 (1) (d)	6,43	6,43	6,43	6,43

(viii) clause 10 (1) (e)	6,87	6,87	6,87	6,87
(ix) clause 10 (1) (f)	7,56	7,56	7,56	7,56
(x) clause 10 (1) (g)	8,32	8,32	8,32	8,32
(xi) clause 10 (1) (h)	9,15	9,15	9,15	9,15
(xii) clause 10 (1) (i)	10,06	10,06	10,06	10,06
(xiii) clause 10 (1) (j) (1)	11,07	11,07	11,07	11,07
(xiv) clause 10 (1) (j) (2)	12,18	12,18	12,18	12,18
(xv) clause 10 (1) (j) (3)	13,39	13,39	13,39	13,39
(xvi) clause 10 (1) (j) (4)	14,73	14,73	14,73	14,73
(xvii) clause 10 (1) (j) (5)	16,20	16,20	16,20	16,20
(xviii) clause 10 (1) (j) (6)	17,83	17,83	17,83	17,83
(xix) clause 10 (1) (j) (7)	19,61	19,61	19,61	19,61
(xx) clause 10 (1) (j) (8)	21,57	21,57	21,57	21,57
(xxi) clause 10 (1) (k)	5,92	5,92	5,92	5,92
(xxii) clause 10 (1) (l) (1)	6,87	6,87	6,87	6,87
(xxiii) clause 10 (1) (l) (2)	7,56	7,56	7,56	7,56
(xxiv) clause 10 (1) (l) (3)	8,32	8,32	8,32	8,32
(xxv) clause 10 (1) (l) (4)	10,06	10,06	10,06	10,06

For the period 1 November 2026 to 31 October 2027

Category of employee	1 November 2026 to 31 October 2027			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R



	per day	per day	per day	per day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a) (1)	6,16	6,16	6,16	6,16
(ii) clause 10 (1) (a) (2)	6,16	6,16	6,16	6,16
(iii) clause 10 (1) (b) (1)	6,16	6,16	6,16	6,16
(iv) clause 10 (1) (b) (2)	6,16	6,16	6,16	6,16
(v) clause 10 (1) (c) (1)	6,16	6,16	6,16	6,16
(vi) clause 10 (1) (c) (2)	6,16	6,16	6,16	6,16
(vii) clause 10 (1) (d)	6,68	6,68	6,68	6,68
(viii) clause 10 (1) (e)	7,15	7,15	7,15	7,15
(ix) clause 10 (1) (f)	7,86	7,86	7,86	7,86
(x) clause 10 (1) (g)	8,65	8,65	8,65	8,65
(xi) clause 10 (1) (h)	9,51	9,51	9,51	9,51
(xii) clause 10 (1) (i)	10,47	10,47	10,47	10,47
(xiii) clause 10 (1) (j) (1)	11,51	11,51	11,51	11,51
(xiv) clause 10 (1) (j) (2)	12,66	12,66	12,66	12,66
(xv) clause 10 (1) (j) (3)	13,93	13,93	13,93	13,93
(xvi) clause 10 (1) (j) (4)	15,32	15,32	15,32	15,32
(xvii) clause 10 (1) (j) (5)	16,85	16,85	16,85	16,85
(xviii) clause 10 (1) (j) (6)	18,54	18,54	18,54	18,54
(xix) clause 10 (1) (j) (7)	20,39	20,39	20,39	20,39
(xx) clause 10 (1) (j) (8)	22,43	22,43	22,43	22,43

(xxi) clause 10 (1) (k)	6,16	6,16	6,16	6,16
(xxii) clause 10 (1) (l) (1)	7,15	7,15	7,15	7,15
(xxiii) clause 10 (1) (l) (2)	7,86	7,86	7,86	7,86
(xxiv) clause 10 (1) (l) (3)	8,65	8,65	8,65	8,65
(xxv) clause 10 (1) (l) (4)	10,47	10,47	10,47	10,47

For the period 1 November 2027 to 31 October 2028

Category of employee	1 November 2027 to 31 October 2028			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a) (1)	6,41	6,41	6,41	6,41
(ii) clause 10 (1) (a) (2)	6,41	6,41	6,41	6,41
(iii) clause 10 (1) (b) (1)	6,41	6,41	6,41	6,41
(iv) clause 10 (1) (b) (2)	6,41	6,41	6,41	6,41
(v) clause 10 (1) (c) (1)	6,41	6,41	6,41	6,41
(vi) clause 10 (1) (c) (2)	6,41	6,41	6,41	6,41
(vii) clause 10 (1) (d)	6,95	6,95	6,95	6,95

