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GOVERNMENT NOTICE GOEWERMENTSKENNISGEWING

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 639

30 April 1998

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, as applied by item 12 (5B) of Schedule 7 of the Labour Relations Act, 1995, amend the Order for the Security Trade, published under Government Notice No. R. 568 of 6 April 1996 and amended by Government Notice No. R. 494 of 27 March 1997 in accordance with the Schedule hereto and fix the first Monday after the date of publication of this notice as the date from which the said amendment shall be binding.

T. T. MBOWENI

Minister of Labour

SCHEDULE

1. Substitute the following for the table in clause 2:

	AREA 1	AREA 2	AREA 3	AREA 4
	In the Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Durban, Germiston, Goodwood, Innuendo, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simons Town, Springs, The Cape, Uitenhage, Vanderbijlpark, Vereeniging, Westonia, Wonderboom and Wynberg	In the Magisterial Districts of Bloemfontein, East London, Kimberley, Klerksdorp, Pietermaritzburg, Somerset West, Stellenbosch and Strand	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, Umtata, Bethlehem, Henneman, King William's Town, Lower Tugela, Lower Umfelozi, Port Shepstone, Potgietersrus and Queenstown
	R/Hour	R/Hour	R/Hour	R/Hour
Artisan	9,75	8,91	8,40	7,73
Clerical Assistants—during the—				
first year of experience	4,85	4,48	3,97	3,73
second year of experience	5,00	4,63	4,13	3,86
thereafter	5,25	4,85	4,34	4,01
Clerk—during the—				
first year of experience	5,31	4,90	4,41	4,05
second year of experience	6,08	5,82	5,09	4,84
third year of experience	8,80	6,30	5,62	5,21
thereafter	7,87	7,02	8,49	5,77
Controller	As for a Clerical Assistant	As for a Clerical Assistant	As for a Clerical Assistant	As for a Clerical Assistant
Driver of a—				
light motor vehicle	5,12	4,78	4,24	3,91
medium motor vehicle	8,05	5,58	5,08	4,60
heavy motor vehicle	8,11	6,11	5,59	5,00

	AREA 1	AREA 2	AREA 3	AREA 4
"A night shift allowance of R1,00 per shift will apply	In the Magisterial Districts of Alberton, Bellville, Benoni, Boksburg, Brakpan, Chatsworth, Durban, Germiston, Goodwood, Innuendo, Johannesburg, Kempton Park, Krugersdorp, Kuils River, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simons Town, 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	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, Umtata, Bethlehem, Henneman, King William's Town, Lower Tugela, Lower Umfelozi, Port Shepstone, Potgietersrus and Queenstown
	R/Hour	R/Hour	R/Hour	R/Hour
General Worker—				
during the first six months of service with the same employer thereafter.....	3,98 4,35	3,87 4,02	3,24 3,58	3,06 3,38
Security Officer—				
Category A—				
Grade A.....	9,65	8,82	7,86	7,29
Grade B.....	7,89	7,18	6,35	5,88
*Grade C.....	5,79	5,35	4,74	4,41
*Grade D.....	5,13	4,89	4,19	3,90
*Grade E.....	4,76	4,40	3,00	3,67
Category B—				
Grade A.....	9,85	8,82	7,88	7,29
Grade B.....	7,89	7,18	6,35	5,88
*Grade C.....	5,79	5,35	4,74	4,41
*Grade D.....	5,13	4,89	4,19	3,90
*Grade E.....	4,78	4,40	3,90	3,87
Employees not elsewhere specifically mentioned in this subclause	4,93	4,54	4,03	3,60

* For every day or part of a day on which an employer requires or permit security officers grade C, D, E, to use or be in charge of a dog in the performance of his duties, he shall pay him an allowance of not less than R1,00 in addition to his daily wage.

Amended guards earning less than Grade D shall be paid Grade D rates for all shifts worked carrying a firearm.

2. Insert the following clause 2B after clause 2:

"2B. ANNUAL BONUS

An employer shall pay his employee in respect of each completed 12 months of employment with the employer an annual bonus calculated as follows:

$$\text{Employees hourly wage} \times \text{employees ordinary weekly hours} \times \frac{52}{12} \times \frac{12}{100}$$

The payment of the annual bonus shall be on the employee's anniversary date of employment with the employer unless the employer and a representative trade union and/or the employee mutually agree upon a date other than the employee's anniversary date with the employer.

