

REPUBLIC
OF
SOUTH AFRICA



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Regulation Gazette

No. 6872

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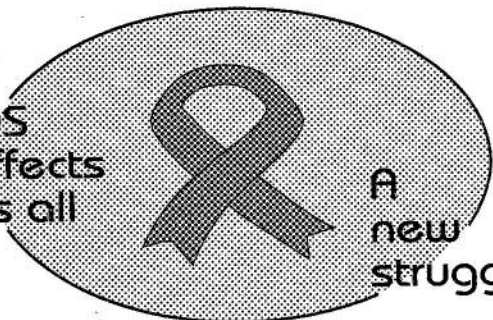
Vol. 423

PRETORIA, 8 SEPTEMBER 2000

No. 21523

We all have the power to prevent AIDS

AIDS
affects
us all



A
new
struggle

Prevention is the cure

**AIDS
HELPLINE**

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DEPARTMENT OF HEALTH

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PROCLAMATION*by the**President of the Republic of South Africa***No. R. 55, 2000****COMMENCEMENT OF SECTION 7 OF THE NATIONAL FORESTS ACT, 1998 (ACT No. 84 OF 1998)**

In terms of section 80 of the National Forests Act, 1998 (Act No. 84 of 1998), I hereby fix 8 September 2000 as the date on which section 7 of the said Act takes effect.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria on this Twenty-fourth day of August, Two Thousand.

T. M. MBEKI**President****By Order of the President-in-Cabinet:****R. KASRILS****Minister of the Cabinet**

PEGO*ka**Mopresidente wa Rephabolika ya Afrika Borwa***No. ya bo R. 55, 2000****GO THOMA GA KAROLO YA BO 7 YA MOLAO WA BOSETŠHABA WA DIKGWA, 1998
(MOLAO WA No. YA BO 84 WA 1998)**

Go ya karolo ya bo 80 ya Molao wa Bosetšhaba wa Dikgwa, 1998 (Molao wa No. ya bo 84 wa 1998), ke bea di 8 tša Septembere Dikete tše Pedi gore ebe lona letšatši leo karolo ya bo 7 ya Molao woo o boletšwego e yo thomago go šoma ka lona.

E filwe ka fase ga Seatla saka le Setempe sa Rephaboliki ya Afrika Borwa kadi 24 tša Agostose Dikete tše Pedi.

T. M. MBEKI**Mopresidente****Ka taelo ya Mopresidente-ka Kabineteng:****R. KASRILS****Letona la Kabinete**

GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF AGRICULTURE
DEPARTEMENT VAN LANDBOU

No. R. 886

8 September 2000

NATIONAL AGRICULTURAL MARKETING COUNCIL

MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996

(ACT No. 47 OF 1996)

**REQUEST FOR THE IMPLEMENTATION OF STATUTORY MEASURES IN
THE DRIED FRUIT INDUSTRY**

It is hereby made known in terms of section 11 of the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996), that the Minister of Agriculture has received a request for the implementation of statutory measures in terms of section 10 and 11 of the said Act as set out in the Schedule hereto.

Directly affected groups are hereby invited to lodge any objection or representation regarding the proposed statutory measures with the National Agricultural Marketing Council within 14 days of the publication thereof.

Submissions should be in writing and be addressed to:

The Chairperson
National Agricultural Marketing Council
Private Bag X 935
PRETORIA
0001
Fax No.: (012) 341 1811
Enquiries: Ms Mathilda van der Walt
e-mail: Mathilda@namc.co.za
Tel.: (012) 341 1115

M.G. RATHOGWA
CHAIRPERSON: NAMC

**REQUEST FOR THE IMPLEMENTATION OF STATUTORY MEASURES IN
THE DRIED FRUIT INDUSTRY IN TERMS OF THE MARKETING OF
AGRICULTURAL PRODUCTS ACT, 1996
(ACT NO 47 OF 1996)**

Dried Fruit Technical Services (DFTS), a company incorporated under section 21 of the Companies Act 1973, applied for statutory measures in terms of section 10 and 11 of the Marketing of Agricultural Products Act, Act No. 47 of 1996.

The DFTS requested the introduction and promulgation of the following statutory measures:

- Section 15 of the Marketing of Agricultural Products Act: Introduction of a levy to finance the following:
 - Research projects, information and technology transfer;
 - Plant improvement and registration;
 - Information and statistics; and
 - International liaison.
- Section 18 of the Marketing of Agricultural Products Act: Records and Returns.
- Section 19 of the Marketing of Agricultural Products Act: Registration.

If approved the statutory measures will be applicable to the following products:

- Producers of dried deciduous fruit;
- Packers and processors of dried deciduous fruit
- Exporters and exporting agents of dried deciduous fruit; and
- Domestic retailers, wholesalers and municipal markets/agents handling dried deciduous fruit.

The purpose of the measures is for the funding and provision of the following:

- i) Production research and development;
- ii) Plant improvement;
- iii) Information and statistics;
- iv) Maintaining international relations which will ensure market access to all growers of dried fruit; and
- v) The availability of continuous, timeous and accurate information to all role players in the industry.