(viii) clause 10 (1) (e)	7,43	7,43	7,43	7,43
(ix) clause 10 (1) (f)	8,17	8,17	8,17	8,17
(x) clause 10 (1) (g)	8,99	8,99	8,99	8,99
(xi) clause 10 (1) (h)	9,89	9,89	9,89	9,89
(xii) clause 10 (1) (i)	10,89	10,89	10,89	10,89
(xiii) clause 10 (1) (j) (1)	11,97	11,97	11,97	11,97
(xiv) clause 10 (1) (j) (2)	13,17	13,17	13,17	13,17
(xv) clause 10 (1) (j) (3)	14,48	14,48	14,48	14,48
(xvi) clause 10 (1) (j) (4)	15,94	15,94	15,94	15,94
(xvii) clause 10 (1) (j) (5)	17,53	17,53	17,53	17,53
(xviii) clause 10 (1) (j) (6)	19,28	19,28	19,28	19,28
(xix) clause 10 (1) (j) (7)	21,21	21,21	21,21	21,21
(xx) clause 10 (1) (j) (8)	23,32	23,32	23,32	23,32
(xxi) clause 10 (1) (k)	6,41	6,41	6,41	6,41
(xxii) clause 10 (1) (l) (1)	7,43	7,43	7,43	7,43
(xxiii) clause 10 (1) (l) (2)	8,17	8,17	8,17	8,17
(xxiv) clause 10 (1) (l) (3)	8,99	8,99	8,99	8,99
(xxv) clause 10 (1) (l) (4)	10,89	10,89	10,89	10,89

(b) Every employer shall pay the specified amount to the Council on the employee's normal pay day."

8.2 Substitute the following for sub-clauses (2)(a) and (b):

"(2) **Special levy by the employee:**

- (a) Every employer may on each pay day deduct from the wages due every day to each eligible employee the amount that is specified below:

From the date of commencement of this Agreement to 31 October 2024

Category of employee	From the date of commencement of this Agreement to 31 October 2024.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R per day	R per day	R per day	R per day
(i) clause 10 (1) (a) (1)	5,48	5,48	5,48	5,48
(ii) clause 10 (1) (a) (2)	5,48	5,48	5,48	5,48
(iii) clause 10 (1) (b) (1)	5,48	5,48	5,48	5,48
(iv) clause 10 (1) (b) (2)	5,48	5,48	5,48	5,48
(v) clause 10 (1) (c) (1)	5,48	5,48	5,48	5,48
(vi) clause 10 (1) (c) (2)	5,48	5,48	5,48	5,48
(vii) clause 10 (1) (d)	5,83	5,83	5,83	5,83
(viii) clause 10 (1) (e)	6,35	6,35	6,35	6,35

(ix) clause 10 (1) (f)	6,99	6,99	6,99	6,99
(x) clause 10 (1) (g)	7,69	7,69	7,69	7,69
(xi) clause 10 (1) (h)	8,46	8,46	8,46	8,46
(xii) clause 10 (1) (i)	9,30	9,30	9,30	9,30
(xiii) clause 10 (1) (j) (1)	10,23	10,23	10,23	10,23
(xiv) clause 10 (1) (j) (2)	11,26	11,26	11,26	11,26
(xv) clause 10 (1) (j) (3)	12,38	12,38	12,38	12,38
(xvi) clause 10 (1) (j) (4)	13,62	13,62	13,62	13,62
(xvii) clause 10 (1) (j) (5)	14,98	14,98	14,98	14,98
(xviii) clause 10 (1) (j) (6)	16,48	16,48	16,48	16,48
(xix) clause 10 (1) (j) (7)	18,13	18,13	18,13	18,13
(xx) clause 10 (1) (j) (8)	19,94	19,94	19,94	19,94
(xxi) clause 10 (1) (k)	5,48	5,48	5,48	5,48
(xxii) clause 10 (1) (l) (1)	6,35	6,35	6,35	6,35
(xxiii) clause 10 (1) (l) (2)	6,99	6,99	6,99	6,99
(xxiv) clause 10 (1) (l) (3)	7,69	7,69	7,69	7,69
(xxv) clause 10 (1) (l) (4)	9,30	9,30	9,30	9,30

For the period 1 November 2024 to 31 October 2025

Category of employee	1 November 2024 to 31 October 2025.			
	Area	Area	Area	Area

	'A'	'B'	'C'	'D'
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a) (1)	5,70	5,70	5,70	5,70
(ii) clause 10 (1) (a) (2)	5,70	5,70	5,70	5,70
(iii) clause 10 (1) (b) (1)	5,70	5,70	5,70	5,70
(iv) clause 10 (1) (b) (2)	5,70	5,70	5,70	5,70
(v) clause 10 (1) (c) (1)	5,70	5,70	5,70	5,70
(vi) clause 10 (1) (c) (2)	5,70	5,70	5,70	5,70
(vii) clause 10 (1) (d)	6,12	6,12	6,12	6,12
(viii) clause 10 (1) (e)	6,61	6,61	6,61	6,61
(ix) clause 10 (1) (f)	7,27	7,27	7,27	7,27
(x) clause 10 (1) (g)	8,00	8,00	8,00	8,00
(xi) clause 10 (1) (h)	8,80	8,80	8,80	8,80
(xii) clause 10 (1) (i)	9,68	9,68	9,68	9,68
(xiii) clause 10 (1) (j) (1)	10,64	10,64	10,64	10,64
(xiv) clause 10 (1) (j) (2)	11,71	11,71	11,71	11,71
(xv) clause 10 (1) (j) (3)	12,88	12,88	12,88	12,88
(xvi) clause 10 (1) (j) (4)	14,17	14,17	14,17	14,17
(xvii) clause 10 (1) (j) (5)	15,58	15,58	15,58	15,58
(xviii) clause 10 (1) (j) (6)	17,14	17,14	17,14	17,14

