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OF  
SOUTH AFRICA



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## PROCLAMATION

*by the*

*President of the Republic of South Africa*

**No. R. 25, 1999**

### **SOCIAL WORK AMENDMENT ACT, 1998 (ACT No. 102 OF 1998)**

In terms of section 27 of the Social Work Amendment Act, 1998 (Act No. 102 of 1998), I, hereby determine **1 April 1999** as the date on which the said Act shall come into operation.

Given under my Hand and the Seal of the Republic of South Africa at Cape Town this Eighteenth day of February, One thousand Nine hundred and Ninety-nine.

**N. R. MANDELA**

**President**

By Order of the President in Cabinet:

**G. J. FRASER-MOLEKETI**

**Minister of the Cabinet**

**PROKLAMASIE***van die****President van die Republiek van Suid-Afrika*****No. R. 25, 1999****WYSIGINGSWET OP MAATSKAPLIKE WERK, 1998 (WET No. 102 VAN 1998)**

Kragtens artikel 27 van die Wysigingswet op Maatskaplike Werk, 1998 (Wet No. 102 van 1998), bepaal ek hierby **1 April 1999** as die datum waarop genoemde Wet in werking tree.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Kaapstad, op hede die Agtiende dag van Februarie Eenduisend Negehonderd Nege-en-negentig.

**N. R. MANDELA****President**

Op las van die President-in-Kabinet:

**G. J. FRASER-MOLEKETI****Minister van die Kabinet**

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**GOVERNMENT NOTICES**  
**GOEWERMENSKENNISGEWINGS**

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**DEPARTMENT OF LABOUR**  
**DEPARTEMENT VAN ARBEID****No. R. 284****12 March 1999****LABOUR RELATIONS ACT, 1995****ROAD FREIGHT INDUSTRY: EXTENSION OF A-COLLECTIVE AMENDING 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 Amending Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council for the Road Freight Industry and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Amending Agreement, shall be binding on the other employers and employees in that Industry, with effect from 22 March 1999 and for the period ending 30 April 1999.

**M. M. S. MDLADLANA****Minister of Labour****SCHEDULE****NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT INDUSTRY****A-AGREEMENT**

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

**Road Freight Employers' Association**

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

**Motor Transport Workers' Union (South Africa)****South African Transport Workers' Union****Professional Transport Workers' Union of South Africa****Transport and General Workers' Union****African Miners and Allied Workers' Union****and****Transport and Allied Workers' Union**

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

being the parties to the National Bargaining Council for the Road Freight Industry, to amend the Agreement published under Government Notice No. R. 922 of 24 July 1998 as amended and extended by Government Notices No. R. 1691 of 24 December 1998 and R. 211 of 19 February 1999.

**1. SCOPE OF APPLICATION**

- (1) The terms of this Agreement shall be observed in the Road Freight Industry—
- 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 and employed therein, respectively;
  - in the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan [excluding those portions of the Magisterial District of Boksburg and Brakpan which, prior to the publication of Government Notice No. 1779 of 6 November 1964, fell within the Magisterial District of Heidelberg, and excluding those portions of the Magisterial District of Brakpan which, prior to 1 April 1966 and 1 July 1972 (Government Notices Nos. 498 and 871 of 1 April 1966 and 26 May 1972, respectively), fell within the Magisterial District of Nigel], Delmas, Germiston, Johannesburg, Kempton Park [excluding those portions which, prior to 29 March 1956 and 1 November 1970 (Government Notices Nos. 556 and 1618 of 29 March 1956 and 2 October 1970, respectively), fell within the Magisterial District of Pretoria], Krugersdorp [including those portions of the Magisterial Districts of Koster and Brits which, prior to 26 July 1963 and 1 June 1972, respectively (Government Notices Nos. 1105 of 26 July 1963 and 872 of 26 May 1972), fell within the Magisterial District of Krugersdorp], Oberholzer (excluding that portion of the Magisterial District of Oberholzer which, prior to the publication by Government Notice No. 1745 of 1 September 1978, fell within the Magisterial District of Potchefstroom), Randburg (excluding that portion which, prior to the publication of Government Notice No. 2152 of 22 November 1974, fell within the Magisterial District of Pretoria), Randfontein (including that portion of the Magisterial District of Koster which, prior to the publication of Government Notice No. 1105 of 26 July 1963, fell within the Magisterial District of Randfontein, but excluding the farms Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 and Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging and Westonaria.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom minimum wages are prescribed in this Agreement and to the employers of such employees.
- (3) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall not apply to—
- an owner who drives his own vehicle and the employees employed in connection with such a vehicle; and
  - an employer who operates one truck with one driver, and the employees employed by such employer.
- (4) The provisions of clauses 1 (1) (a) and 1A, of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade unions who entered into this Agreement.

**1A. PERIOD OF OPERATION OF AGREEMENT**

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force until 30 April 1999.

**2. CLAUSE 4: WAGES**

- (1) Substitute the following for subclause 4 (1) (a) and (b):

"(1) For the period at least until 28 February 2000, the minimum rate at which wages in respect of ordinary working hours shall be paid by an employer to each member of the undermentioned classes of his employees shall be as follows:

**(a) Weekly wages:**

| Grade | Class                                                                                                                                                                                                         | Wage    |
|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1     | General worker, packer/loader .....                                                                                                                                                                           | R305,00 |
| 2     | Security guard (55 hours), motor cycle/motor tricycle driver, light motor vehicle driver, repair shop assistant, checker, gantry crane operator, Grade II, mobile hoist operator, Grade II, team leader ..... | R340,00 |
| 3     | Medium motor vehicle driver, gantry crane operator Grade I, loader operator Grade II, mobile hoist operator Grade I, storeman (workshop) .....                                                                | R406,00 |
| 4     | Heavy motor vehicle driver, extra-heavy motor vehicle driver, despatch clerk, storeman (warehouse), loader operator Grade I.1 .....                                                                           | R475,00 |
| 5     | Ultra-heavy motor vehicle driver .....                                                                                                                                                                        | R531,00 |
| 6     | Security officer, Grade C .....                                                                                                                                                                               | R660,00 |
|       | Security officer, Grade B .....                                                                                                                                                                               | R730,00 |
|       | Security officer, Grade A .....                                                                                                                                                                               | R740,00 |

- (b) *Across-the-board increase*: Employees who, prior to 1 March 1999 were in receipt of a wage higher than that prescribed for their class in Government Notice No. R. 922 of 24 July 1998 shall be awarded wage increases as specified as follows:

| Grade | Class                                                                                                                                                                                                         | Across-the-board increase p.w. |
|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------|
| 1     | General worker, packer/loader .....                                                                                                                                                                           | R30,00                         |
| 2     | Security guard (55 hours), motor cycle/motor tricycle driver, light motor vehicle driver, repair shop assistant, checker, gantry crane operator, Grade II, mobile hoist operator, Grade II, team leader ..... | R33,00                         |
| 3     | Medium motor vehicle driver, gantry crane operator Grade I, loader operator Grade II, mobile hoist operator Grade I, storeman (workshop) .....                                                                | R35,00                         |
| 4     | Heavy motor vehicle driver, extra-heavy motor vehicle driver, despatch clerk, storeman (warehouse), loader operator Grade I .....                                                                             | R41,00                         |
| 5     | Ultra-heavy motor vehicle driver .....                                                                                                                                                                        | R44,00                         |
| 6     | Security officer, Grade C .....                                                                                                                                                                               | R44,00                         |
|       | Security officer, Grade B .....                                                                                                                                                                               | R46,00                         |
|       | Security officer, Grade A .....                                                                                                                                                                               | R46,00                         |

If an employee, after being awarded the across-the-board increase, receives a wage less than the minimum prescribed for his grade, his wage shall be adjusted to the grade minimum."

### 3. CLAUSE 6: SUBSISTENCE ALLOWANCE

- (1) In subclause (1) substitute the following for subparagraphs (a) and (b):

- "(a) for each period of absence, R12,00;  
(b) for each of the three daily meals required to be obtained during such absence, R10,00."

### 4. CLAUSE 10: HOURS OF WORK AND OVERTIME

- (1) In subclause (1) (a) substitute the expression "Ordinary hours of work for an employee other than a casual employee or security guard shall not exceed 45 hours per week", for the expression "Ordinary hours of work for an employee other than a casual employee or security guard shall not exceed 46 hours per week".

- (2) In subclause (1) (b) (iii) substitute the expression "security guard, not more than 11 hours on any one day or 55 hours per week", for the expression "watchman, not more than 12 hours on any one day or 60 hours per week".