The measures will apply to the following dried deciduous fruit produced for domestic consumption and/or exports:

- | | |
|----------|--------------|
| ○ Apples | ○ Apricots |
| ○ Pears | ○ Peaches |
| ○ Prunes | ○ Nectarines |
| ○ Grapes | |

1. Statutory measure – Levies

The statutory measure that is requested to be established is that the Minister in terms of section 15 of the Act, by notice in the Government Gazette, direct -

- o that the requested levy rates should be the same as the current voluntary levies which are at an average less than 1%, and therefore well below the maximum of 5%, of the price of the products at the first point of sales as prescribe by the Act; and
- o that it shall be payable by the persons specified above

2. Statutory measure – Records and Returns

The statutory measure requested to be implemented, is that the Minister, in terms of section 18 of the Act, by notice in the Government Gazette, direct the keeping of records and returns to ensure the availability and provision of continuous, timeous and accurate information relating to products indicated above, to all stakeholders in the dried fruit industry deemed to be essential to ensure informed decision making and a stable profitable industry.

3. Statutory measure – Registration

The statutory measure requested to be implemented, is that the Minister, in terms of section 19 of the Act, by notice in the Government Gazette, direct the registration of producers and exporters to:

- i) Ensure the availability and provision of continuous, timeous and accurate information relating to the products indicated above;
- ii) Adherence to sound fruit handling disciplines and protocols, quality and hygienic standards as laid down by the Agricultural Product Standards Amendment Act (Act no 63 of 1998).

4. Information required in terms of section 10 of the Act

The applicant included the following particulars, as required by section 10 of the Act in its request for the implementation of statutory measures:

- 4.1 The statutory measures requested to be implemented, would relate to the dried deciduous fruit products indicated above, produced for domestic consumption and/or exports.
- 4.2 The categories of directly affected groups which would probably be affected by the establishment of the proposed statutory measures, are those groups of persons who are party to the production, purchasing and processing of dried deciduous fruit as well as the consumption of dried fruit in the Republic of South Africa.

- 4.3 Letters of support/objection for the proposed implementation of the statutory measures on deciduous fruit, by the different categories of directly affected and other groups in the dried fruit industry will soon be received.
- 4.4 The proposed statutory measures will apply to the whole of the Republic of South Africa.
- 4.5 According to the applicant, the proposed statutory measures, will further the objectives of the Act as stipulated in section 2(2) thereof. Such measures will also not contravene section 2(3) of the Act. The manner in which the objectives referred to in section 2(2) of the Act will be furthered (namely the increasing of market access for all market participants, the promotion of the efficiency of the marketing of agricultural products, the optimisation of export earnings from agricultural products and the enhancement of the viability of the agricultural sector), according to the applicant are summarised below:

Registration, Records and Returns

The maintenance of macro industry statistics and market information is regarded as critical for long-term planning relating to production, orderly marketing and infrastructural capacity by the industry (producers and exporters), government and service/input suppliers.

International marketing transactions and overseas investment, which is good for the country as a whole, as well as for job creation are encouraged by the availability of timeous and accurate industry information. No industry can effectively compete in the international commodity arena without such information and is also a prerequisite for the South African industry to strategically position itself in a very competitive international fresh produce environment distorted by various interventions in free trade.

The statutory measure requested herewith, are necessary to compel the directly affected groups to render returns on an individual basis so that market and production information for the whole of the country can be processed and disseminated. Obligatory registration will ensure that the statutory measures relating to records and returns, as well as levies, can be supplied successfully.

Accessible and accurate market information that is available on a continuous manner will not only increase market access and maintained current markets for all participants but will also promote the efficiency of the South African international marketing effort

which proved to be one of the severe limiting factors since deregulation of the industry for all products mentioned. Reliable market information will contribute to the optimisation of export earnings and enhance the viability of the dried fruit industry as a whole and the agricultural sector at large.

Research and Development, Training and Technology Transfer

The South African dried fruit industry can only prosper over the long-term if it is an effective global player. This means offering the international market only the best quality fruit, which conforms in all respects to the market demands and requirements at the lowest costs.

Applied and basic research and technological development is the basis of international competitiveness, and thus of the sustainable profitability of the industry. Sufficient and a stable source of R&D funds are therefore of the utmost importance to realise the international opportunities for the industry, whilst the effective transfer and implementation of new technology are vital to ensure cutting edge production and fruit handling practices.

The industry utilises various centers of excellence in the spheres of the R&D (breeding and evaluation, horticulture, pest management, plant pathology and bio-technology, post harvest and soil science), technical services, training and the transfer of technology to ensure the competitive edge it requires to maintain profitability in a very hostile international environment.

Market Access

Various sanitary and phytosanitary (SPS) restrictions, special market protocols and Pest Risk Analysis (PRA's), coupled to food safety, tracking and tracing, as well as maximum residue limits (MRL's) resulting in a systems approach to ensure conformance to market demands (a much broader approach to quality issues than ever before) needs to be addressed on an industry basis. Close co-operation with the National and Provincial Departments of Agriculture, Trade and Industry and Foreign Affairs, as well as with the PPECB and expert industry capacity is required to effectively deal with this aspect.

Plant Improvement and Certification

A number of services are being addressed on an industry basis, some of which were previously dealt with by Government. This includes dealing with certain quarantine organisms, genetic upgrading of cultivars, phytosanitary upgrading of plant material,

horticultural evaluation, the maintenance of nucleus, foundation and mother blocks, as well as the multiplication and certification of superior plant material.

- 4.6 The applicant suggested that the proposed statutory measures come into operation from 1 December 2000 for four years from the date of implementation e.g. until 1 December 2004.
- 4.7 It is proposed that the DFPT is the most appropriate body to which to assign the implementation, inspection and enforcement of the statutory measures requested.