Handwritten signatures and initials, including a large stylized signature and several smaller initials.

(xix) clause 10 (1) (j) (7)	18,85	18,85	18,85	18,85
(xx) clause 10 (1) (j) (8)	20,74	20,74	20,74	20,74
(xxi) clause 10 (1) (k)	5,70	5,70	5,70	5,70
(xxii) clause 10 (1) (l) (1)	6,61	6,61	6,61	6,61
(xxiii) clause 10 (1) (l) (2)	7,27	7,27	7,27	7,27
(xxiv) clause 10 (1) (l) (3)	8,00	8,00	8,00	8,00
(xxv) clause 10 (1) (l) (4)	9,68	9,68	9,68	9,68

For the period 1 November 2025 to 31 October 2026

Category of employee	1 November 2025 to 31 October 2026			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per	per	per	per
	day	day	day	day
(i) clause 10 (1) (a) (1)	5,92	5,92	5,92	5,92
(ii) clause 10 (1) (a) (2)	5,92	5,92	5,92	5,92
(iii) clause 10 (1) (b) (1)	5,92	5,92	5,92	5,92
(iv) clause 10 (1) (b) (2)	5,92	5,92	5,92	5,92
(v) clause 10 (1) (c) (1)	5,92	5,92	5,92	5,92

Handwritten signatures and initials, including a large signature and several smaller initials, located at the bottom right of the page.

(vi) clause 10 (1) (c) (2)	5,92	5,92	5,92	5,92
(vii) clause 10 (1) (d)	6,43	6,43	6,43	6,43
(viii) clause 10 (1) (e)	6,87	6,87	6,87	6,87
(ix) clause 10 (1) (f)	7,56	7,56	7,56	7,56
(x) clause 10 (1) (g)	8,32	8,32	8,32	8,32
(xi) clause 10 (1) (h)	9,15	9,15	9,15	9,15
(xii) clause 10 (1) (i)	10,06	10,06	10,06	10,06
(xiii) clause 10 (1) (j) (1)	11,07	11,07	11,07	11,07
(xiv) clause 10 (1) (j) (2)	12,18	12,18	12,18	12,18
(xv) clause 10 (1) (j) (3)	13,39	13,39	13,39	13,39
(xvi) clause 10 (1) (j) (4)	14,73	14,73	14,73	14,73
(xvii) clause 10 (1) (j) (5)	16,20	16,20	16,20	16,20
(xviii) clause 10 (1) (j) (6)	17,83	17,83	17,83	17,83
(xix) clause 10 (1) (j) (7)	19,61	19,61	19,61	19,61
(xx) clause 10 (1) (j) (8)	21,57	21,57	21,57	21,57
(xxi) clause 10 (1) (k)	5,92	5,92	5,92	5,92
(xxii) clause 10 (1) (l) (1)	6,87	6,87	6,87	6,87
(xxiii) clause 10 (1) (l) (2)	7,56	7,56	7,56	7,56
(xxiv) clause 10 (1) (l) (3)	8,32	8,32	8,32	8,32
(xxv) clause 10 (1) (l) (4)	10,06	10,06	10,06	10,06

For the period 1 November 2026 to 31 October 2027

Category of employee	1 November 2026 to 31 October 2027
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	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	per day	per day	per day	per day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a) (1)	6,16	6,16	6,16	6,16
(ii) clause 10 (1) (a) (2)	6,16	6,16	6,16	6,16
(III) clause 10 (1) (b) (1)	6,16	6,16	6,16	6,16
(iv) clause 10 (1) (b) (2)	6,16	6,16	6,16	6,16
(v) clause 10 (1) (c) (1)	6,16	6,16	6,16	6,16
(vi) clause 10 (1) (c) (2)	6,16	6,16	6,16	6,16
(vii) clause 10 (1) (d)	6,68	6,68	6,68	6,68
(viii) clause 10 (1) (e)	7,15	7,15	7,15	7,15
(ix) clause 10 (1) (f)	7,86	7,86	7,86	7,86
(x) clause 10 (1) (g)	8,65	8,65	8,65	8,65
(xi) clause 10 (1) (h)	9,51	9,51	9,51	9,51
(xii) clause 10 (1) (i)	10,47	10,47	10,47	10,47
(xiii) clause 10 (1) (j) (1)	11,51	11,51	11,51	11,51
(xiv) clause 10 (1) (j) (2)	12,66	12,66	12,66	12,66
(xv) clause 10 (1) (j) (3)	13,93	13,93	13,93	13,93
(xvi) clause 10 (1) (j) (4)	15,32	15,32	15,32	15,32
(xvii) clause 10 (1) (j) (5)	16,85	16,85	16,85	16,85

