

REPUBLIC
OF
SOUTH AFRICA



REPUBLIEK
VAN
SUID-AFRIKA

Government Gazette Staatskoerant

Regulation Gazette

No. 5898

Regulasiekoerant

Vol. 381

PRETORIA, 27 MARCH
MAART 1997

No. 17890

GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 494

27 March 1997

LABOUR RELATIONS ACT, 1956

SECURITY SERVICES TRADE: AMENDMENT OF ORDER

I, Tito Titus Mboweni, Minister of Labour, hereby, in terms of section 51A (4) (a) (ii) of the Labour Relations Act, 1956, amend the Order for the Security Services Trade, published under Government Notice No. R. 568 of 6 April 1996 in accordance with the Schedule hereto with effect from the second Monday after the date of publication of this notice.

T. T. MBOWENI

Minister of Labour

GOEWERMENTSKENNISGEWING

DEPARTEMENT VAN ARBEID

No. R. 494

27 Maart 1997

WET OP ARBEIDSVARHOUDINGE, 1956

SEKURITEITSDIENSTEBEDRYF: WYSIGING VAN ORDER

Ek, Tito Titus Mboweni, Minister van Arbeid, wysig hierby, kragtens artikel 51A (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, die Order vir die Sekuriteitsdiensbedryf, gepubliseer by Goewermentskennisgewing No. R. 568 van 6 April 1996, ooreenkomstig die Bylae hiervan met ingang vanaf die tweede Maandag na die datum van publikasie van hierdie kennisgewing.

T. T. MBOWENI

Minister van Arbeid

SCHEDULE

1. In clause 3—

- (1) substitute the attached wage schedule for the existing wage schedule;
- (2) insert the following new subclause (6):

"(6) *Night shift allowance:* A night shift allowance of R1,00 per shift shall apply."

2. In clause 8—

- (1) delete subclause (2) (b) (ii) (bb);
- (2) insert the following new subclause (7):

"(7) The free period shall commence no less than 12 hours after the completion of the last shift: This shall be read with the wage roster breakdown and wage calculations attached hereto."

	Area 1	Area 2
	In the Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roode- poort, Sasolburg, Simonstown, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom and Wynberg	In the Magisterial Districts of Bloemfontein, East London, Kimberley, Klerksdorp, Pietermaritzburg, Somerset West, Stellenbosch and Strand
Artisan.....	R8,87	R8,10
Clerical assistant—		
during the first year of experience	R4,41	R4,07
during the second year of experience.....	R4,60	R4,21
thereafter	R4,77	R4,41
Clerk—		
during the first year of experience	R4,83	R4,46
during the second year of experience.....	R5,53	R5,29
during the third year of experience	R6,24	R5,73
thereafter	R6,97	R6,38
Controller	As for a clerical assistant	As for a clerical assistant
Driver of a—		
light motor vehicle	R4,66	R4,33
medium motor vehicle.....	R5,50	R5,08
heavy motor vehicle	R6,01	R5,56
General worker—		
during the first months of service with the same employer.....	R3,62	R3,34
thereafter	R3,96	R3,66
Handyman	R5,15	R4,79
Security officer—		
category A—		
grade A	R8,77	R8,02
grade B	R7,17	R6,53
* grade C	R5,26	R4,86
* grade D	R4,66	R4,26
* grade E	R4,35	R4,00
category B—		
grade A	R8,77	R8,02
grade B	R7,17	R6,53
* grade C	R5,26	R4,86
* grade D	R4,66	R4,26
* grade E	R4,35	R4,00
Employees not elsewhere specifically mentioned in this subclause	R4,48	R4,13