### 5. CLAUSE 13: LEAVE PAY FUND

- (1) In subclause (1) (a) (i) substitute the following formula for the existing formula:

$$\frac{25 \times \text{normal weekly wage}}{100 \times 195}$$

### 6. CLAUSE 14: HOLIDAY PAY BONUS FUND

- (1) Substitute the following for subclause (1) (a):

- "(1) (a) The Holiday Pay Bonus Fund established by the Council under the provisions of the Agreement published under Government Notice No. R. 41 of 15 January 1971 is hereby continued, and for the purposes of this clause "employee" means an employee categorised in clause 4 (1) (a). Every employer shall pay into the Holiday Pay Bonus Fund by not later than the 20th day of each and every month in respect of each of the employees employed by him during the preceding month, who have completed 21 shifts, an amount equal to 1/12 of 4 1/2% of the annual equivalent of the minimum wages prescribed for each class of employee in clause 4, as detailed in the following table of contributions:

TABLE

| Grade | Class                                                                                                                                                                                                   | Contribution |
|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------|
| 1     | General worker, packer/loader .....                                                                                                                                                                     | R59,50       |
| 2     | Security guard (55 hours), motor cycle/motor tricycle driver, light motor vehicle driver, repair shop assistant, checker, gantry crane operator, Grade II, mobile hoist operator, Grade II, team leader | R66,30       |
| 3     | Medium motor vehicle driver, gantry crane operator Grade I, loader operator Grade II, mobile hoist operator Grade I, storeman (workshop)                                                                | R79,20       |

| Grade | Class                                                                                                                        | Contribution |
|-------|------------------------------------------------------------------------------------------------------------------------------|--------------|
| 4     | Heavy motor vehicle driver, extra-heavy motor vehicle driver, despatch clerk, storeroom (warehouse), loader operator Grade I | R92,60       |
| 5     | Ultra-heavy motor vehicle driver .....                                                                                       | R103,50      |
| 6     | Security officer, Grade C.....                                                                                               | R128,70      |
|       | Security officer, Grade B.....                                                                                               | R142,40      |
|       | Security officer, Grade A.....                                                                                               | R144,30      |

- (2) In subclause (1) (a) (i) substitute the following formula for the existing formula:

$$\frac{4,5 \times \text{annual wage}}{100 \times 12 \times 195}$$

#### 7. CLAUSE 15: SICK FUND

- (1) In subclause (1) (a) substitute the following formula for the existing formula:

$$\text{"number of completed shift cycles in month"} \times \frac{\text{normal basic wage}}{45} \times \frac{9}{1}$$

- (2) In subclause (1) (a) (i) substitute the following formula for the existing formula:

$$\frac{\text{"normally weekly basic wage"} \times 9}{45 \times 195}$$

#### 8. CLAUSE 35: OTHER CATEGORIES OF EMPLOYEES

Delete clause 35 and renumber the existing clauses 36 to 39 to read 35, 36, 37 and 38, respectively.

Signed at Johannesburg, for and on behalf of the parties to the Council, this 12th day of February 1999.

**G. F. VAN NIEKERK**

Chairman of the Council

**J. J. DUBE**

Vice-Chairman of the Council

**B. S. E. GRATZ**

Secretary of the Council

**No. R. 284**

**12 Maart 1999**

WET OP ARBEIDSVERHOUDINGE, 1995

#### PADVRAGNYWERHEID: UITBREIDING VAN A-KOLLEKTIEWE WYSIGINGSOOREENKOMS 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 Wysigingsooreenkoms wat in die Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Padvragnywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Wysigingsooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie nywerheid, met ingang van 22 Maart 1999, en vir die tydperk wat op 30 April 1999 eindig.

**M. M. S. MDLADLANA**

Minister van Arbeid

#### BYLAE

#### NASIONALE BEDINGINGSRAAD VIR DIE PADVRAGNYWERHEID

#### A-OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1995, gesluit deur en aangegaan tussen die

**Road Freight Employers' Association**

(hierna die "werkgewers" of die "werknemersorganisasie" genoem), aan die een kant en die

**Motor Transport Workers' Union (South Africa)**  
**South African Transport Workers' Union**  
**Professional Transport Workers' Union of South Africa**  
**Transport and General Workers' Union**  
**African Miners and Allied Workers' Union**

en

**Transport and Allied Workers' Union**

(hierna die "werknemers" of die "vakbonde" genoem), aan die ander kant,

wat die partye is by die Nasionale Bedingsraad vir die Padvragnywerheid, tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 922 van 24 Julie 1998 soos gewysig en verleng by Goewermentskennisgewings No. R. 1691 van 24 Desember 1998 en R. 211 van 19 Februarie 1999.

## 1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Padvragnywerheid nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakbonde is, en wat onderskeidelik betrokke is by en werksaam is in genoemde nywerheid;
- (b) in die landdrostdistrikte Alberton, Benoni, Boksburg, Brakpan [uitgesonderd die gedeeltes van die landdrostdistrikte Boksburg en Brakpan wat voor die publikasie van Goewermentskennisgewing No. 1779 van 6 November 1964, binne die landdrostdistrik Heidelberg geval het, en uitgesonderd die gedeeltes van die landdrostdistrik Brakpan wat voor 1 April 1966 en 1 Julie 1972 (Goewermentskennisgewings Nos. 498 en 871 onderskeidelik 1 April 1966 en 26 Mei 1972), binne die landdrostdistrik Nigel geval het], Delmas, Germiston, Johannesburg, Kempton Park [uitgesonderd die gedeeltes wat voor 29 Maart 1956 en 1 November 1970 (Goewermentskennisgewings Nos. 556 en 1618 van onderskeidelik 29 Maart 1956 en 2 Oktober 1970) binne die landdrostdistrik Pretoria geval het]; Krugersdorp [met inbegrip van die gedeeltes wat die Landdrostdistrikte Koster en Brits wat voor onderskeidelik 26 Julie 1963 en 1 Junie 1972 (Goewermentskennisgewings Nos. 1105 van 26 Julie 1963 en 872 van 26 Mei 1972), binne die landdrostdistrik Krugersdorp geval het], Oberholzer (uitgesonderd die gedeelte van die landdrostdistrik Oberholzer wat voor die publikasie van Goewermentskennisgewing No. 1745 van 1 September 1978, binne die landdrostdistrik Potchefstroom geval het), Randburg (uitgesonderd die gedeelte wat voor die publikasie van Goewermentskennisgewing No. 2152 van 22 November 1974 binne die landdrostdistrik Pretoria geval het), Randfontein (met inbegrip van gedeeltes van die landdrostdistrik Koster wat voor die publikasie van Goewermentskennisgewing No. 1105 van 26 Julie 1963, binne die landdrostdistrik Randfontein geval het, maar uitgesonderd die plase Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 and Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging en Westonaria.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie minimum lone by hierdie Ooreenkoms voorgeskryf word en op die werkgewers van sodanige werknemers.

(3) Ondanks subklousule (1) is hierdie Ooreenkoms nie van toepassing nie op—

- (a) 'n eienaar wat sy eie voertuig dryf en die werknemers wat in verband met sodanige voertuig in diens is; en
- (b) 'n werkgewer wat een vragmotor met een drywer bedryf, en die werknemers in diens van sodanige werkgewer.

(4) Die bepalings van klousules 1 (1) (a) en 1A, van hierdie Ooreenkoms is nie van toepassing nie op werkgewers en werknemers wat nie lede is nie van die werkgewersorganisasie en die vakbonde wat die Ooreenkoms aangegaan het.

## 1A. GELDIGHEDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid ingevolge artikel 32 van die Wet op Arbeidsverhoudinge, 1995, vasstel en bly van krag tot 30 April 1999.

## 2. KLOUSULE 4: LONE

(1) Vervang subklousule 4 (1) (a) en (b) deur die volgende:

"(1) Vir die tydperk tot minstens 28 Februarie 2000 moet 'n werkgewer ten opsigte van gewone werkure die volgende minimum lone aan elke lid van ondergenoemde klasse van sy werknemers betaal:

(a) *Weekloon:*

| Graad | Klas                                                                                                                                                                                                                            | Loon    |
|-------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1     | Algemene werker, verpakker/laaier .....                                                                                                                                                                                         | R305,00 |
| 2     | Sekuriteitswag (55 uur), motorfiets-/motordriewieldrywer, drywer van 'n ligte motorvoertruig, herstelwinkelassistent, nasiener, bediener van 'n bokkraan graad II, bediener van 'n mobiele hystoestel graad II, spanleier ..... | R340,00 |

| Graad | Klas                                                                                                                                                                                                | Loon    |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 3     | Drywer van 'n medium motorvoertuig, bediener van 'n bakkraan graad I, bediener van 'n laaigraaf graad II, bediener van 'n mobiele hystoestel of 'n vorkhyswa graad I, magasynman (werkwinkel) ..... | R406,00 |
| 4     | Drywer van 'n swaar motorvoertuig, drywer van 'n ekstra swaar motorvoertuig, versendingsklerk, magasynman (pakhuis), bediener van 'n laaigraaf graad I .....                                        | R475,00 |
| 5     | Drywer van 'n ultraswaar motorvoertuig .....                                                                                                                                                        | R531,00 |
| 6     | Veiligheidsbeampte, graad C .....                                                                                                                                                                   | R660,00 |
|       | Veiligheidsbeampte, graad B .....                                                                                                                                                                   | R730,00 |
|       | Veiligheidsbeampte, graad A .....                                                                                                                                                                   | R740,00 |

- (b) *Algemene verhoging (deur die bank):* Aan werknemers wat voor 1 Maart 1999 'n hoër loon ontvang het as die loon vir hulle klas voorgeskryf in Goewermentskennisgewing No. R. 922 van 24 Julie 1998, moet verhogings soos hieronder gespesifiseer, toegeken word:

| Graad | Klas                                                                                                                                                                                                                           | Algemene verhoging p.w. |
|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------|
| 1     | Algemene werker, verpakker/laaier .....                                                                                                                                                                                        | R30,00                  |
| 2     | Sekuriteitswag (55 uur), motorfiets-/motordriewieldrywer, drywer van 'n ligte motorvoertuig, herstelwinkelassistent, nasiener, bediener van 'n bakkraan graad II, bediener van 'n mobiele hystoestel graad II; spanleier ..... | R33,00                  |
| 3     | Drywer van 'n medium motorvoertuig, bediener van 'n bakkraan graad I, bediener van 'n laaigraaf graad II, bediener van 'n mobiele hystoestel of 'n vorkhyswa graad I, magasynman (werkwinkel) .....                            | R35,00                  |
| 4     | Drywer van 'n swaar motorvoertuig, drywer van 'n ekstra swaar motorvoertuig, versendingsklerk, magasynman (pakhuis), bediener van 'n laaigraaf graad I .....                                                                   | R41,00                  |
| 5     | Drywer van 'n ultraswaar motorvoertuig .....                                                                                                                                                                                   | R44,00                  |
| 6     | Veiligheidsbeampte, graad C .....                                                                                                                                                                                              | R44,00                  |
|       | Veiligheidsbeampte, graad B .....                                                                                                                                                                                              | R46,00                  |
|       | Veiligheidsbeampte, graad A .....                                                                                                                                                                                              | R46,00                  |

Indien 'n werknemer, nadat die algemene verhoging toegeken is, 'n loon ontvang wat minder is as die minimum loon wat vir sy graad voorgeskryf word, moet sy loon by die graadminimum aangepas word."