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID****No. R. 887****8 September 2000**

LABOUR RELATIONS ACT, 1995

CANCELLATION OF GOVERNMENT NOTICES

**FURNITURE, BEDDING AND UPHOLSTERY INDUSTRY BARGAINING COUNCIL:
MAIN COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of section 32 (7) of the Labour Relations Act, 1995, cancel Government Notices Nos. R. 278 of 5 March 1999, R. 578 of 7 May 1999, R. 746 of 11 June 1999, R. 1272 of 29 October 1999, R. 1426 of 3 December 1999 and R. 542 of 2 June 2000 with effect from 18 September 2000.

M. M. S. MDLADLANA

Minister of Labour

No. R. 887**8 September 2000**

WET OP ARBEIDSVERHOUDINGE, 1995

INTREKKING VAN GOEWERMENTSKENNISGEWINGS

**MEUBEL-, BEDDEGOED- EN STOFFERINGSNYWERHEID BEDINGINGSRAAD:
HOOF KOLLEKTIEWE OOREENKOMS**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, trek hierby, kragtens artikel 32 (7) van die Wet op Arbeidsverhoudinge, 1995, Goewermentskennisgewing Nos. R. 278 van 5 Maart 1999, R. 578 van 7 Mei 1999, R. 746 van 11 Junie 1999, R. 1272 van 29 Oktober 1999, R. 1426 van 3 Desember 1999 en R. 542 van 2 Junie 2000 in, met ingang van 18 September 2000.

M. M. S. MDLADLANA

Minister van Arbeid

No. R. 888**8 September 2000**

LABOUR RELATIONS ACT, 1995

**FURNITURE, BEDDING AND UPHOLSTERY INDUSTRY BARGAINING COUNCIL, GREATER NORTHERN REGION
(FBUIBC GNR): EXTENSION OF MAIN COLLECTIVE RE-ENACTING AGREEMENT TO NON-PARTIES**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the Furniture, Bedding and Upholstery Industry Bargaining Council, Greater Northern Region, 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 18 September 2000 and for the period ending 30 June 2001.

M. M. S. MDLADLANA

Minister of Labour

No. R. 888**8 September 2000**

WET OP ARBEIDSVERHOUDINGE, 1995

**MEUBEL-, BEDDEGOED- EN STOFFERINGSNYWERHEID BEDINGINGSRAAD, GROTER NOORDELIKE STREEK:
UITBREIDING VAN KOLLEKTIEWE HERBEKRAGTIGINGSOOREENKOMS NA NIE-PARTYE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die kollektiewe ooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Meubel-, Beddegoed- en Stofferingsnywerheid Bedingingsraad, Groter Noordelike Streek aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie nywerheid met ingang van 18 September 2000 en vir die tydperk wat op 30 Junie 2001 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

Nota: 'n Afrikaanse vertaling van die Ooreenkoms by die Engelse kennisgewing is op aanvraag beskikbaar by die Bedingingsraad.

SCHEDULE**FURNITURE, BEDDING AND UPHOLSTERY INDUSTRY BARGAINING COUNCIL GREATER NORTHERN REGION
COLLECTIVE AGREEMENT**

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

Transvaal Furniture, Bedding and Upholstery Manufacturers' Association (TFBUMA)

and

Curtain Makers' and Allied Products Association (CMAPA)

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

National Union of Furniture and Allied Workers of South Africa (NUFAWSA)

and

Chemical, Energy, Paper, Printing, Wood and Allied Workers' Union (CEPPWAWU)

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Furniture, Bedding & Upholstery Industry Bargaining Council, Greater Northern Region,

to amend the Collective Agreement published under Government Notice No. R. 278 of 5 March 1999, as extended and amended by Government Notices Nos. R. 578 of 7 May 1999, R. 746 of 11 June 1999, R. 1272 of 29 October 1999, R. 1426 of 3 December 1999 and R. 542 of 2 June 2000.

CHAPTER 1**1. SCOPE OF APPLICATION**

1.1 The terms of this Agreement shall be observed in the Furniture, Bedding and Upholstery Industry, Greater Northern Region—

1.1.1 by all employers who are members of the employers' organisation and by all employees who are members of the trade unions, and who are engaged or employed in the Furniture, Bedding and Upholstery Industry, respectively;

1.1.2 in the Province of the Transvaal as it existed immediately prior to the coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993), and in the Magisterial District of Vryburg as it was constituted at 24 June 1960.

1.2 Notwithstanding the provisions of clause 1.1 the provisions of this Agreement shall—

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

1.2.2 apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or the Manpower Training Amendment Act, 1990, or any contracts entered into or any conditions fixed thereunder; and

1.2.3 be subject to the provisions of the Determination by the Court, dated 30 October 1984, in the matter between the Industrial Councils for the Furniture and Bedding Manufacturing Industry, Transvaal and Natal, and the Industrial Councils for the Building Industry, Transvaal and Natal, and the National Industrial Council for the Iron, Steel, Engineering and Metallurgical Industry.

1.3 The following provisions shall not apply to non-parties:

Clauses 1.1.1, 2, 3 and 7.4 of Chapter 1.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall, in terms of section 31 of the Act, become binding on the above parties on 1 July 2000 and in respect of the non-parties on such date as may be fixed by the Minister of Labour in terms of section 32 of the Act, and shall remain in force for the period ending 30 June 2001.