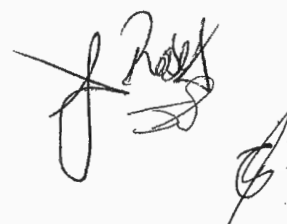
(xviii) clause 10 (1) (j) (6)	18,54	18,54	18,54	18,54
(xix) clause 10 (1) (j) (7)	20,39	20,39	20,39	20,39
(xx) clause 10 (1) (j) (8)	22,43	22,43	22,43	22,43
(xxi) clause 10 (1) (k)	6,16	6,16	6,16	6,16
(xxii) clause 10 (1) (l) (1)	7,15	7,15	7,15	7,15
(xxiii) clause 10 (1) (l) (2)	7,86	7,86	7,86	7,86
(xxiv) clause 10 (1) (l) (3)	8,65	8,65	8,65	8,65
(xxv) clause 10 (1) (l) (4)	10,47	10,47	10,47	10,47

For the period 1 November 2027 to 31 October 2028

Category of employee	1 November 2027 to 31 October 2028			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per	per	per	per
	day	day	day	day
(i) clause 10 (1) (a) (1)	6,41	6,41	6,41	6,41
(ii) clause 10 (1) (a) (2)	6,41	6,41	6,41	6,41

Handwritten signatures and initials, including a large stylized signature and several smaller initials.

(iii) clause 10 (1) (b) (1)	6,41	6,41	6,41	6,41
(iv) clause 10 (1) (b) (2)	6,41	6,41	6,41	6,41
(v) clause 10 (1) (c) (1)	6,41	6,41	6,41	6,41
(vi) clause 10 (1) (c) (2)	6,41	6,41	6,41	6,41
(vii) clause 10 (1) (d)	6,95	6,95	6,95	6,95
(viii) clause 10 (1) (e)	7,43	7,43	7,43	7,43
(ix) clause 10 (1) (f)	8,17	8,17	8,17	8,17
(x) clause 10 (1) (g)	8,99	8,99	8,99	8,99
(xi) clause 10 (1) (h)	9,89	9,89	9,89	9,89
(xii) clause 10 (1) (l)	10,89	10,89	10,89	10,89
(xiii) clause 10 (1) (j) (1)	11,97	11,97	11,97	11,97
(xiv) clause 10 (1) (j) (2)	13,17	13,17	13,17	13,17
(xv) clause 10 (1) (j) (3)	14,48	14,48	14,48	14,48
(xvi) clause 10 (1) (j) (4)	15,94	15,94	15,94	15,94
(xvii) clause 10 (1) (j) (5)	17,53	17,53	17,53	17,53
(xviii) clause 10 (1) (j) (6)	19,28	19,28	19,28	19,28
(xix) clause 10 (1) (j) (7)	21,21	21,21	21,21	21,21
(xx) clause 10 (1) (j) (8)	23,32	23,32	23,32	23,32
(xxi) clause 10 (1) (k)	6,41	6,41	6,41	6,41
(xxii) clause 10 (1) (l) (1)	7,43	7,43	7,43	7,43
(xxiii) clause 10 (1) (l) (2)	8,17	8,17	8,17	8,17
(xxiv) clause 10 (1) (l) (3)	8,99	8,99	8,99	8,99
(xxv) clause 10 (1) (l) (4)	10,89	10,89	10,89	10,89



- (b) Every employer shall pay the specified amounts to the Council as prescribed in sub-clause (1) hereof."

9. CLAUSE 21: SPECIAL MEMBERSHIP LEVY: EMPLOYERS

9.1 Substitute the following for clause (21)(1):

- "(1) Every employer, to whom this agreement applies, shall pay an amount of R2,75 for the period of 1 November 2023 to 31 October 2024, R3,00 for the period 1 November 2024 to 31 October 2025, R3,25 for the period of 1 November 2025 to 31 October 2026, R3,50 for the period of 1 November 2026 to 31 October 2027, R3,75 for the period of 1 November 2027 to 31 October 2028, per day for each normal workday, in respect of each eligible employee in his/her employment during that normal working day."