### 3. KLOUSULE 6: VERBLYFTOELAE

- (1) In subklousule (1) vervang die volgende paragrawe (a) en (b) met die volgende:

"(a) vir elke sodanige tydperk van afwesigheid, R12,00;

(b) vir elk van drie daaglikse maaltye wat bekom moet word tydens sodanige afwesigheid, R10,00."

### 4. KLOUSULE 10: WERKURE EN OORTYDURE

- (1) In subklousule (1) (a), vervang die uitdrukking "Die gewone werkure vir 'n ander werknemer as 'n los werknemer of 'n sekuriteitswag moet hoogstens 46 uur per week wees" deur die uitdrukking " 'n gewone werkuur vir 'n ander werknemer as 'n los werknemer of 'n sekuriteitswag moet hoogstens 45 uur per week wees".

- (2) In subklousule (1) (b) (iii) vervang die uitdrukking "wag, nie meer as 12 uur op enige dag of 60 uur per week" deur die uitdrukking "sekuriteitswag, nie meer as 11 uur op enige dag of 55 uur per week".

### 5. KLOUSULE 13: VERLOFSOLDYFONDS

- (1) In subklousule (1) (a) (i) vervang die bestaande formule deur die volgende formule:

$$\frac{25 \times \text{normale weekloon}}{100 \times 195}$$

**6. KLOUSULE 14: VAKANSIESOLDYBONUSFONDS**

(1) Vervang subklousule (1) (a) deur die volgende:

"(1) (a) Die Vakansiesoldybonusfonds deur die Raad ingestel kragtens die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 41 van 15 Januarie 1971, word hierby voortgesit. Elke werkgewer moet voor of op die 20ste dag van elke maand ten opsigte van elk van die klasse werknemer wat gedurende die voorafgaande maand by hom in diens was en 21 skofte voltooi het, 'n bedrag in die Vakansiesoldybonusfonds inbetaal wat gelykstaande is met 1/12de van 4 1/2% van die jaarlikse ekwivalent van die minimum lone in klousule 4 ten opsigte van elke klas werknemer voorgeskryf, soos uiteengesit in die onderstaande bydraetabel:

**TABEL**

| Graad | Klas                                                                                                                                                                                                                     | Bydrae  |
|-------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------|
| 1     | Algemene werker, verpakker/laaier .....                                                                                                                                                                                  | R59,50  |
| 2     | Sekuriteitswag (55 uur), motorfiets-/motordriewieldrywer, drywer van 'n ligte motorvoertuig, herstelwinkelassistent, nasiener, bediener van 'n bakkraan graad II, bediener van 'n mobiele hystoestel graad II, spanleier | R66,30  |
| 3     | Drywer van 'n medium motorvoertuig, bediener van 'n bakkraan graad I, bediener van 'n laaigraaf graad II, bediener van 'n mobiele hystoestel of 'n vorkhefswa graad I, magasynman (werkwinkel)                           | R79,20  |
| 4     | Drywer van 'n swaar motorvoertuig, drywer van 'n ekstraswaar motorvoertuig, versendingsklerk, magasynman (pakhuis), bediener van 'n laaigraaf graad I                                                                    | R92,60  |
| 5     | Drywer van 'n ultraswaar motorvoertuig .....                                                                                                                                                                             | R103,50 |
| 6     | Veiligheidsbeampte, Graad C .....                                                                                                                                                                                        | R128,70 |
|       | Veiligheidsbeampte, Graad B .....                                                                                                                                                                                        | R142,40 |
|       | Veiligheidsbeampte, Graad A .....                                                                                                                                                                                        | R144,30 |

(2) In subklousule (1) (a) (i) vervang die bestaande formule deur die volgende formule:

$$\frac{4,5 \times \text{jaarlikse loon}}{100 \times 12 \times 195}$$

**7. KLOUSULE 15: SIEKTEFONDS**

(1) In subklousule (1) (a) (i) vervang die bestaande formule deur die volgende formule:

$$\text{"aantal voltooide skofsiklusse in maand"} \times \frac{\text{normale basiese loon}}{45} \times \frac{9}{1}$$

(2) In subklousule (1) (a) (i) vervang die bestaande formule deur die volgende formule:

$$\frac{\text{"normale weeklikse basiese loon"} \times 9}{45 \times 195}$$

**8. KLOUSULE 35: ANDER KLASSE WERKNEMERS**

Skrap klousule 35 en hernommer die bestaande klousules 36 tot 39 om onderskeidelik te lui 35, 36, 37 en 38.

Namens die partye by die Raad, op hede die 12de dag van Februarie 1999.

**G. F. VAN NIEKERK**

**Voorsitter van die Raad**

**J. J. DUBE**

**Ondervoorsitter van die Raad**

**B. S. E. GRATZ**

**Sekretaris van die Raad**

No. R. 285

12 March 1999

## LABOUR RELATIONS ACT, 1995

**ROAD FREIGHT INDUSTRY: EXTENSION OF B-COLLECTIVE AMENDING 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 Amending Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council for the Road Freight Industry and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Amending Agreement, shall be binding on the other employers and employees in that industry, with effect from 22 March 1999 and for the period ending 30 April 1999.

**M. M. S. MDLADLANA**

Minister of Labour

**SCHEDULE****NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT INDUSTRY****B-AGREEMENT**

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

**Road Freight Employer's Association**

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

**Motor Transport Workers' Union (South Africa)****South African Transport Workers' Union****Professional Transport Workers' Union of South Africa****Transport and General Workers' Union****African Miners' and Allied Workers' Union**

and

**Transport and Allied Workers' Union**

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

being the parties to the National Bargaining Council for the Road Freight Industry, to amend the Agreement published under Government Notice No. R. 920 of 24 July 1998, as amended and extended by Government Notices No. R. 1689 of 24 December 1998 and R. 209 of 19 February 1999.

**1. SCOPE OF APPLICATION**

- (1) The terms of this Agreement shall be observed in the Road Freight Industry—
  - (a) by all employers who are members of the employers organisation and by all employees who are members of the trade unions, and who are engaged and employed therein, respectively;
  - (b) in the Republic of South Africa, excluding the following Magisterial Districts: Alberton, Benoni, Boksburg, Brakpan [excluding those portions of the Magisterial Districts of Boksburg and Brakpan, which, prior to the publication of Government Notice No. 1779 of 6 November 1964, fell within the Magisterial District of Heidelberg, and excluding those portions of the Magisterial District of Brakpan which, prior to 1 April 1996 and 1 July 1972 (Government Notices Nos. 498 and 871 of 1 April 1996 and 25 May 1972, respectively), fell within the Magisterial District of Nigel], Delmas, Germiston, Johannesburg, Kempton Park [excluding those portions which, prior to 29 March 1956 and 1 November 1970 (Government Notices Nos. 556 and 1618 of 29 March 1956 and 2 October 1970, respectively), fell within the Magisterial District of Pretoria], Krugersdorp [including those portions of the Magisterial Districts of Koster and Brits which, prior to 26 July 1963 and 1 June 1972, respectively (Government Notices Nos. 1105 of 26 July 1963 and 872 of 26 May 1972), fell within the Magisterial District of Krugersdorp], Oberholzer (excluding that portion of the Magisterial District of Oberholzer which, prior to the publication of Government Notice No. 1745 of 1 September 1978, fell within the Magisterial District of Potchefstroom), Randburg (excluding that portion which, prior to the publication of Government Notice No. 2152 of 22 November 1974, fell within the Magisterial District of Pretoria), Randfontein (including that portion of the Magisterial District of Koster which, prior to the publication of Government Notice No. 1105 of 26 July 1963, fell within the Magisterial District of Randfontein, but excluding the farms Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 and Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging and Westonaria.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom minimum wages are prescribed in this Agreement and to the employers of such employees.
- (3) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall not apply to—
  - (a) an owner who drives his own vehicle and the employees employed in connection with such a vehicle; and
  - (b) an employer who operates one truck with one driver, and the employees employed by such employer.
- (4) The provisions of clauses 1 (1) (a) and 1A of this Agreement shall not apply to the employers and employees who are not members of the employers' organisation and trade unions who entered into this Agreement.

**2. PERIOD OF OPERATION OF AGREEMENT**

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force until 30 April 1999.

**2. CLAUSE 4: WAGES**

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

"(1) *Minimum wages:* (a) For the period at least until 29 February 2000 the minimum wages that an employer shall pay to his employees shall be as specified in paragraphs (b), (c) and (d) hereunder: Provided that if a new employer, as defined in clause 1 (2), has been engaged in the Industry for more than 12 months but not more than 24 months in the aggregate, such wages may be reduced by not more than 10 per cent during such period, whereafter the minimum wages specified in paragraphs (b), (c) and (d) shall become payable and be paid.