3. SPECIAL PROVISIONS

The provisions contained in clauses 5, 7.12, 8.9, 8.10 and 8.14 of Chapter 1, clause 7.2 of Chapter 2 and clauses 2 and 3 of Chapter 3 of the Agreement published under Government Notice No. R. 278 of 5 March 1999, (hereinafter referred to as the "Former Agreement"), as further extended and amended from time to time, shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 4, 6 to 7.11, 7.13 to 8.8, 8.11 to 8.13 and 8.15 to 11.10 of Chapter 1, clauses 1 to 7.1 and 7.3 to 12 of Chapter 2 and clauses 1 and 4 to 8 of Chapter 3 and Chapter 4 of the Former Agreement (as further amended and extended from time to time), shall apply to employers and employees.

5. CLAUSE 4: DEFINITIONS

Delete the definition of "compassionate leave".

6. CLAUSE 6: REGISTRATION OF EMPLOYERS

Substitute the following for clause 6.8:

- "6.8 Employers (excluding employers in the Curtain Sector) with not more than a total of 10 employees (including employees involved in activities other than Furniture and Bedding Manufacturing activities, will be entitled to the following phasing-in concession, provided that their employees agree to it:

PHASE ONE: First year of registration until the end of September

During this period the employer will be exempted from specified minimum wages and all contributions which are normally payable to this Council, except for contributions relating to expenses of the Council. Employees may be remunerated at their current rates of pay and wage increments may be negotiated between employer and employee/s. NB: All other provisions of the Agreement will remain applicable. Any accumulated *pro rata* leave pay benefits accrued by the employees prior to October of the first year of registration are to be paid out by the employer in terms of the Basic Conditions of Employment Act, 1997, when due.

PHASE TWO: October of the second year of registration to September

During this period the employees may be remunerated at their current rates of pay and wage increments may be negotiated between employer and employees. In addition to Council expenses payable in Phase One, the following contribution shall also become payable as specified:

Holiday Bonus Fund

PHASE THREE: October of the third year of registration to September

During this period employees shall be remunerated at no less than 75% of the prevailing minimum specified weekly wage rates. In addition to the contribution payable in Phase Two, the following contributions shall become payable as specified:

- (a) Provident Fund
- (b) Additional Provident Fund

PHASE FOUR: As from October of the fourth year of registration

All the provisions of the prevailing Agreement administered by this Council shall become applicable. NB: In the event of an establishment employing in excess of 10 employees at any time, all the provisions of the prevailing Agreement, including minimum specified wages and all contributions normally payable to this Council, shall immediately come into effect."

7. CLAUSE 7: TERMS OF EMPLOYMENT**(1) Clause 7.3 Overtime**

Substitute the following for clause 7.3.2:

- "7.3.2 An employer may request an employee to work overtime. This request shall not unreasonably be rejected and the employee shall not be permitted to work overtime in excess of 10 hours in any one pay week: Provided that employees shall be given at least 24 hours prior notice of overtime to be worked. For overtime to be worked in excess of ten (10) hours in any pay week, prior permission shall be obtained from the Council."

(2) Clause 7.7 Sick leave

Substitute the following for clause 7.7:

"7.7 Sick leave and proof of incapacity

- 7.7.1 'Sick leave cycle' means the period of 36 months' employment with the same employer immediately following —

7.7.1.1 an employee's commencement of employment; or

7.7.1.2 the completion of that employee's prior sick leave cycle.

- 7.7.2 During every sick leave cycle, an employee is entitled to an amount of paid sick leave equal to the number of days the employee would normally have worked during a period of six weeks.

- 7.7.3 Notwithstanding the provisions of clause 7.7.2, during the first six months of employment, an employee is entitled to one day's paid sick leave for every 26 days worked.

- 7.7.4 During an employee's first sick leave cycle, an employer may reduce the employee's entitlement to sick leave in terms of clause 7.7.2 by the number of days' sick leave taken in terms of clause 7.7.3.

- 7.7.5 An employer must pay an employee for a day's sick leave —

7.7.5.1 the wage the employee would ordinarily have received for work on that day; and

7.7.5.2 on the employee's usual pay day.

7.7.6 An agreement may reduce the pay to which an employee is entitled in respect of any day's absence in terms of this clause if -

7.7.6.1 the number of days of paid sick leave is increased at least commensurately with any reduction in the daily amount of sick pay; and

7.7.6.2 the employee's entitlement to pay -

7.7.6.2.1 for any day's sick leave is at least 75 per cent of the wage payable to the employee for the ordinary hours the employee would have worked on that day; and

7.7.6.2.2 for sick leave over the sick leave cycle is at least equivalent to the employee's entitlement in terms of clause 7.7.2.

7.7.7 An employee who is absent for the first three individual days in any leave cycle must be paid sick leave irrespective of whether such an employee produces a medical certificate or not. From the fourth individual day that an employee is absent in the same leave cycle, the employee must produce a medical certificate in order to qualify for payment of sick leave.

7.7.8 The medical certificate must be issued and signed by a medical practitioner or any other person who is certified to diagnose and treat patients and who is registered with a professional council established by an Act of Parliament.

7.7.9 If it is not reasonably practicable for an employee who lives on the employer's premises to obtain a medical certificate, the employer may not withhold payment in terms of clause 7.7.7 unless the employer provides reasonable assistance to the employee to obtain the certificate."