10. CLAUSE 28: TRAINING FUND OF THE EMPLOYERS' ORGANISATIONS

10.1 Substitute the following for clause (28)(1):

- "(1) Every employer, to whom this agreement applies, shall pay an amount of R2,75 for the period of 1 November 2023 to 31 October 2024, R3,00 for the period 1 November 2024 to 31 October 2025, R3,25 for the period of 1 November 2025 to 31 October 2026, R3,50 for the period of 1 November 2026 to 31 October 2027, R3,75 for the period of 1 November 2027 to 31 October 2028, per day for each normal workday, in respect of each eligible employee in his/her employment during that normal working day."

Handwritten signature and initials in black ink, located at the bottom right of the page.

11. CLAUSE 29: FUNERAL BENEFIT**11.1 Substitute the following for clause (29)(1) and (2):**

"(1) The funeral benefit fund, administered by the Council, for the purpose of providing a funeral benefit to new eligible employees, namely Cleaners, Beginner Prefabricated concrete wall Labourers and Labourers which are registered in the industry for the first time. Fees contributed by the employers to the fund must be invested as determined under section 53 (5) of the Act. After a membership of 1 year they will automatically qualify for the full retirement benefit.

(2) Contributions by the employer:

- (a) An employer shall contribute an amount on behalf of an eligible employee to the Funeral Benefit for each day that the employee is employed (a contribution week), which amount shall be calculated as follows:

From the date of commencement of this Agreement to 31 October 2024

Category of employee	From the date of commencement of this Agreement to 31 October 2024.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R per day	R per day	R per day	R per day

Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a) (1)				
(ii) clause 10 (1) (a) (2)	1,00	1,00	1,00	1,00
(iii) clause 10 (1) (b) (1)				
(iv) clause 10 (1) (b) (2)	1,00	1,00	1,00	1,00
(v) clause 10 (1) (c) (1)				
(vi) clause 10 (1) (c) (2)	1,00	1,00	1,00	1,00
(vii) clause 10 (1) (d)				
(viii) clause 10 (1) (e)				
(ix) clause 10 (1) (f)				
(x) clause 10 (1) (g)				
(xi) clause 10 (1) (h)				
(xii) clause 10 (1) (i)				
(xiii) clause 10 (1) (j) (1)				
(xiv) clause 10 (1) (j) (2)				
(xv) clause 10 (1) (j) (3)				
(xvi) clause 10 (1) (j) (4)				
(xvii) clause 10 (1) (j) (5)				
(xviii) clause 10 (1) (j) (6)				
(xix) clause 10 (1) (j) (7)				
(xx) clause 10 (1) (j) (8)				
(xxi) clause 10 (1) (k)				
(xxii) clause 10 (1) (l) (1)				

Handwritten signatures and initials, including a large signature that appears to be 'A. Rakh' and several other initials.

(xxiii) clause 10 (1) (l) (2)				
(xxiv) clause 10 (1) (l) (3)				
(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2024 to 31 October 2025

Category of employee	1 November 2024 to 31 October 2025			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R per day	R per day	R per day	R per day
(i) clause 10 (1) (a) (1)				
(ii) clause 10 (1) (a) (2)	1,00	1,00	1,00	1,00
(iii) clause 10 (1) (b) (1)				
(iv) clause 10 (1) (b) (2)	1,00	1,00	1,00	1,00
(v) clause 10 (1) (c) (1)				
(vi) clause 10 (1) (c) (2)	1,00	1,00	1,00	1,00
(vii) clause 10 (1) (d)				
(viii) clause 10 (1) (e)				
(ix) clause 10 (1) (f)				

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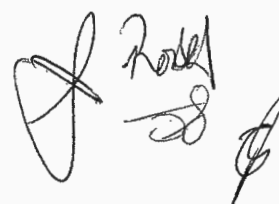
(x) clause 10 (1) (g)				
(xi) clause 10 (1) (h)				
(xii) clause 10 (1) (i)				
(xiii) clause 10 (1) (j) (1)				
(xiv) clause 10 (1) (j) (2)				
(xv) clause 10 (1) (j) (3)				
(xvi) clause 10 (1) (j) (4)				
(xvii) clause 10 (1) (j) (5)				
(xviii) clause 10 (1) (j) (6)				
(xix) clause 10 (1) (j) (7)				
(xx) clause 10 (1) (j) (8)				
(xxi) clause 10 (1) (k)				
(xxii) clause 10 (1) (l) (1)				
(xxiii) clause 10 (1) (l) (2)				
(xxiv) clause 10 (1) (l) (3)				
(xxv) clause 10 (1) (l) (4)				



Handwritten signatures and initials, including a large stylized signature, the word 'Rashid', and other scribbles.