(b)

|       |                                                                                                                                                                                                            | AREA A                                                                                                                                                                                                                                                                                              | AREA B                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |
|-------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Grade | Class                                                                                                                                                                                                      | <p>In the Magisterial District of Bellville, Boksburg, Brakpan, Chatsworth, Durban, Goodwood, Inanda, Kempton Park, Kuils River, Nigel, Oberholzer, Paarl, Pinetown, Pretoria Randburg, Sasolburg, Simonstown, Somerset West, Stellenbosch, Strand, The Cape Wellington, Wonderboom and Wynberg</p> | <p>In the Magisterial Districts of Bloemfontein, Brits, Bronkhorstspuit, Camperdown, Cullinan, East London, Heidelberg (Gauteng), Hennenman, Kimberley, Klerksdorp, Middelburg (Mpumalanga), Odendaalsrus, Pietermaritzburg, Potchefstroom, Virginia, Welkom, Wesselsbron, Witbank, Albany, Balfour, Bethal, George, Gordonia, Harrismith, Highveld Ridge, Port Elizabeth, Klip River, Knysna, Kroonstad, Lichtenburg, Lower Umfolozi, Malmesbury, Moorreesburg, Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Parys, Pietersburg, Port Shepstone, Potgietersrus, Rustenburg, Uitenhage, Umzinto, Vryburg, White River, Worcester and all other magisterial districts not specified in Area A, including those areas which formed part of the former Republic of Bophuthatswana, Republic of Venda, Republic of Transkei and Republic of Ciskei, and the former self-governing territories of KwaZulu, QwaQwa, Lebowa, Gazankulu, Kangwane and Kwandebele</p> |
|       |                                                                                                                                                                                                            | Weekly wage                                                                                                                                                                                                                                                                                         | Weekly wage                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |
| 1     | General worker, packer/loader .....                                                                                                                                                                        | R282,00                                                                                                                                                                                                                                                                                             | R254,00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
| 2     | Security guard (55 hours) motor cycle/motor tricycle driver, light motor vehicle driver, repair shop assistant, checker, gantry crane operator, Grade II, mobile hoist operator, Grade II, team leader.... | R340,00                                                                                                                                                                                                                                                                                             | R313,00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |

| Grade | Class                                                                                                                                          | AREA A                                                                                                                                                                                                                                                                                              | AREA B                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                       |
|-------|------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|       |                                                                                                                                                | <p>In the Magisterial District of Bellville, Boksburg, Brakpan, Chatsworth, Durban, Goodwood, Inanda, Kempton Park, Kuils River, Nigel, Oberholzer, Paarl, Pinetown, Pretoria Randburg, Sasolburg, Simonstown, Somerset West, Stellenbosch, Strand, The Cape Wellington, Wonderboom and Wynberg</p> | <p>In the Magisterial Districts of Bloemfontein, Brits, Bronkhorstspuit, Camperdown, Cullinan, East London, Heidelberg (Gauteng), Hennenman, Kimberley, Klerksdorp, Middelburg (Mpumalanga), Odendaalsrus Pietermaritzburg, Potchefstroom, Virginia, Welkom, Wesselsbron, Witbank, Albany, Balfour, Bethal, George, Gordonia, Harrismith, Highveld Ridge, Port Elizabeth, Klip River, Knysna, Kroonstad, Lichtenburg, Lower Umfolozi, Malmesbury, Moorreesburg, Mossel Bay, Nelspruit, Newcastle, Oudtshoorn, Parys, Pietersburg, Port Shepstone, Potgietersrus, Rustenburg, Uitenhage, Umzinto, Vryburg, White River, Worcester and all other magisterial districts not specified in Area A, including those areas which formed part of the former Republic of Bophuthatswana, Republic of Venda, Republic of Transkei and Republic of Ciskei, and the former self-governing territories of KwaZulu, QwaQwa, Lebowa, Gazankulu, Kangwane and Kwandebele</p> |
|       |                                                                                                                                                | Weekly wage                                                                                                                                                                                                                                                                                         | Weekly wage                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                  |
| 3     | Medium motor vehicle driver, gantry crane operator, Grade I, loader operator Grade II, mobile hoist operator Grade I, storeman (workshop)..... | R406,00                                                                                                                                                                                                                                                                                             | R385,00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 4     | Heavy motor vehicle driver, extra-heavy motor vehicle driver, despatch clerk, storeman (warehouse), loader operator Grade I .....              | R475,00                                                                                                                                                                                                                                                                                             | R421,00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 5     | Ultra-heavy motor vehicle driver.....                                                                                                          | R531,00                                                                                                                                                                                                                                                                                             | R488,00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
| 6     | Security officer, Grade A.....                                                                                                                 | R740,00                                                                                                                                                                                                                                                                                             | R740,00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|       | Security officer, Grade B.....                                                                                                                 | R730,00                                                                                                                                                                                                                                                                                             | R730,00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |
|       | Security officer, Grade C .....                                                                                                                | R660,00                                                                                                                                                                                                                                                                                             | R660,00"                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |

- (2) In subclause (5) (a), substitute the following for subparagraphs (i) and (ii):

"(i) for each period of absence, R12,00; and

(ii) for each of the three daily meals required to be obtained during such absence, R10,00".

- (3) Substitute the following for subclause (7):

"(6) *Across-the-board increase*: Employees who prior to 1 March 1999 were in receipt of a wage higher than that prescribed for their class in Government Notice No. R. 920 of 24 July 1998 shall be awarded wage increases as specified in Table B:

**ACROSS-THE-BOARD INCREASES (PER WEEK): TABLE B**

| Grade      | Areas as specified in clause 4 (1) (b) |        |
|------------|----------------------------------------|--------|
|            | A                                      | B      |
| 1. ....    | R30,00                                 | R30,00 |
| 2. ....    | R33,00                                 | R33,00 |
| 3. ....    | R35,00                                 | R35,00 |
| 4. ....    | R41,00                                 | R41,00 |
| 5. ....    | R44,00                                 | R44,00 |
| 6. A. .... | R46,00                                 | R46,00 |
| B. ....    | R46,00                                 | R46,00 |
| C. ....    | R44,00                                 | R44,00 |

If an employee, after being awarded the across-the-board increase, receives a wage less than the minimum prescribed for his grade, his wage shall be adjusted to the grade minimum."

### 3. CLAUSE 6: ORDINARY HOURS OF WORK, OVERTIME AND PAYMENT FOR OVERTIME

- (1) In subclause (1)(a), substitute the following for the proviso to paragraph (a):

"Provided that if such employee performs the duties of a security guard he may, in the case of subparagraph (i), work not more than 11 ordinary hours and, in the case of subparagraph (ii), not more than 10 ordinary hours on any day;"

- (2) In subclause (1)(b), substitute the following for subparagraphs (i) and (ii) (aa):

"(i) 55 in any week from Monday to Saturday, inclusive; and";

"(ii) (aa) not more than five days in a week, 11 on any day;"

- (3) In subclause (1)(c), substitute the following for subparagraph (i):

"(i) 45 in any week from Monday to Saturday, inclusive; and".

### 4. CLAUSE 31: HOLIDAY PAY BONUS FUND

- (1) Substitute the following for subclause (1)(a):

"(1) (a) The Holiday Pay Bonus Fund, established by the Council under the provisions of the Agreement published under Government Notice No. R. 41 of 15 January 1971, is hereby continued. Every employer shall pay into the Holiday Pay Bonus Fund by not later than the 20th day of each and every month, in respect of each of the grades of employees employed by him during the preceding month who have completed 21 shifts, an amount equal to 1/6th of the minimum wage prescribed for each grade of employee in clause 4, as detailed in the following table of contributions:

| Grade      | Areas as specified in clause 4 (1) (b) |         |
|------------|----------------------------------------|---------|
|            | A                                      | B       |
| 1. ....    | R 47,00                                | R 42,30 |
| 2. ....    | R 56,70                                | R 52,20 |
| 3. ....    | R 67,70                                | R 64,20 |
| 4. ....    | R 79,20                                | R 70,20 |
| 5. ....    | R 88,50                                | R 81,30 |
| 6. A. .... | R123,00                                | R123,00 |
| B. ....    | R121,70                                | R121,70 |
| C. ....    | R110,00                                | R110,00 |

Every temporary employment service may, in lieu of the payment due in terms of subclause (1) (a) above, pay to each of his employees an amount based on the following formula for all ordinary hours worked in each job category:

Normal Weekly Basic Wage

6 x 195."

5. Delete clause 36, and renumber the existing clauses 37 and 38 to read 36 and 37, respectively.

Signed at Johannesburg, for and on behalf of the parties to the Council, this 12th day of February 1999.

**G. F. VAN NIEKERK**

Chairman of the Council

**J. J. DUBE**

Vice-Chairman of the Council

**B. S. E. GRATZ**

Secretary of the Council

**No. R. 285**

**12 Maart 1999**

WET OP ARBEIDSVERHOUDINGE, 1995

**PADVAGNYWERHEID: UITBREIDING VAN B-KOLLEKTIEWE WYSIGINGSOORENKOMS 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 Wysigingsooreenkoms wat in die Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Padvragnywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Wysigingsooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 22 Maart 1999, en vir die tydperk wat op 30 April 1999 eindig.