(3) Clause 7.11 New entrants

Substitute the following for clause 7.11.2:

"7.11.2 A new entrant Grade IV employee in the Furniture and Bedding sectors shall be paid not less than the specified rate as per Schedule 2, for a maximum period of 26 weeks. Thereafter the provisions of clause 7.11.1 shall apply."

(4) Clause 7.12 Trade union representative leave

In 7.12.1, substitute the expression 'five days' paid leave' for the expression 'four days' paid leave', and the expression '10 days' paid leave' for the expression 'eight days' paid leave'.

(5) Clause 7.13 Maternity Leave

Delete clause 7.13.1.7 and renumber clause 7.13.1.8 accordingly.

8. CLAUSE 8: GENERAL

(1) Clause 8.2 Temporary employment services and/or hire of labour

Substitute the following for clause 8.2.2:

"8.2.2 A temporary employment service which supplies labour shall remunerate all grades of employees as prescribed in this Collective Agreement, as per Schedule 2. All the provisions of the Collective Agreement, as per Schedule 2. All the provisions of the Collective Agreement shall *mutatis mutandis* apply."

(2) Clause 8.11 Expenses of the Council

Substitute the following for clause 8.11.1

"8.11.1 Council levy

For the purpose of meeting the expenses of the Council, every employer shall pay to the Council an amount as prescribed in Schedule 1 of this Agreement."

9. CLAUSE 11: REMUNERATION

Clause 11.7 Remuneration for overtime and work on a Sunday

Substitute the following for clause 11.7

"11.7 Remuneration for overtime and work on a Sunday

11.7.1 All time worked in excess of the normal weekly working hours of the establishment, other than time worked on a Sunday, up to and not exceeding 10 hours per week, shall be regarded as overtime and an employee shall be paid for it at a rate of one and a half times his hourly rate.

11.7.2 For all overtime worked exceeding 10 hours per week and overtime worked on a Sunday, an employee shall be remunerated at a rate of double his hourly rate.

11.7.3 At time worked on a Sunday may not be used to make up for time lost."

10. CHAPTER 4**MINIMUM WAGES AND GRADINGS****BEDDING MANUFACTURING****G. FOREMAN, CHARGEHANDS AND SUPERVISORS AND GRADE IV CHARGEHANDS**

Delete the paragraph headed "APPRENTICES IN DESIGNATED TRADES", including the table.

11. SCHEDULE I**CALCULATION OF CONTRIBUTIONS PAYABLE TO THE COUNCIL****(1) 1. HOLIDAY BONUS FUND**

Insert the following new item 1.4:

"1.4 For working employers, 15% of a foreman's prescribed weekly wage on the establishment's full normal weekly hours of work."

(2) 4. EXPENSES OF THE COUNCIL

Substitute the following for item 4:

"4. Expenses of the Council (payable only when more than 16 hours per week have been worked) R1,63 per week from the employee plus an equal amount from the employer.

This amount shall be increased annually by the percentage equivalent to the average percentage increase in the prescribed minimum wages."

(3) 5. TRAINING FUND

Substitute the following for item 5:

"5. REGISTRATION FEE

Every employer who registers with this Council shall pay a registration fee of R100,00 per establishment, upon registration."

(4) 6. REGISTRATION FEE

Delete item 6.

12. SCHEDULE 2

Substitute the following for Schedule 2:

"SCHEDULE 2**SPECIFIED MINIMUM WAGES AND SUBSISTENCE ALLOWANCES**

Sector	Grades and Categories	Wage Category	Old specified minimum wage		New specified minimum wage
			Specified minimum wage rate for the period prior to the coming into operation of this Agreement	Taxable allowance payable for the period prior to the coming into operation of this Agreement	Specified minimum wage rate (taxable allowance incorporated) as from the date of coming into operation of the Agreement for the period ending 30/06/2001
Furniture	Temporary employment hire of labour	All grades	R630,00 per week	R35,00 per week	R700,00 per week
	Foreman/Supervisor	F	R588,87 per week	R35,00 per week	R658,87 per week
	Chargehand	G	R572,69 per week	R35,00 per week	R642,69 per week
	Grade I	A	R540,33 per week	R35,00 per week	R610,33 per week
	Grade II	B	R531,83 per week	R35,00 per week	R601,83 per week
	Grade III	C	R501,62 per week	R35,00 per week	R571,62 per week
	Grade IV Chargehand	H	R494,08 per week	R35,00 per week	R564,08 per week
	Grade IV	D	R477,56 per week	R35,00 per week	R547,56 per week
	Grade IV (A)	E	R480,50 per week	R35,00 per week	R550,50 per week
	Grade IV (New entrant)	O	R308,00 per week	R35,00 per week	R378,00 per week