For the period 1 November 2025 to 31 October 2026

Category of employee	1 November 2025 to 31 October 2026			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Employees for whom wages are prescribed in- (i) clause 10 (1) (a) (1) (ii) clause 10 (1) (a) (2) (iii) clause 10 (1) (b) (1) (iv) clause 10 (1) (b) (2) (v) clause 10 (1) (c) (1) (vi) clause 10 (1) (c) (2) (vii) clause 10 (1) (d) (viii) clause 10 (1) (e) (ix) clause 10 (1) (f)	R	R	R	R
	per	per	per	per
	day	day	day	day



(x) clause 10 (1) (g)				
(xi) clause 10 (1) (h)				
(xii) clause 10 (1) (i)				
(xiii) clause 10 (1) (j) (1)				
(xiv) clause 10 (1) (j) (2)				
(xv) clause 10 (1) (j) (3)				
(xvi) clause 10 (1) (j) (4)				
(xvii) clause 10 (1) (j) (5)				
(xviii) clause 10 (1) (j) (6)				
(xix) clause 10 (1) (j) (7)				
(xx) clause 10 (1) (j) (8)				
(xxi) clause 10 (1) (k)				
(xxii) clause 10 (1) (l) (1)				
(xxiii) clause 10 (1) (l) (2)				
(xxiv) clause 10 (1) (l) (3)				
(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2026 to 31 October 2027

Category of employee	1 November 2026 to 31 October 2027			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
	R	R	R	R

Handwritten signatures and initials, including a large stylized signature and several smaller initials.

	per day	per day	per day	per day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a) (1)				
(ii) clause 10 (1) (a) (2)	1,00	1,00	1,00	1,00
(iii) clause 10 (1) (b) (1)				
(iv) clause 10 (1) (b) (2)	1,00	1,00	1,00	1,00
(v) clause 10 (1) (c) (1)				
(vi) clause 10 (1) (c) (2)	1,00	1,00	1,00	1,00
(vii) clause 10 (1) (d)				
(viii) clause 10 (1) (e)				
(ix) clause 10 (1) (f)				
(x) clause 10 (1) (g)				
(xi) clause 10 (1) (h)				
(xii) clause 10 (1) (i)				
(xiii) clause 10 (1) (j) (1)				
(xiv) clause 10 (1) (j) (2)				
(xv) clause 10 (1) (j) (3)				
(xvi) clause 10 (1) (j) (4)				
(xvii) clause 10 (1) (j) (5)				
(xviii) clause 10 (1) (j) (6)				
(xix) clause 10 (1) (j) (7)				
(xx) clause 10 (1) (j) (8)				

Handwritten signatures and initials, including a large stylized signature, the word 'Rock', and other initials.

(xxi) clause 10 (1) (k)				
(xxii) clause 10 (1) (l) (1)				
(xxiii) clause 10 (1) (l) (2)				
(xxiv) clause 10 (1) (l) (3)				
(xxv) clause 10 (1) (l) (4)				

For the period 1 November 2027 to 31 October 2028

Category of employee	1 November 2027 to 31 October 2028			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per	per	per	per
	day	day	day	day
(i) clause 10 (1) (a) (1)				
(ii) clause 10 (1) (a) (2)	1,00	1,00	1,00	1,00
(iii) clause 10 (1) (b) (1)				
(iv) clause 10 (1) (b) (2)	1,00	1,00	1,00	1,00
(v) clause 10 (1) (c) (1)				
(vi) clause 10 (1) (c) (2)	1,00	1,00	1,00	1,00



(vii) clause 10 (1) (d)				
(viii) clause 10 (1) (e)				
(ix) clause 10 (1) (f)				
(x) clause 10 (1) (g)				
(xi) clause 10 (1) (h)				
(xii) clause 10 (1) (i)				
(xiii) clause 10 (1) (j) (1)				
(xiv) clause 10 (1) (j) (2)				
(xv) clause 10 (1) (j) (3)				
(xvi) clause 10 (1) (j) (4)				
(xvii) clause 10 (1) (j) (5)				
(xviii) clause 10 (1) (j) (6)				
(xix) clause 10 (1) (j) (7)				
(xx) clause 10 (1) (j) (8)				
(xxi) clause 10 (1) (k)				
(xxii) clause 10 (1) (l) (1)				
(xxiii) clause 10 (1) (l) (2)				
(xxiv) clause 10 (1) (l) (3)				
(xxv) clause 10 (1) (l) (4)				

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11.2 Add the following new sub-clause after sub-clause 29(2)

- (3) If Cleaners, Prefabricated concrete wall Labourers and Labourers withdraw their pension / provident benefits and return to the industry, he/she is eligible for a funeral benefit and only after a year qualifies for full retirement benefits.
- (4) Eligible employees will qualify for a funeral benefit of R5000.00 if they contribute 50 daily contributions during a working year."

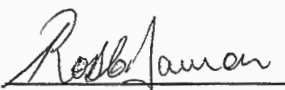
RULES AS AMENDED BY THE CCMA IN THE LABOUR RELATIONS ACT 66 OF 1995 UPDATED ON NOVEMBER 2019 SHALL APPLY FOR BUILDING INDUSTRY BARGAINING COUNCIL AND AS WELL AS ANY FUTHER AMENDMENTS.

SIGNED ON BEHALF OF THE PARTIES ON THIS 18th DAY OF JULY 2023.