**M. M. S. MDLADLANA**

Minister van Arbeid

**BYLAE**

**NASIONALE BEDINGINGSRAAD VIR DIE PADVRAGNYWERHEID**

**B-OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1995, gesluit deur en aangegaan tussen die

**Road Freight Employer's Association**

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

**Motor Transport Workers' Union (South Africa)**

**South African Transport Workers' Union**

**Professional Transport Workers' Union of South Africa**

**Transport and General Workers' Union**

**African Miners' and Allied Workers' Union**

en

**Transport and Allied Workers' Union**

(hierna die "werknemers" of die "vakbonde" genoem), aan die ander kant,

wat die partye is by die Nasionale Bedingingsraad vir die Padvragnywerheid, tot wysiging van die Ooreenkoms gepubliseer by Goewermenskennisgewing No. R. 1920 van 24 Julie 1998 gewysig en verleng by Goewermenskennisgewings Nos. R. 1689 en 24 Desember 1998 en R. 209 van 19 Februarie 1999.

### 1. TOEPASSINGSBESTEK

- (1) Hierdie Ooreenkoms moet in die Padvagnywerheid nagekom word—
- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakbonde is, en wat onderskeidelik betrokke is by en werksaam is in genoemde Nywerheid;
  - (b) in die Republiek van Suid-Afrika, uitgesonderd die volgende landdrosdistrikte: Alberton, Benoni, Boksburg, Brakpan [uitgesonderd die gedeeltes van die landdrosdistrikte Boksburg en Brakpan wat voor die publikasie van Goewermenskennisgewing No. 1779 van 6 November 1964 binne die landdrosdistrik Heidelberg geval het, en uitgesonderd die gedeeltes van die landdrosdistrik Brakpan wat voor 1 April 1996 en 1 Julie 1972 (Goewermenskennisgewings Nos. 498 en 871 van onderskeidelik 1 April 1996 en 26 Mei 1972) binne die landdrosdistrik Nigel geval het], Delmas, Germiston, Johannesburg, Kempton Park [uitgesonderd die gedeeltes wat voor 29 Maart 1956 en 1 November 1970 (Goewermenskennisgewings Nos. 556 en 1618 van onderskeidelik 29 Maart 1956 en 2 Oktober 1970) binne die landdrosdistrik Pretoria geval het], Krugersdorp [met inbegrip van die gedeeltes wat die landdrosdistrikte Koster en Brits wat voor onderskeidelik 26 Julie 1963 en 1 Junie 1972 (Goewermenskennisgewings Nos. 1105 en 872 van onderskeidelik 26 Julie 1963 en 26 Mei 1972), binne die landdrosdistrik Krugersdorp geval het], Oberholzer (uitgesonderd die gedeeltes van die landdrosdistrik Oberholzer wat, voor die publikasie van Goewermenskennisgewing No. 1745 van 1 September 1978, binne die landdrosdistrik Potchefstroom geval het), Randburg (uitgesonderd die gedeelte wat voor die publikasie van Goewermenskennisgewing No. 2152 van 22 November 1974 binne die landdrosdistrik Pretoria geval het), Randfontein (met inbegrip van die gedeelte van die landdrosdistrik Koster wat voor die publikasie van Goewermenskennisgewing No. 1105 van 26 Julie 1963 binne die landdrosdistrik Randfontein geval het, maar uitgesonderd die plase Moadowns 1, Holfontein 17, Leeuwpans 18, Ireton 19, Pahtiki 20, Bospan 21 en Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging en Westonaria.
- (2) Ondanks subklousule (1) is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie minimum lone by hierdie Ooreenkoms voorgeskryf word en op die werkgewers van sodanige werknemers.
- (3) Ondanks subklousule (1) is hierdie Ooreenkoms nie van toepassing nie op—
- (a) 'n eienaar wat sy eie voertuig dryf en die werknemers wat in verband met sodanige voertuig in diens is; en
  - (b) 'n werkgewer wat een vragmotor met een drywer bedryf, en die werknemers in diens van sodanige werkgewer.
- (4) Die bepalinge van klousules 1 (1) (a) en 1A van hierdie Ooreenkoms is nie van toepassing nie op werkgewers en werknemers wat nie lede is nie van onderskeidelik die werkgewersorganisasie en die vakbonde is wat hierdie Ooreenkoms aangegaan het.

### 2. GELDIGHEIDSDUUR VAN DIE OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid ingevolge artikel 32 van die Wet op Arbeidsverhoudinge, 1995, vasstel en bly van krag tot 30 April 1999.

### 3. KLOUSULE 4: LONE

- (1) Vervang subklousule (1) deur die volgende:

“(1) *Minimum lone*: (a) Vir die tydperk tot minstens 29 Februarie 2000 moet die minimum lone, soos uiteengesit in paragrawe (b), (c) en (d) hieronder, deur 'n werkgewer aan sy werknemers betaal word: Met dien verstande dat indien 'n nuwe werkgewer soos in klousule 1 (2) omskryf, langer as 12 maande, maar nie langer nie as altesaam 24 maande by die Nywerheid betrokke is, sodanige lone met hoogstens 10 persent gedurende sodanige tydperk verminder mag word, waarna die minimum lone soos bepaal in paragrawe (b), (c) en (d) betaalbaar word en betaal moet word.

(b)

|       |                                                                                                                                                                                                                             | AREA A                                                                                                                                                                                                                                                                                       | AREA B                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|       |                                                                                                                                                                                                                             |                                                                                                                                                                                                                                                                                              | <p>In die landdrosdistrikte Bloemfontein, Brits, Bronkhorstspuit, Camperdown, Cullinan, Oos-Londen, Heidelberg (Gauteng), Hennenman, Kimberley, Klerksdorp, Middelburg (Mpumalanga), Odendaalsrus, Pietermaritzburg, Potchefstroom, Virginia, Welkom, Wesselsbron, Witbank, Albany, Balfour, Bethal, Bethlehem, Ermelo, George, Gordonia, Harrismith, Hoëveldrif, Port Elizabeth, Kliprivier, Knysna, Kroonstad, Lichtenburg, Laer, Umfolozi, Malmesbury, Moorreesburg, Mosselbaai, Nelspruit, Newcastle, Oudtshoorn, Parys, Pietersburg, Port Shepstone, Potgietersrus, Rustenburg, Uitenhage, Umzinto, Vryburg, Witrivier, Worcester en alle ander landdrosdistrikte nie gespesifiseer in Area A, insluitende daardie gebiede wat deel gevorm het van die voormalige Republiek van Bophuthatswana, Republiek van Venda, Republiek van Transkei, Republiek van Ciskei, en die voormalige selfregerende gebiede van KwaZulu, QwaQwa, Lebowa, Gazankulu, Kangwane en Kwandebele</p> |
| Graad | Klas                                                                                                                                                                                                                        | <p>In die Landdrosdistrikte Bellville, Boksburg, Brakpan, Chatsworth, Die Kaap, Durban, Goodwood, Inanda, Kempton Park, Kuilsrivier, Nigel, Oberholzer, Paarl, Pinetown, Pretoria, Randburg, Sasolburg, Simonstad, Somerset-Wes, Stellenbosch, Strand, Wellington, Wonderboom en Wynberg</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|       |                                                                                                                                                                                                                             | Weekloon                                                                                                                                                                                                                                                                                     | Weekloon                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 1     | Algemene werker, verpakker/laaier .....                                                                                                                                                                                     | R282,00                                                                                                                                                                                                                                                                                      | R254,00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 2     | Sekuriteitswag (55 uur) motorfiets-/motordiewieldrywer, drywer van 'n ligte motorvoertuig, herstelwinkelassistent, nasiener, bediener van 'n bakkraan graad II, bediener van 'n mobiele hystoestel graad II, spanleier..... | R340,00                                                                                                                                                                                                                                                                                      | R313,00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 3     | Drywer van 'n medium motorvoertuig, bediener van 'n bakkraan graad I, bediener van 'n laaigraaf graad II, bediener van 'n mobiele huistoestel of 'n vurkhysswa graad I, magasynman (werkswinkel) .....                      | R406,00                                                                                                                                                                                                                                                                                      | R385,00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |

|       |                                                                                                                                                             | AREA A                                                                                                                                                                                                                                                                                       | AREA B                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |
|-------|-------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
|       |                                                                                                                                                             |                                                                                                                                                                                                                                                                                              | <p>In die landdrosdistrikte Bloemfontein, Brits, Bronkhorstspuit, Camperdown, Cullinan, Oos-Londen, Heidelberg (Gauteng), Hennenman, Kimberley, Klerksdorp, Middelburg (Mpumalanga), Odendaalsrus, Pietermaritzburg, Potchefstroom, Virginia, Welkom, Wesselsbron, Witbank, Albany, Balfour, Bethal, Bethlehem, Ermelo, George, Gordonias, Harrismit, Hoëveldrif, Port Elizabeth, Kliprivier, Knysna, Kroonstad, Lichtenburg, Laer, Umfolozi, Malmesbury, Moorreesburg, Mosselbaai, Nelspruit, Newcastle, Oudtshoorn, Parys, Pietersburg, Port Shepstone, Potgietersrus, Rustenburg, Uitenhage, Umzinto, Vryburg, Witrivier, Worcester en alle ander landdrosdistrikte nie gespesifiseer in Area A, insluitende daardie gebiede wat deel gevorm het van die voormalige Republiek van Bophuthatswana, Republiek van Venda, Republiek van Transkei, Republiek van Ciskei, en die voormalige selfregerende gebiede van KwaZulu, QwaQwa, Lebowa, Gazankulu, Kangwane en Kwandebele</p> |
| Graad | Klas                                                                                                                                                        | <p>In die Landdrosdistrikte Bellville, Boksburg, Brakpan, Chatsworth, Die Kaap, Durban, Goodwood, Inanda, Kempton Park, Kuilsrivier, Nigel, Oberholzer, Paarl, Pinetown, Pretoria, Randburg, Sasolburg, Simonstad, Somerset-Wes, Stellenbosch, Strand, Wellington, Wonderboom en Wynberg</p> |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|       |                                                                                                                                                             | Weekloon                                                                                                                                                                                                                                                                                     | Weekloon                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                           |
| 4     | Drywer van 'n swaar motorvoertuig, drywer van 'n ekstra swaar motorvoertuig, versendingsklerk, magasynman (pakhuis), bediener van 'n laaigraaf graad I..... | R475,00                                                                                                                                                                                                                                                                                      | R421,00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 5     | Drywer van 'n ultra swaarmotorvoertuig                                                                                                                      | R531,00                                                                                                                                                                                                                                                                                      | R488,00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
| 6     | Veiligheidsbeampte, Graad A .....                                                                                                                           | R740,00                                                                                                                                                                                                                                                                                      | R740,00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|       | Veiligheidsbeampte, Graad B .....                                                                                                                           | R730,00                                                                                                                                                                                                                                                                                      | R730,00                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |
|       | Veiligheidsbeampte, Graad C .....                                                                                                                           | R660,00                                                                                                                                                                                                                                                                                      | R660,00".                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |

(2) Vervang subparagrafe (i) en (ii) deur die volgende in subklousule (5) (a):

"(i) vir elke sodanige tydperk van afwesigheid, R12,00; en

(ii) vir elk van die daaglikse maaltye wat bekom moet word tydens sodanige afwesigheid, R10,00".