Sector	Grades and Categories	Wage Category	Old specified minimum wage		New specified minimum wage
			Specified minimum wage rate for the period prior to the coming into operation of this Agreement	Taxable allowance payable for the period prior to the coming into operation of this Agreement	Specified minimum wage rate (taxable allowance incorporated) as from the date of coming into operation of the Agreement for the period ending 30/06/2001
Bedding	Temporary employment hire of labour	All grades	R630,00 per week	R35,00 per week	R700,00 per week
	Foreman/Supervisor	F	R588,87 per week	R35,00 per week	R658,87 per week
	Chargehand	G	R572,69 per week	R35,00 per week	R642,69 per week
	Grade I	A	R540,33 per week	R35,00 per week	R610,33 per week
	Grade I (A)	B	R531,83 per week	R35,00 per week	R601,83 per week
	Grade II	I	R521,58 per week	R35,00 per week	R591,58 per week
	Grade III	C	R501,62 per week	R35,00 per week	R571,62 per week
	Grade III (A)	J	R496,12 per week	R35,00 per week	R566,12 per week
	Grade IV Chargehand	H	R494,08 per week	R35,00 per week	R564,08 per week
	Grade IV (A)	E	R480,50 per week	R35,00 per week	R550,50 per week
	Grade IV	D	R477,56 per week	R35,00 per week	R547,56 per week
	Grade IV (New entrant)		R308,00 per week	R35,00 per week	R378,00 per week
Curtains	Grade I	K	R527,50 per week	R25,00 per week	R576,24 per week
	Grade II (A)	L	R483,06 per week	R25,00 per week	R529,80 per week
	Grade II (B)	M	R472,06 per week	R25,00 per week	R518,30 per week
	Grade III (A)	N	R449,62 per week	R25,00 per week	R494,85 per week
	Grade III (B)	O	R438,62 per week	R25,00 per week	R483,36 per week
	Grade IV (A)	P	R417,50 per week	R25,00 per week	R461,29 per week
	Grade IV (B)	Q	R406,50 per week	R25,00 per week	R449,79 per week
	Grade IV	R	R375,70 per week	R25,00 per week	R417,61 per week
Drivers	Vehicles over 7 tons	V	R514,07 per week	R35,00 per week	R584,07 per week
	Vehicles 5 tons to 7 tons	U	R506,25 per week	R35,00 per week	R576,25 per week
	Vehicles 3 tons to 5 tons	T	R498,38 per week	R35,00 per week	R568,38 per week
	Vehicles under 3 tons	S	R491,35 per week	R35,00 per week	R561,35 per week
	Other vehicles	W	R478,23 per week	R35,00 per week	R548,23 per week
	Subsistence allowance	X	R35 per night	R00,00 per night	R35 per night
Apprentices	Passed stage 5	AD	R560,62 per week	R35,00 per week	R630,62 per week
	Passed stage 4	AC	R546,99 per week	R35,00 per week	R616,99 per week
	Passed stage 3	AB	R533,37 per week	R35,00 per week	R603,37 per week
	Passed stage 2	AA	R519,74 per week	R35,00 per week	R589,74 per week
	Passed stage 1	Z	R506,12 per week	R35,00 per week	R576,12 per week
	Indentured	Y	R489,77 per week	R35,00 per week	R559,77 per week

Agreement signed at Johannesburg this 29th day of June 2000.

E. NKOSI

Chairman of the Council

H. DE KLERK

Vice-Chairman of the Council

W. A. JANSE VAN RENSBURG

General Secretary

DEPARTMENT OF DEFENCE
DEPARTEMENT VAN VERDEDIGING

No. 880**8 September 2000**

AMENDMENT OF THE GENERAL REGULATIONS FOR THE SOUTH AFRICAN NATIONAL DEFENCE FORCE AND THE RESERVE

The Minister of Defence has, in terms of section 87 (1), read with section 10 of the Defence Act, 1957 (Act No. 44 of 1957), published the regulations in the Schedule.

SCHEDULE

Definitions

1. In this Schedule "the Regulations" means Chapter IV of the General Regulations for the South African National Defence Force and the Reserve, published in Government Notice No. R. 274 of 26 February 1971 as amended by Government Notices Nos. R. 314 of 27 February 1976, R. 832 of 21 April 1978, R. 2203 of 24 October 1986, R. 2172 of 14 September 1990, R. 585 of 22 March 1991, R. 949 of 18 July 1997, R. 913 of 23 July 1999 and R. 178 of 25 February 2000.

Amendment of Chapter IV of regulations

2. Regulation 4 (1) (a) of the Regulations is hereby substituted with the following:

"(a) in the case of a person who is not a citizen, the Minister has so directed; or"

No. R. 881**8 September 2000**

AMENDMENT OF THE GENERAL REGULATIONS FOR THE SOUTH AFRICAN NATIONAL DEFENCE FORCE AND THE RESERVE

The Minister of Defence has, in terms of section 87 (1) (c) of the Defence Act, 1957 (Act No. 44 of 1957), published the regulations in the Schedule.

SCHEDULE

Definition

1. In this Schedule "the Regulations" means Chapter III of the General Regulations for the South African National Defence Force and the Reserve, published in Government Notice No. R. 2213 of 10 December 1971 as amended by Government Notices No. R. 507 of 29 March 1974, R. 314 of 27 February 1976, R. 572 of 23 March 1978, R. 832 of 21 April 1978, R. 2203 of 24 October 1986, R. 542 of 16 March 1990, R. 585 of 22 March 1991, R. 2703 of 15 November 1991, R. 992 of 28 May 1993, R. 2146 of 12 November 1993, R. 950 of 18 July 1997, R. 258 of 20 February 1998, R. 900 of 23 July 1999 and R. 179 of 25 February 2000.

Amendment of Chapter III of Regulations

2. Regulation 3 (5) (b) of the Regulations is hereby substituted with the following:

"(b) has obtained at least the School Leaving Certificate or equivalent certificate which, in addition to English and any other official language of the RSA, shall include such subjects as the Chief of the SA National Defence Force may from time to time determine."