In the first year of this order an employee shall be paid the annual bonus as set out hereunder:

- (a) In the case where the bonus is paid on the employee's anniversary date with the employer, the annual bonus shall be paid on a *pro rata* basis calculated as the number of months of service from the date of the Order to the employee's date of employment with the employer.
- (b) In the case where the employer and a representative trade union and/or the employee have agreed upon a date other than the employee's date of employment with the employer, the annual bonus shall be paid on a *pro rata* basis calculated as the number of months of service from the date of the Order to the mutually agreed date of payment of the annual bonus.

An employee must be in the employ of the employer on the agreed payment date of the annual bonus, failing which any bonus accrued from the date of last payment will be forfeited."

No. R. 639

30 April 1998

WET OP ARBEIDSVERHOUDINGE, 1956

SEKURITEITSDIENSTE BEDRYF: WYSIGING VAN ORDER

Ek, Tito Titus Mboweni, Minister van Arbeid, wysig hierby kragtens artikel 51A (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, soos toegepas deur item 12 (5B) van Bylae 7 van die Wet op Arbeidsverhoudinge, 1995, die Order van die Sekuriteitsbedryf, gepubliseer by Goewermenskennigsewing No. R. 568 van 6 April 1996, soos gewysig by Goewermenskennigsewing No. R. 494 van 27 Maart 1997 ooreenkomstig die Bylae hiervan en bepaal die eerste Maandag na die datum van publikasie van hierdie kennigsewing as die datum waarop die genoemde wysiging in werking tree.

T. T. MBOWENI

Minister van Arbeid

BYLAE

1. Vervang die tabel in klousule 2 deur die volgende:

	GEBIED NOMMER 1	GEBIED NOMMER 2	GEBIED NOMMER 3	GEBIED NOMMER 4
" 'n Nagskoftoelae van R1,00 per skof sal van toepassing wees	In die landdrosdistrikte Alberton, Bellville, Benoni, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuilsrivier, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simonstad, Springs, Die Kaap, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom en Wynberg	In die landdrosdistrikte Bloemfontein, Oos-Londen, Kimberley, Klerksdorp, Pietermaritzburg, Somerset-Wes, Stellenbosch en Strand	In die landdrosdistrikte Oendaalsrus, Potchefstroom, Virginia, Welkom en Witbank	In die landdrosdistrikte George, Hoëveldrif, Kliprivier, Knysna, Middelburg (Mpumalanga), Mosselbaai, Nelspruit, Newcastle, Oudtshoorn, Pietersburg, Rustenburg, Umtata, Bethlehem, Henneman, King William's Town, Laer Tugela, Laer Umfolozi, Port Shepstone, Potgietersrus en Queenstown
	R/uur	R/uur	R/uur	R/uur
Ambagsman	9,75	8,91	8,40	7,73
Klerklike Assistent—				
gedurende die eerste jaar onder-	4,85	4,48	3,97	3,73
vinding.....				
gedurende die tweede jaar onder-	5,00	4,63	4,13	3,86
vinding.....				
daarna.....	5,25	4,85	4,34	4,01
Klerk				
gedurende die eerste jaar onder-	5,31	4,90	4,41	4,05
vinding.....				
gedurende die tweede jaar onder-	6,08	5,82	5,09	4,84
vinding.....				
gedurende die derde jaar onder-	8,80	6,30	5,62	5,21
vinding.....				
daarna.....	7,87	7,02	8,49	5,77
Kontroleur	Soos vir 'n klerklike assistent	Soos vir 'n klerklike assistent	Soos vir 'n klerklike assistent	Soos vir 'n klerklike assistent
Drywer van 'n—				
ligte motorvoertuig	5,12	4,78	4,24	3,91
medium motorvoertuig	8,05	5,58	5,08	4,60
swaar motorvoertuig	8,11	6,11	5,59	5,00