(3) Vervang subklousule (7) deur die volgende:

"(6) *Algemene verhoging (deur die bank)*: Aan werknemers wat voor 1 Maart 1999 'n hoër loon ontvang het as die loon vir hulle klas voorgeskryf in Goewermentskenningsgewing Nr. R. 920 van 24 Julie 1998, moet verhogings soos vermeld in Tabel B toegeken word:

**ALGEMENE VERHOGING (PER WEEK): TABEL B**

| Grade      | Areas soos gespesifiseer in klousule 4 (1) (b) |        |
|------------|------------------------------------------------|--------|
|            | A                                              | B      |
| 1. ....    | R30,00                                         | R30,00 |
| 2. ....    | R33,00                                         | R33,00 |
| 3. ....    | R35,00                                         | R35,00 |
| 4. ....    | R41,00                                         | R41,00 |
| 5. ....    | R44,00                                         | R44,00 |
| 6. A. .... | R46,00                                         | R46,00 |
| B. ....    | R46,00                                         | R46,00 |
| C. ....    | R44,00                                         | R44,00 |

Indien 'n werknemer, nadat die algemene verhoging toegeken is, 'n loon ontvang wat minder is as die minimum loon wat vir sy graad voorgeskryf word, moet sy loon by die graadminimum aangepas word."

### 3. KLOUSULE 6: GEWONE WERKURE, OORTYD EN BETALING VIR OORTYD

(1) In subklousule (1) (a) vervang die voorbehoudsbepaling van paragraaf (a) deur die volgende:

"Met dien verstande dat indien sodanige werknemer die pligte van 'n sekuriteitswag verrig, hy in die geval van subparagraaf (i) hoogstens 11 gewone werkure en, in die geval van subparagraaf (ii), hoogstens 10 gewone werkure op enige dag kan werk;"

(2) Vervang subparagrafe (i) en (ii) (aa) in subklousule (1) (b) deur die volgende:

"(i) 55 in 'n week van Maandag tot en met Saterdag; en";

"(ii) (aa) hoogstens vyf dae in 'n week werk, 11 op 'n dag;"

(3) Vervang subparagraaf (i) in subklousule (1) (c) deur die volgende:

"(i) 45 in 'n week van Maandag tot en met Saterdag; en".

### 4. KLOUSULE 31: VAKANSIESOLDYBONUSFONDS

(1) Vervang subklousule (1)(a) deur die volgende:

"(1) (a) Die Vakansiesoldybonusfonds deur die Raad ingestel kragtens die Ooreenkoms gepubliseer by Goewermentskenningsgewing No. R. 41 van 15 Januarie 1971, word hierby voortgesit. Elke werkgewer moet voor of op die 20ste dag van elke maand ten opsigte van elk van die grade werknemers wat gedurende die voorafgaande maand by hom in diens was en 21 skofte voltooi het, 'n bedrag in die Vakansiesoldybonusfonds inbetaal wat gelykstaande is met 1/6de van die minimum loon in klousule 4 vir elke graad werknemer voorgeskryf, soos uiteengesit in die onderstaande bydraetabel:

| Graad      | Areas soos in klousule 4 (1) (b) |         |
|------------|----------------------------------|---------|
|            | A                                | B       |
| 1. ....    | R 47,00                          | R 42,30 |
| 2. ....    | R 56,70                          | R 52,20 |
| 3. ....    | R 67,70                          | R 64,20 |
| 4. ....    | R 79,20                          | R 70,20 |
| 5. ....    | R 88,50                          | R 81,30 |
| 6. A. .... | R123,00                          | R123,00 |
| B. ....    | R121,70                          | R121,70 |
| C. ....    | R110,00                          | R110,00 |

Elke tydelike werkverskaffingsdiens kan, in plaas van die betaling verskuldig kragtens subklousule (1) (a) hierbo, aan elk van sy werknemers 'n bedrag betaal wat gebaseer is op die volgende formule vir elke gewone uur gewerk in iedere werkkategorie:

Normale weeklikse basiese loon  
6 x 195."

5. Skrap Klousule 36, en hernommer bestaande klousules 37 en 38 om onderskeidelik 36 en 37 te lui.  
Namens die partye by die Raad op hede die 12de dag van Februarie 1999 te Johannesburg onderteken.

**G. F. VAN NIEKERK**

**Voorsitter van die Raad**

**J. J. DUBE**

**Ondervoorsitter van die Raad**

**B. S. E. GRATZ**

**Sekretaris van die Raad**

**No. R. 286**

**12 March 1999**

### LABOUR RELATIONS ACT, 1995

### ROAD FREIGHT INDUSTRY: EXTENSION OF EXEMPTIONS AND DISPUTE RESOLUTION COLLECTIVE AMENDING 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 Amending Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council for the Road Freight Industry and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Amending Agreement, shall be binding on the other employers and employees in that Industry, with effect from 22 March 1999 and for the period ending 30 April 1999.

**M. M. S. MDLADLANA**

**Minister of Labour**

### SCHEDULE

#### NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT INDUSTRY EXEMPTIONS AND DISPUTE RESOLUTION

#### COLLECTIVE AGREEMENT

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

#### Road Freight Employers' Association

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

#### Motor Transport Workers' Union (South Africa)

#### South African Transport Workers' Union

#### Professional Transport Workers' Union of South Africa

#### Transport and General Workers' Union

#### African Miners' and Allied Workers' Union

and

#### Transport and Allied Workers' Union of South Africa

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

(being the parties to the National Bargaining Council for the Road Freight Industry, to amend the agreement published under Government Notice No. R. 919 of 24 July 1998, as amended and extended by Government Notices No. R. 1688 of 24 December 1998 and R. 212 of 19 February 1999.

### 1. SCOPE OF APPLICATION

- (1) The whole of the Republic of South Africa.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom minimum wages are prescribed in the Agreements published under Government Notices Nos. R. 920 of 24 July 1998 and R. 922 of 24 July 1998, as renewed and amended from time to time, and to the employers of such employees.
- (3) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall not apply to—
  - (a) an employer while he is a new employer as defined in clause 2 of the B-Agreement published under Government Notice No. R. 920 of 24 July 1998;
  - (b) an owner who drives his own vehicle and the employees employed in connection with such a vehicle;

- (c) an employer who operates one truck with one driver, and the employees employed by such employer; and
- (d) to non-parties in respect of clause 2.

## 2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force until 30 April 1999.

### 1. CLAUSE 4: EXEMPTIONS

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

"(1) The Council hereby establishes an exemptions body, constituted of persons independent of the Council, to consider all applications for exemption from the provisions of the Council's Collective Agreements. In terms of section 32 (3) (e) of the Act, the Council establishes an independent body to hear and decide as soon as possible any appeal brought against the Exemptions body's refusal of a non-party's application for exemption from the provisions of a collective agreement or the withdrawal of a non-party exemption by the Exemptions Body or the Council."

- (2) Substitute the following for subclause (4):

"(4) Upon receipt of a valid application the Council shall refer it to the Exemptions Body which may, if deemed expedient, request the applicant to attend the meeting at which the application is considered, to facilitate the deliberations. In the event of the Exemptions Body refusing to grant an application, the applicant shall have the right to appeal in writing against the decision to the Independent Body."

- (3) Substitute the following for subclause (5):

"(5) The Exemptions Committee of the Council shall appoint not more than four persons who shall be entitled to attend all meetings of the Exemptions Body and Independent Body at which applications for exemptions, or appeals against refusals to grant exemptions, or the withdrawal of such an exemption by the Exemptions Body or the Council, are considered, to make representations to the Bodies on any of the applications."

- (4) Substitute the following for the preamble to subclause (6):

"(6) In considering the application, the Exemptions Body and Independent Body shall take into consideration all relevant factors, which may include, but shall not be limited to, the following criteria:"

- (5) Substitute the following for the preamble to subclause (7):

"(7) If the application is granted the Exemptions Body or Independent Body shall issue an exemption certificate, signed by its Chairman and Secretary, containing the following particulars."

- (6) Substitute the following for subclause (8):

"(8) If the application is refused, the Exemptions Body or Independent Body shall specify its reasons for not granting the application in whole or in part, which must be communicated to the applicant."

- (7) Substitute the following for the preamble to subclause (9):

"(9) The Exemptions Body or Independent Body shall—"

Signed at Johannesburg, for and on behalf of the parties to the Council, this 12th day of February 1999.