3. Regulation 4 (6) and 4 (6) (a) of the Regulations is hereby substituted with the following:

"(6) Notwithstanding provisions to the contrary in these regulations, a qualified pilot or a qualified navigator may on the authority of the Minister and in a rank determined in terms of the existing conditions of service applicable to such member, be appointed as an officer in the Permanent Force for such a period of service as may be approved/amended by the Minister: Provided that—

(a) any previous periods of full-time service rendered by the member concerned as a qualified pilot or qualified navigator in the Permanent Force shall be included in such period of service as may be approved/amended by the Minister;"

4. Regulation 7 (b) of the Regulations is hereby substituted with the following:

"(b) he has attained the certificate of the National Matriculation Board or an equivalent certificate which includes English and any other official language of the RSA;"

No. R. 882

8 September 2000

**AMENDMENT OF THE GENERAL REGULATIONS FOR THE SOUTH AFRICAN
NATIONAL DEFENCE FORCE AND THE RESERVE**

The Minister of Defence has, in terms of section 87 (1), read with sections 9 (2), 20, 26, 36, 39, 40, 41, 42, of the Defence Act, 1957 (Act No. 44 of 1957), published the regulations in the Schedule.

SCHEDULE**Definitions**

1. In this Schedule "the Regulations" means Chapter V of the General Regulations for the South African National Defence Force and the Reserve, published in Government Notice No. R. 678 of 26 April 1974 as amended by Government Notices No. R. 1365 of 9 August 1974, R. 314 of 27 February 1976, R. 623 of 9 April 1976, R. 1387 of 13 August 1976, R. 1708 of 26 August 1988, R. 1723 of 26 July 1991, R. 38 of 14 January 1994 and R. 951 of 18 July 1997.

Amendment of Chapter V of regulations

2. Regulations 2, 3, 4, 40, 41, 42 (3), 42 (4), 42 (5), 43, 44, 45, and 46 of Chapter V are hereby repealed.
3. The following new regulation 2A is hereby inserted:

"2A. A gratuity, the value of which may from time to time be approved by the Minister, may be paid to members who are bound to service in a contractual capacity and to which contract gratuities are provided for."

SOUTH AFRICAN REVENUE SERVICE SUID-AFRIKAANSE INKOMSTEDIENS

No. R. 879

8 September 2000

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 2 (No. 2/74)

Under section 56 of the Customs and Excise Act, 1964, Part I of Schedule No. 2 to the said Act is hereby amended, with retrospective effect to 24 July 1998, to the extent set out in the Schedule hereto.

M. MPAHLWA

Deputy Minister of Finance

SCHEDULE

I Item	II				III Rebate Items	IV Imported from or originating in	V Rate of anti- dumping duty	VI Anno- tations
	Tariff Heading	Code	C. D.	Description				
218.01		05.06	61	By the substitution for codes 05.06, 06.06 and 07.06 to tariff heading No. 9018.31 of the following: Disposable 2-piece hypodermic syringes of plastics		Almo Erzeugnisse or B Braun Melsungen, Germany	11%	
		06.06	66	Disposable 2-piece hypodermic syringes of plastics		Almo Erzeugnisse or B Braun Melsungen, Germany	23,4%	
		07.06	60	Disposable 2-piece hypodermic syringes of plastics		Almo Erzeugnisse or B Braun Melsungen, Germany	41,3%”	

No. R. 879

8 September 2000

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 2 (No. 2/74)

Kragtens artikel 56 van die Doeane- en Aksynswet, 1964 word, Deel I van Bylae No. 1 by genoemde Wet hiermee gewysig, met terugwerkende krag tot 24 Julie 1998, in die mate in die Bylae hierby aangetoon.

M. MPAHLWA

Adjunkminister van Finansies

BYLAE

I Item	II				III Korting Items	IV Ingevoer vanaf of afkomstig van	V Skaal van anti- dumping reg	VI Anno= tasics
	Tarief= pos	Kode	T. S.	Beskrywing				
218.01				Deur kodes 05.06, 06.06 en 07.06 by tariefpos No. 9018.31 deur die volgende te vervang:				
		05.06	61	Wegdoenbare 2-stuk onderhuidse spuite van plastieke		Almo Erzeugnisse or B Braun Melsungen, Duitsland	11%	
		06.06	66	Wegdoenbare 2-stuk onderhuidse spuite van plastieke		Almo Erzeugnisse or B Braun Melsungen, Duitsland	23,4%	
		07.06	60	Wegdoenbare 2-stuk onderhuidse spuite van plastieke		Almo Erzeugnisse or B Braun Melsungen, Duitsland	41,3% ²²	