TOTAL WORD COUNT – 15 456



J. SIMPSON
CHAIRMAN



R.C. DAMON
BUILDING WORKERS UNION



A.J. CONRADIE
MBA GREATER BOLAND

Meesterbouers Assosiasie Groter Boland (MBA Groter Boland)



L. ONTONG
SECRETARY



SOUTH AFRICAN REVENUE SERVICE

NO. R. 4191

14 December 2023

CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 1 (NO. 1/1/1903)

In terms of section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.



ENOCH GODONGWANA
MINISTER OF FINANCE

SCHEDULE

By the substitution of the following:

Heading / Subheading	CD	Article Description	Statistical Unit	Rate of Duty					
				General	EU / UK	EFTA	SADC	MERCOSUR	AfCFTA
7210.20	3	-	kg	10%	free	free	free	10%	10%
7210.30	8	-	kg	10%	free	free	free	10%	10%
7210.50	7	-	kg	10%	free	free	free	10%	10%
		Plated or coated with chromium oxides or with chromium and chromium oxides							
7210.69	9	--	kg	10%	free	free	free	10%	10%
		Other							
7212.20	0	-	kg	10%	free	free	free	10%	10%
		Electrolytically plated or coated with zinc							
7212.50	4	-	kg	10%	free	free	free	10%	10%
		Otherwise plated or coated							
7212.60	9	-	kg	10%	free	free	free	10%	10%
		Clad							
7225.91	2	--	kg	10%	free	free	free	10%	10%
		Electrolytically plated or coated with zinc							
7225.92.10	6	---	kg	10%	free	free	free	10%	10%
		Of a thickness of less than 0,45 mm							
7225.92.90	4	---	kg	10%	free	free	free	10%	10%
		Other							

SUID-AFRIKAANSE INKOMSTEDIENS

NO. R. 4191

14 Desember 2023

DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 1 (NO. 1/1/1903)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by bogenoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.


ENOCH GODONGWANA
MINISTER VAN FINANSIES

BYLAE

Deur die vervanging van die volgende:

Pos / Subpos	TS	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg					
				Algemeen	EU / VK	EFTA	SAOG	MERCOSUR	AIKVG
7210.20	3	-	Met lood geplateer of bestryk, met inbegrip van verlode plaat	10%	vry	vry	vry	10%	10%
7210.30	8	-	Elektrolities met sink geplateer of bestryk	10%	vry	vry	vry	10%	10%
7210.50	7	-	Met chroomoksiede of met chroom en chroomoksiede geplateer of bestryk	10%	vry	vry	vry	10%	10%
7210.69	9	--	Ander	10%	vry	vry	vry	10%	10%
7212.20	0	-	Elektrolities met sink geplateer of bestryk	10%	vry	vry	vry	10%	10%
7212.50	4	-	Andersins geplateer of bestryk	10%	vry	vry	vry	10%	10%
7212.60	9	-	Bedek	10%	vry	vry	vry	10%	10%
7225.91	2	--	Elektrolities geplateer of bestryk met sink	10%	vry	vry	vry	10%	10%
7225.92.10	6	---	Met 'n dikte van minder as 0,45 mm	10%	vry	vry	vry	10%	10%
7225.92.90	4	---	Ander	10%	vry	vry	vry	10%	10%

SOUTH AFRICAN REVENUE SERVICE

NO. R. 4192

14 December 2023

**CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 4 (NO. 4/2/390)**

In terms of section 75 of the Customs and Excise Act, 1964, Part 2 of Schedule No. 4 to the said Act is hereby amended to the extent set out in the Schedule hereto.


ENOCH GODONGWANA
MINISTER OF FINANCE

SCHEDULE

By the insertion of the following:

Rebate Item	Tariff Heading	Rebate Code	CD	Description	Extent of Rebate
460.15	7210.20	01.06	67	Flat-rolled products of iron or non-alloy steel, of a width of 600 mm or more, plated or coated with lead, includingterne-plate, for use in the automotive industry, in such quantities, at such times and subject to such conditions as the International Trade Administration Commission, may allow by specific permit, provided that the goods are not available in the SACU market	Full duty
460.15	7210.30	01.06	64	Flat-rolled products of iron or non-alloy steel, of a width of 600 mm or more, electrolytically plated or coated with zinc, for use in the automotive industry, in such quantities, at such times and subject to such conditions as the International Trade Administration Commission, may allow by specific permit, provided that the goods are not available in the SACU market	Full duty
460.15	7210.50	01.06	69	Flat-rolled products of iron or non-alloy steel, of a width of 600 mm or more, plated or coated with chromium oxide or chromium and chromium oxide, for use in the manufacture of base metal stops, caps and lids, classifiable in tariff subheading 83.09, in such quantities, at such times and subject to such conditions as the International Trade Administration Commission, may allow by specific permit, provided that the goods are not available in the SACU market	Full duty
460.15	7210.69	01.06	67	Flat-rolled products of iron or non-alloy steel, of a width of 600 mm or more, plated or coated with aluminium-silicon alloy but not containing zinc, for use in the manufacture of parts for industrial bakery ovens or for use in the automotive industry, in such quantities, at such times and subject to such conditions as the International Trade Administration Commission, may allow by specific permit, provided that the goods are not available in the SACU market	Full duty
460.15	7225.91	01.06	62	Other flat-rolled products of other alloy steel, of width of 600 mm or more, electrolytically plated or coated with zinc, for use in the automotive industry, in such quantities, at such times and subject to such conditions as the International Trade Administration Commission, may allow by specific permit, provided that the goods are not available in the SACU market	Full duty
460.15	7225.92.90	01.08	88	Other flat-rolled products of other alloy steel, of a width of 600 mm or more, otherwise plated or coated with zinc, other, with a thickness of 0,45 mm or more but not exceeding 1,6 mm, for use in the automotive industry, in such quantities, at such times and subject to such conditions as the International Trade Administration Commission, may allow by specific permit, provided that the goods are not available in the SACU market	Full duty

SUID-AFRIKAANSE INKOMSTEDIENS

NO. R. 4192

14 Desember 2023

DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 4 (NO. 4/2/390)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Deel 2 van Bylae No. 4 by bogenoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.


ENOCH GODONGWANA
MINISTER VAN FINANSIES

BYLAE

Deur die invoeging van die volgende:

Kortingsitem	Tariefpos	Kortingskode	TS	Beskrywing	Mate van Kortings
460.15	7210.20	01.06	67	Gewalste platprodukte van yster of nie-legeringstaal, met 'n wydte van 600 mm of meer, met lood geplateer of bestryk, met inbegrip van verlore plaat, vir gebruik in die motornywerheid, in dié hoeveelhede, by dié tye en onderhewig aan sodanige voorwaardes wat die Internasionale Handelsadministrasiekommissie by bepaalde permit mag toelaat, met dien verstande dat die produkte nie in die SADU mark beskikbaar is nie	Volle reg
460.15	7210.30	01.06	64	Gewalste platprodukte van yster of nie-legeringstaal, met 'n wydte van 600 mm of meer, elektrolities met sink geplateer of bestryk, vir gebruik in die motornywerheid, in dié hoeveelhede, by dié tye en onderhewig aan sodanige voorwaardes wat die Internasionale Handelsadministrasiekommissie by bepaalde permit mag toelaat, met dien verstande dat die produkte nie in die SADU mark beskikbaar is nie	Volle reg
460.15	7210.50	01.06	69	Gewalste platprodukte van yster of nie-legeringstaal, met 'n wydte van 600 mm of meer, met chroomoksied of chroom en chroomoksied geplateer of bestryk, vir gebruik in die vervaardiging van onedelmetaal proppe, doppies, en deksels, indeelbaar in tariefpos 83.09, in dié hoeveelhede, by dié tye en onderhewig aan sodanige voorwaardes wat die Internasionale Handelsadministrasiekommissie by bepaalde permit mag toelaat, met dien verstande dat die produkte nie in die SADU mark beskikbaar is nie	Volle reg
460.15	7210.69	01.06	67	Gewalste platprodukte van yster of nie-legeringstaal, met 'n wydte van 600 mm of meer, met aluminium silikoon legering maar wat nie sink bevat nie geplateer of bestryk, vir gebruik by die vervaardiging van industriële bakoonde, vir vir gebruik in die motornywerheid, in dié hoeveelhede, by dié tye en onderhewig aan sodanige voorwaardes wat die Internasionale Handelsadministrasiekommissie by bepaalde permit mag toelaat, met dien verstande dat die produkte nie in die SADU mark beskikbaar is nie	Volle reg
460.15	7225.91	01.06	62	Ander gewalste platprodukte van ander legeringstaal, met 'n wydte van 600 mm of meer, elektrolities met sink geplateer of bestryk, vir gebruik in die motornywerheid, in dié hoeveelhede, by dié tye en onderhewig aan sodanige voorwaardes wat die Internasionale Handelsadministrasiekommissie by bepaalde permit mag toelaat, met dien verstande dat die produkte nie in die SADU mark beskikbaar is nie	Volle reg
460.15	7225.92.90	01.08	88	Ander gewalste platprodukte van ander legeringstaal, met 'n wydte van 600 mm of meer, andersins met sink geplateer of bestryk, ander, met 'n dikte van 0,45 mm of meer maar hoogstens 1,6 mm, vir gebruik in die motornywerheid, in dié hoeveelhede, by dié tye en onderhewig aan sodanige voorwaardes wat die Internasionale Handelsadministrasiekommissie by bepaalde permit mag toelaat, met dien verstande dat die produkte nie in die SADU mark beskikbaar is nie	Volle reg

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