**G. F. VAN NIEKERK**

**Chairman of the Council**

**J. J. DUBE**

**Vice-Chairman of the Council**

**B. S. E. GRATZ**

**Secretary of the Council**

**No. R. 286**

**12 Maart 1999**

**WET OP ARBEIDSVARHOUDINGE, 1995**

### **PADVAGNYWERHEID: UITBREIDING VAN VRYSTELLINGS- EN GESKILBESLEGTINGS KOLLEKTIEWE WYSIGINGSOOREENKOMS 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 Wysigingsooreenkoms wat in die Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Padvagnywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Wysigingsooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie nywerheid met ingang van 22 Maart 1999, en vir die tydperk wat op 30 April 1999 eindig.

**M. M. S. MDLADLANA**

**Minister van Arbeid**

**BYLAE**

**NASIONALE BEDINGINGSRAAD VIR DIE PADVRAGNYWERHEID VRYSTELLING EN GESKILBESLEGTINGS  
KOLLEKTIEWE OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1995, gesluit deur en aangegaan tussen die

**Road Freight Employers' Association**

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

**Motor Transport Workers' Union (South Africa)**

**South African Transport Workers' Union**

**Professional Transport Workers' Union of South Africa**

**Transport and General Workers' Union**

**African Miners' and Allied Workers' Union**

en

**Transport and Allied Workers' Union of South Africa**

(hierna die "werknemers" of die "vakbonde" genoem), aan die ander kant

wat die partye is by die Nasionale Bedingingsraad vir die Padvragnywerheid, tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 919 van 24 Julie 1998, soos gewysig en verleng by Goewermentskennisgewing No. R. 1688 van 24 Desember 1998 en R. 212 van 19 Februarie 1999.

**1. TOEPASSINGSBESTEK**

- (1) Die hele Republiek van Suid-Afrika.
- (2) Ondanks subklousule (1), is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie minimum lone voorgeskryf word in die Ooreenkoms gepubliseer by Goewermentskennisgewings Nos. R. 920 van 24 Julie 1998, en R. 922 van 24 Julie 1998, soos van tyd tot tyd hernieu en gewysig, en op die werkgewers van sodanige werknemers.
- (3) Ondanks subklousule (1) is hierdie Ooreenkoms nie van toepassing nie op—
  - (a) 'n werkgewer so lank as wat hy 'n nuwe werkgewer is soos in klousule 2 van die B-Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 920 van 24 Julie 1998 omskryf;
  - (b) 'n eienaar wat sy eie voertuig dryf en die werknemers wat in verband met sodanige voertuig in diens is;
  - (c) 'n werkgewer wat een vragmotor met een drywer bedryf, en die werknemers in diens van sodanige werkgewer; en
  - (d) nie-partye met betrekking in klousule 2.

**2. GELDIGHEDSDUUR VAN OOREENKOMS**

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid ingevolge artikel 32 van die Wet op Arbeidsverhoudinge, 1995, vasstel en bly van krag tot 30 April 1999.

**1. KLOUSULE 4: VRYSTELLINGS**

- (1) Vervang subklousule (1) deur die volgende:
 

"(1) Die Raad stel hierby 'n vrystellingsliggaam in, saamgestel uit persone onafhanklik van die Raad, om aansoeke om vrystelling van die bepalings van die Raad se Kollektiewe Ooreenkomste te oorweeg. Ingevolge artikel 32 (3) (e) van die Wet stel die Raad ook 'n onafhanklike liggaam in om vir die aanhoring en beslissing so gou doenlik van appèlle teen die vrystellingsliggaam se weiering van die aansoek van 'n nie-party om vrystelling van die bepalings van 'n kollektiewe ooreenkoms of die terugtrekking van 'n vrystelling van 'n nie-party deur die Vrystellingsliggaam of Raad".
- (2) Vervang subklousule (4) deur die volgende:
 

"(4) By ontvangs van 'n geldige aansoek moet die Raad dit na die Vrystellingsliggaam verwys wat, indien nodig, die aansoeker kan versoek om die vergadering waarop die aansoek oorweeg word, by te woon om sodoende die beraadslagings te vergemaklik. Indien die Vrystellingsliggaam die aansoek weier, het die aansoeker die reg om die skriftelik teen sodanige beslissing appèl aan te teken by die Onafhanklike Liggaam".
- (3) Vervang subklousule (5) deur die volgende:
 

"(5) Die Vrystellingskomitee van die Raad moet hoogstens vier persone aanstel wat alle vergaderings van die Vrystellingsliggaam en Onafhanklike Liggaam mag bywoon waar aansoek om vrystellings of appèl-aansoeke teen geweierde aansoeke of die terugtrekking van so 'n vrystelling deur die Vrystellingsliggaam of die Raad om vrystellings oorweeg word, ten einde vertoë oor enige van die aansoeke te rig aan die Liggame".
- (4) Vervang die inleiding van subklousule (6) deur die volgende:
 

"(6) By die oorweging van die aansoek moet die Vrystellingsliggaam en Onafhanklike Liggaam alle tersaaklike faktore in ag neem, wat die volgende maatstawwe kan insluit, maar nie daartoe beperk is nie:".

(5) Vervang die inleiding van subklousule (7) deur die volgende:

"(7) Indien die aansoek toegestaan word, moet die Vrystellingsliggaam of Onafhanklike Liggaam 'n vrystellingsertifikaat uitreik wat onderteken deur die Voorsitter en die Sekretaris onderteken is en wat die volgende besonderhede bevat:"

(6) Vervang subklousule (8) deur die volgende:

"(8) Indien 'n aansoek geweier word, moet die Vrystellingsliggaam of onafhanklike Liggaam redes verstrek waarom die aansoek in sy geheel of ten dele afgekeur is, welke redes aan die aansoeker bekend gemaak moet word."

(7) Vervang die inleiding van subklousule (9) deur die volgende:

"(9) Die Vrystellingsliggaam of Onafhanklike Liggaam moet—"

Namens die partye by die Raad op hede die 12de dag van Februarie 1999 te Johannesburg onderteken.

**G. F. VAN NIEKERK**

**Voorsitter van die Raad**

**J. J. DUBE**

**Ondervoorsitter van die Raad**

**B. S. E. GRATZ**

**Sekretaris van die Raad**

**No. R. 287**

**12 March 1999**

#### LABOUR RELATIONS ACT, 1995

### NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION OF THE TANNING SECTION COLLECTIVE AMENDING 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 Amending Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council of the Leather Industry of South Africa and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 22 March 1999 and for the period ending 30 June 1999.

**M. M. S. MDLADLANA**

**Minister of Labour**

### UMNYANGO WEZEMISEBENZI

**No. R. 287**

**12 March 1999**

#### UMTHETHO WEZEMISEBENZI, KA 1995

### IMBONI YEZIKHUMBA YASENINGIZIMU AFRIKA: UKWELULWA KWESIVUMELWANO SIKAWONKEWONKE SINEZELELA KWINGXENYE YEZINTO ZESIGABA ESISHUKA ISIKHUMBA KULABO ABENGWONA AMALUNGU

Mina, Membathisi Mphumzi Shepherd Mdladlana, uNgqongqoshe wezemiSebenzi, ngokwesigaba 32 (2) soMthetho wobuDlelwano kwezemiSebenzi, ka 1995 (Labour Relations Act 1995), ngiyamemezela ukuthi iSivumelwano sika Wonkewonke esinezelelwa kwiSheduli yeSingisi exhunyiwe lapha, esahlangiswa emkhandlwini kaZwelonke wokuXoxisana ngamaHolo eziMbonini zesiKhumba eNingizimu Afrika, (National Bargaining Council of the Leather Industry of South Africa) futhi esiyisibopho ngokwesigaba 31 soMthetho wobuDlelwano kwezemiSebenzi, ka 1995 (Labour Relations Act, 1995), kulawo maqembu ahlanganisa isinezelelo sesivumelwano leso, siyababopha nabanye abaqashi nabaqashwa kulowo mkhakha wezimboni, kusukela ngomhlaka 22 March 1999 nangesikhathi sonke esiyophela mhla ziwu 30 June 1999.

**M. M. S. MDLADLANA**

**uNgqongqoshe wezemiSebenzi**

**Qaphela:** Amakhophi alesi sivumelwano esiZulu ayatholakala eMkhandlwini kaZwelonke wokuXoxisana ngamaHoic weziMboni zesiKhumba eNingizimu Afrika uma usicela.

**SCHEDULE****NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA****COLLECTIVE AGREEMENT: TANNING SECTION**

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

**South African Tanning Employers' Organisation (SATEO)**

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

**Southern African Clothing and Textile Workers' Union**

(hereafter referred to as the "employees" or the "trade union"), of the other part,

being parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the Agreement published under Government Notice No. R. 1318 of 6 November 1998.

**1. SCOPE OF APPLICATION OF AGREEMENT**

(1) The terms of this Agreement shall be observed in the Tanning Section of the Leather Industry—

- (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions and who are engaged or employed in the said industry;
- (b) in the Magisterial Districts of The Cape, Bellville, Wynberg, Paarl, Stellenbosch, excluding that portion of the Magisterial District of Stellenbosch which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Kuils River, Oudtshoorn, Wellington, Mossel Bay, George, Uitenhage, Kirkwood, Port Elizabeth, King William's Town, Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding those portions of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982, respectively, fell within the Magisterial District of Inanda, Pietermaritzburg, Barberton, Pretoria, Johannesburg, Krugersdorp, Heidelberg (Gauteng), Brits, White River, Witbank, Nigel, Germiston and Bloemfontein, on the operations falling under paragraph 2 (a) of the definition of Leather Industry, and in the Magisterial District of Bellville, including those portions of the Magisterial District of Bellville which, subsequent to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Goodwood and Kuils River, Oudtshoorn, Wellington, George, Uitenhage, Port Elizabeth, King William's Town and Pietermaritzburg, with effect from 1 May 1986 on the operations falling under paragraph 2 (b) of the definition of Leather Industry.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom hourly rates are prescribed in this Agreement and to the employers of such employees.