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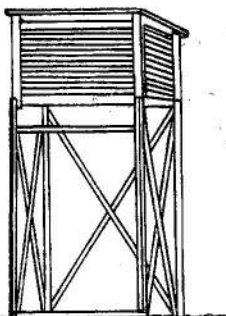
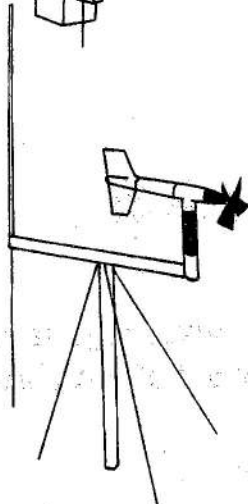
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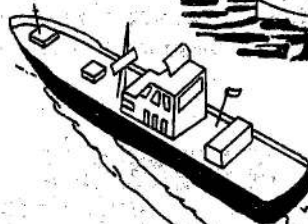
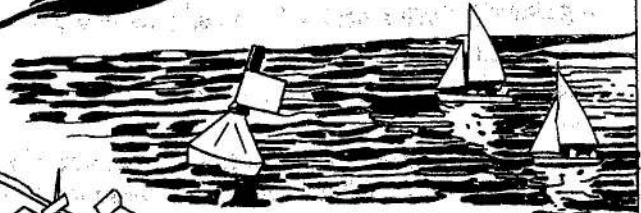
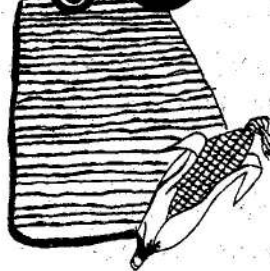
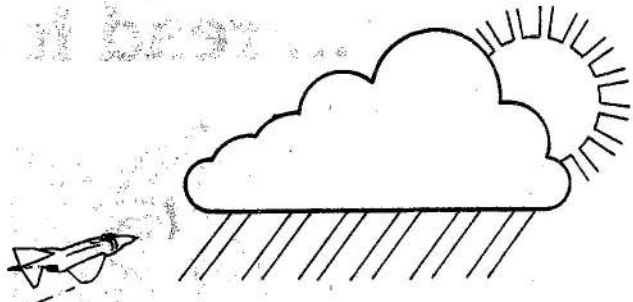
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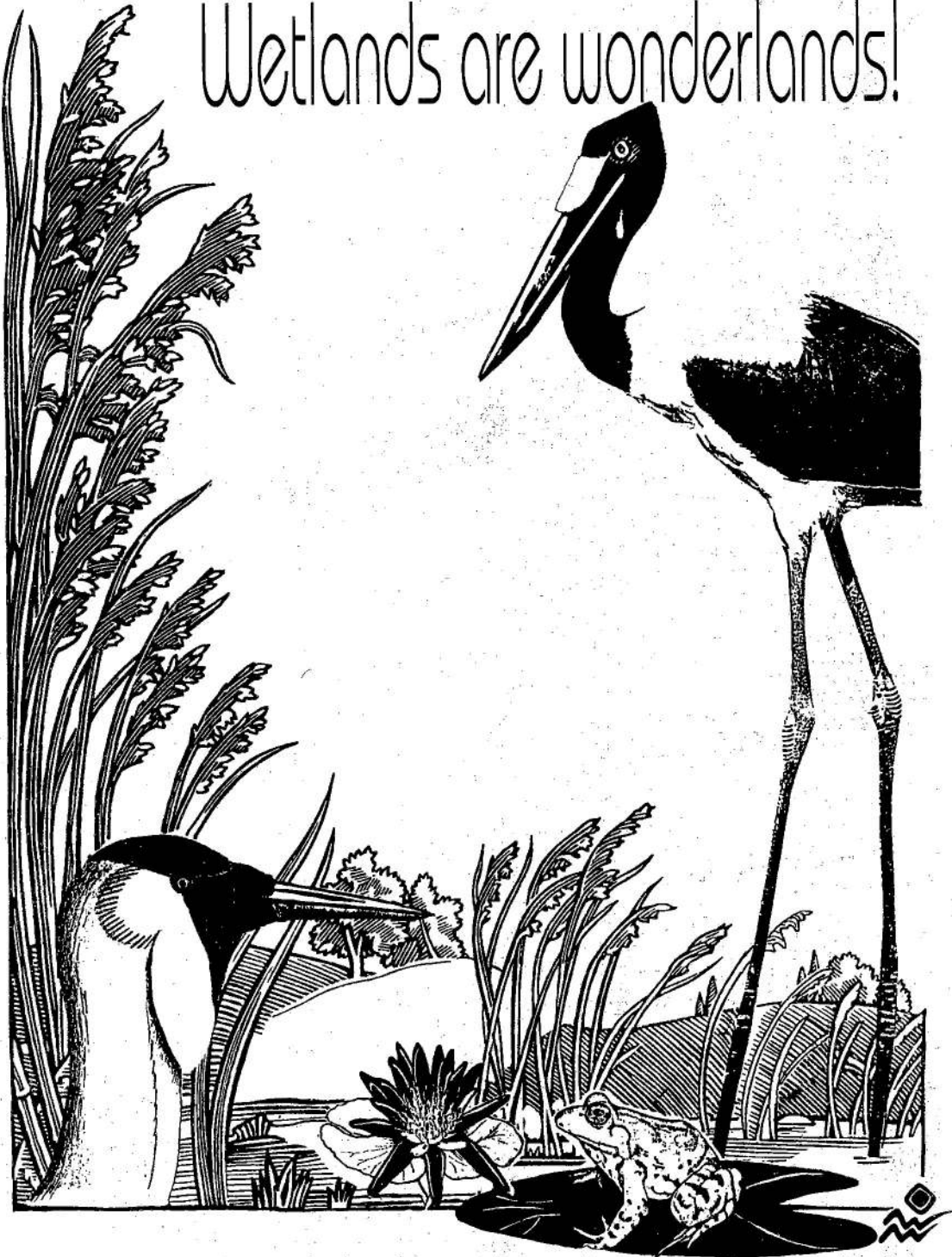
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