	GEBIED NOMMER 1	GEBIED NOMMER 2	GEBIED NOMMER 3	GEBIED NOMMER 4
" 'n Nagskofoelae van R1,00 per skof sal van toepassing wees	In die landdrosdistrikte Alberton, Bellville, Benoni, Boksburg, Brakpan, Camperdown, Chatsworth, Durban, Germiston, Goodwood, Inanda, Johannesburg, Kempton Park, Krugersdorp, Kuilsrivier, Nigel, Oberholzer, Paarl, Pinetown, Port Elizabeth, Pretoria, Randburg, Randfontein, Roodepoort, Sasolburg, Simonstad, Springs, Die Kaap, Uitenhage, Vanderbijlpark, Vereeniging, Westonaria, Wonderboom en Wynberg	In die landdrosdistrikte Bloemfontein, Oos-Londen, Kimberley, Klerksdorp, Pietermaritzburg, Somerset-Wes, Stellenbosch en Strand	In die landdrosdistrikte Oendaalsrus, Potchefstroom, Virginia, Welkom en Witbank	In die landdrosdistrikte George, Hoëveldrif, Kliprivier, Knysna, Middelburg (Mpumalanga), Mosselbaai, Nelspruit, Newcastle, Oudtshoorn, Pietersburg, Rustenburg, Umtata, Bethlehem, Henneman, King William's Town, Laer Tugela, Laer Umfolozi, Port Shepstone, Potgietersrus en Queenstown
	R/uur	R/uur	R/uur	R/uur
Algemene Werker— gedurende die eerste ses maande diens by dieselfde werkgewer daarna.....	3,98 4,35	3,87 4,02	3,24 3,58	3,06 3,38
Sekuriteitsbeampte— Kategorie A— Graad A..... Graad B..... *Graad C..... *Graad D..... *Graad E..... Kategorie B— Graad A..... Graad B..... *Graad C..... *Graad D..... *Graad E.....	9,65 7,89 5,79 5,13 4,76 9,85 7,89 5,79 5,13 4,78	8,82 7,18 5,35 4,89 4,40 8,82 7,18 5,35 4,89 4,40	7,86 6,35 4,74 4,19 3,00 7,88 6,35 4,74 4,19 3,90	7,29 5,88 4,41 3,90 3,67 7,29 5,88 4,41 3,90 3,87
Werknemer nie elders in hierdie klousule druklik vermeld nie.....	4,93	4,54	4,03	3,60

* Vir elke dag of gedeelte van 'n dag wat 'n werkgewer van 'n sekuriteitsbeampte graad C, D of E vereis of hom toelaat om in die uitvoering van sy pligte van 'n hond gebruik te maak of in beheer van 'n hond te wees, moet hy hom benewens sy dagloon 'n toelae van minstens R1,00 betaal.

Gewapende wagte wat minder as graad D betaal word moet graad D tariewe betaal word vir elke skof wat gewerk word waarop 'n wapen gedra word.

2. Voeg die volgende klousule 2B in na klousule 2:

"2B. JAARLIKSE BONUS

'n Werkgewer sal sy werknemer vir elke voltooide 12 maande werklike diens met daardie werkgewer, 'n jaarlikse bonus betaal wat as volg bereken sal word:

$$\text{Werknemer se uurlike loon} \times \text{werknemers se gewone weeklikse werksure} \times \frac{52}{12} \times \frac{12}{100}$$

Die betaling van die jaarlikse bonus sal plaasvind op die herdenkingsdatum van die werknemer se diens by die werkgewer behalwe as die werkgewer en 'n verteenwoordigende vakvereniging en/of die werknemer, gesamentlik ooreenkom op 'n datum anders dan die werknemer se herdenkingsdatum by die werkgewer.

In die eerste jaar van hierdie order sal 'n werknemer 'n jaarlikse bonus betaal word soos hieronder uiteengesit:

- (a) In die geval waar die jaarlikse bonus op die werknemer se herdenkingsdatum by die werkgewer betaal word sal die jaarlikse bonus op 'n *pro rata*-basis bereken word as die aantal maande van werklike diens vanaf die datum van die inwerkingtreding van die order tot en met die werknemer se datum van aanstelling by die werkgewer.
- (b) In die geval waar die werkgewer en 'n verteenwoordigende vakvereniging en/of die werknemer op 'n datum anders dan die datum van aanstelling met die werkgewer ooreengekom het, sal die jaarlikse verlof op 'n *pro rata*-basis bereken word as die aantal maande diens vanaf die datum van die inwerkingtreding van die order tot die ooreengekome datum van betaling van die jaarlikse bonus.

'n Werknemer moet in diens van die werkgewer wees op die ooreengekome datum van betaling van die jaarlikse bonus, by versuim waarvan, enige bonus opgehoop vanaf die datum van die laaste betaling, verbeur sal word."

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