	Area 3	Area 4	Area 5	
	In the Magisterial Districts of Odendaalsrus, Potchefstroom, Virginia, Welkom and Witbank	In the Magisterial Districts of George, Highveld Ridge, Klip River, Knysna, Middelburg (Mpumalanga), Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Pietersburg, Rustenburg and Umzinto	In the Magisterial Districts of Bethlehem, Hennenman, King William's Town, Lower Tugela, Lower Umfolozi, Port Shepstone, Potgietersrus and Queenstown	Maximum ordinary hours per week
Artisan	R7,64	R6,70	R6,24	46
Clerical assistant—				
during the first year of experience	R3,61	R3,39	R3,09	46
during the second year of experience	R3,76	R3,51	R3,21	46
thereafter	R3,95	R3,65	R3,33	46
Clerk—				
during the first year of experience	R4,01	R3,68	R3,36	46
during the second year of experience	R4,63	R4,22	R3,89	46
during the third year of experience	R5,29	R4,74	R4,39	46
thereafter	R5,90	R5,25	R4,88	46
Controller	As for a clerical assistant	As for a clerical assistant	As for a clerical assistant	46
Driver of a—				
light motor vehicle	R3,85	R3,56	R3,26	46
medium motor vehicle	R4,60	R4,18	R3,85	46
heavy motor vehicle	R5,08	R4,55	R4,23	46
General worker—				
during the first six months of service with the same employer	R2,95	R2,78	R2,53	46
thereafter	R3,24	R3,05	R2,78	46
Handyman	R4,33	R3,94	R3,63	46
Security officer—				
Category A—				
grade A	R7,15	R6,63	R6,18	48
grade B	R5,78	R5,35	R5,01	48
* grade C	R4,31	R4,01	R3,70	48
* grade D	R3,81	R3,55	R3,25	48
* grade E	R3,55	R3,34	R3,05	48
Category B—				
grade A	R7,15	R6,63	R6,18	60
grade B	R5,78	R5,35	R5,01	60
* grade C	R4,31	R4,01	R3,70	60
* grade D	R3,81	R3,55	R3,25	60
* grade E	R3,55	R3,34	R3,05	60
Employees not elsewhere specifically mentioned in this subclause	R3,66	R3,45	R3,14	46

* For every day or part of a day on which an employer requires or permits a security officer grade C, D or E to use or be in charge of a dog in the performance of his or her duties he or she shall pay him or her an allowance of not less than R1 in addition to his daily wage.

WAGE CALCULATION

OFFICER A:	HRS	O/T	SUN		
Week 1.....	60	0	24		
Week 2.....	60	0	24		
Week 3.....	60	0	24		
Week 4.....	60	0	24		
Week 5.....	24	0	0		
TOTAL HRS	264	0	96	360 @ R4,35=	1 566,00

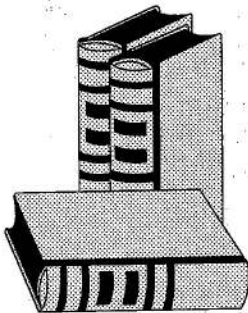
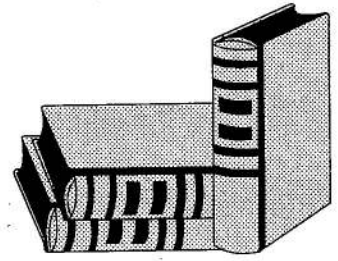
WAGE CALCULATION

OFFICER B:	HRS	O/T	SUN		
Week 1.....	60	16,32	0		
Week 2.....	60	16,32	0		
Week 3.....	60	16,32	0		
Week 4.....	60	16,32	0		
Week 5.....	36	0	0		
TOTAL HRS	276	65,28	0	341,28 @ R4,35=	1 484,57

WAGE CALCULATION

1. If an employee works a shift of more than four hours on a Sunday he or she must be paid double time for the hours worked regardless if any other shift has been worked during that week or not.
2. An employee must be paid overtime at the rate of time and a third for the first ten hours of overtime and time and a half for the next two hours. Work on a Sunday shall not be considered overtime and must be paid at double time.
3. Wages must be calculated on an hourly basis and paid accordingly.
4. At least 36 hours must elapse between an employee completing a shift and returning to work after a rest period.

Where is the largest amount of meteorological information in the whole of South Africa available?



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Department of Environmental Affairs and Tourism
Departement van Omgewingsake en Toerisme



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Department of Environmental Affairs
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Departement van Omgewingsake
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