(3) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall not apply to non-parties in respect of clauses 1 (1) (a) and 2.

**2. DATE AND PERIOD OF OPERATION**

This Agreement shall come into operation on such date as the Minister of Labour extends the Agreement to non-parties, and shall remain in force for the period ending 30 June 1999.

**3. CLAUSE 6: LEAVE****6.1 Annual leave**

1. Substitute the following for subclause (1):

- "(1) (a) An employer will give all his employees, excluding a night-watchman, annual leave of not less than 15 working days in the months of December and January: Provided that not less than five consecutive working days are taken during the period from 25 December to January in the following year.
- (b) An employer, to accommodate his operational requirements, may require his employees to take a portion of their annual leave during the months of June, July or August for a period not exceeding five consecutive working days. The balance of ten days will be taken in the months of December and January.
- (c) Employees who, on 1 July 1998, have had 15 or 20 years' continuous service with the same employer, will be entitled to an additional one or two days' leave, respectively, in addition to the 15 days' prescribed annual leave."

2. Substitute the following for subclause (4):

- "(4) An employee who has completed 12 consecutive months' work with the same employer will be paid holiday pay equal to his wages for 15 working days. In addition, an employee who qualified for the additional leave as provided for in subclause (1) (c) will be paid an additional leave or two days' wages, respectively. The pay for these days will be calculated at one fifth of the employee's weekly wage for each day. Employees who proceed on leave in terms of subclause (1) (b) will be paid that prorata portion of the full leave allowance, or negotiate other arrangements in terms of subclause (7)."

3. In subclause (9), substitute the expression "24" for the expression "22".

4. In subclause (11), substitute the expression "216" for the expression "192".

#### 4. CLAUSE 7: REMUNERATION

##### 7.1 Wages and wage rates

1. Substitute the following for subclause (1):

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

#### WAGE AND WAGE RATES

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Rate per hour          |
|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------|
| <b>A. Grade A:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                        |
| (a) Operators of splitting machines, which shall include the setting and adjustments to such machines and the splitting either in the time or tanned conditions, or both.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        | 14,11                  |
| (i) Learners, according to experience:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               |                        |
| First six months .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 80% of prescribed wage |
| Second six months .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              | 90% of prescribed wage |
| Thereafter .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     | the prescribed wage    |
| (ii) In every tannery in which a splitting machine is installed, there shall be employed at least one splitter as the full rate under A (a) above.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                        |
| (b) Operators of shaving and whitening machines.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 12,59                  |
| Learners, according to experience:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                        |
| First six months .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 80% of prescribed wage |
| Second six months.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 90% of prescribed wage |
| Thereafter.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | the prescribed wage    |
| <b>B. Grade B:</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                   |                        |
| (a) Employees other than those specified in (b):                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                     |                        |
| (i) Employed as first grade tablehands, i.e. hand buffers and whiteners, hand shavers, hand sprayers and employees employed on rounding.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 11,11                  |
| <b>Note:</b> Rounding is the cutting up of untanned hide into bends, bellies, shoulders or backs, but does not include cutting a hide into two sides.                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                        |
| (ii) Employed as operators of fleshing, unhairing, staking and buffing machines                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | 10,62                  |
| (iii) Employed as operator of glazing, all types of measuring, sole substance measuring, sole rolling hydraulic press, sammying, setting bark milling, scudding, seasoning, oiling, washing, brushing, spraying, padding, curtain coating, dust removal, oscillating knife, necking and wrinkle setting machines, and employees employed as tablehands (other than first grade) who are using carrier's tools or improvised carrier's tools on any class of leather and who are using these aforementioned tools on pasting plants or vacuum drying plants, employees engaged on repairing defects in leather, mixing and matching of pigment finish colours, matching dyes, square cutting, sueding by brush and or emery paper, assisting a splitter in feeding into the front of a splitting machine, operating a mobile hoist truck of the type which requires the driver to be on the vehicle, and employees employed on blackening, greasing, staining, pigmenting and seasoning leather by hand (brush or pad) and as lime yard hand fleshers | 10,32                  |
| (b) Learners employed on operations as specified in paragraph (a) (i) (ii) and (iii) above:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                        |
| According to experience:                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             |                        |
| First six months .....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 80% of prescribed wage |
| Second six months.....                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | 90% of prescribed wage |

|                                                                                                                                                                                                                                                                                                                                                                             | Rate per hour       |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|
| Thereafter, if employed under—                                                                                                                                                                                                                                                                                                                                              |                     |
| (a) (i) .....                                                                                                                                                                                                                                                                                                                                                               | the prescribed wage |
| (a) (ii) .....                                                                                                                                                                                                                                                                                                                                                              | the prescribed wage |
| (a) (iii) .....                                                                                                                                                                                                                                                                                                                                                             | the prescribed wage |
| <p><i>Ratio:</i> Not more than one learner receiving less than the full rate prescribed for his occupation may be employed to every three or part of three employees on semiskilled operations receiving the full rate. "Part of three" shall mean a remainder of not less than one after the total number of employees receiving full rates has been divided by three.</p> |                     |
| <b>C. Grade C:</b>                                                                                                                                                                                                                                                                                                                                                          |                     |
| (a) Employees—                                                                                                                                                                                                                                                                                                                                                              |                     |
| (i) employed on scudding, cobbing, tacking, toggling and trimming, hides and skins, drum operators, and trimming, breaking and/or fleshing skins with wool or hair on.....                                                                                                                                                                                                  | 9,40                |
| <p><b>Note:</b> "Cobbing" means the trimming of the loose fleshings hanging from the edges of the hides after fleshing.</p>                                                                                                                                                                                                                                                 |                     |
| (ii) Grade I: All employees who are mainly employed in the physical handling of hides and/or skins in the lime yard and tan yard up to and including sammying, and all employees who are wholly or mainly employed in the physical handling of hides and/or skins in the dye yard .....                                                                                     | 9,40                |
| (iii) Grade II: All employees who are mainly employed in the physical handling of raw hides and/or skins in the hide store and leather in all other departments, not specified as Grade I:                                                                                                                                                                                  |                     |
| <p>All employees involved in the maintenance of machines and equipment, including general workers whose occupation is specified under the definition of 'general worker' in clause 1 of this Agreement .....</p>                                                                                                                                                            |                     |
|                                                                                                                                                                                                                                                                                                                                                                             | 9,40                |
| (iv) employed on batch stamping of raw hides and skins .....                                                                                                                                                                                                                                                                                                                | 9,53                |
| <p><b>Note:</b> All rates prescribed in (i) above are inclusive of a 'dirt allowance' at the rate of 25c per week awarded by the arbitrator in 1945.</p>                                                                                                                                                                                                                    |                     |
| <b>D. Wool-skin processing machines and operations not elsewhere specified:</b>                                                                                                                                                                                                                                                                                             |                     |
| (a) Ironing and/or shearing and/or combing .....                                                                                                                                                                                                                                                                                                                            | 9,71                |
| (b) Carding.....                                                                                                                                                                                                                                                                                                                                                            | 9,71                |
| (c) Stitching by machine .....                                                                                                                                                                                                                                                                                                                                              | 9,91                |
| (d) Cutting of patterns.....                                                                                                                                                                                                                                                                                                                                                | 9,53                |
| <b>E. Welting, randing and lace-cutting departments:</b>                                                                                                                                                                                                                                                                                                                    |                     |
| (a) Operators of splitting, skiving, cutting, grooving and bevelling machines .....                                                                                                                                                                                                                                                                                         | 9,91                |
| (b) All other operations .....                                                                                                                                                                                                                                                                                                                                              | 9,40                |
| <b>F.</b>                                                                                                                                                                                                                                                                                                                                                                   |                     |
| (a) Storemen and/or warehousemen, despatch clerks .....                                                                                                                                                                                                                                                                                                                     | 9,91                |
| (b) assistant storemen and/or assistant warehousemen.....                                                                                                                                                                                                                                                                                                                   | 9,71                |
| <b>G. Motor vehicle drivers—</b>                                                                                                                                                                                                                                                                                                                                            |                     |
| employed on vehicle of a pay-load of up to and including 2 722 kg .....                                                                                                                                                                                                                                                                                                     | 10,18               |
| employed on vehicle of pay-load of over 2 722 kg but not exceeding 4 536 kg .....                                                                                                                                                                                                                                                                                           | 10,94               |
| employed on vehicle of pay-load of over 4 536 kg.....                                                                                                                                                                                                                                                                                                                       | 11,91               |
| <b>H. Boiler attendants.....</b>                                                                                                                                                                                                                                                                                                                                            | 9,53                |
| <b>I. Night-watchmen .....</b>                                                                                                                                                                                                                                                                                                                                              | 6,91                |
| <b>J. Day-watchmen .....</b>                                                                                                                                                                                                                                                                                                                                                | 9,53                |
| <b>K. Handymen .....</b>                                                                                                                                                                                                                                                                                                                                                    | 9,71                |
| <b>L. (a) Operations relating to the production of upholstery leather not elsewhere specified:</b>                                                                                                                                                                                                                                                                          |                     |
| (i) Marking and/or patterns placing .....                                                                                                                                                                                                                                                                                                                                   | 12,00               |
| (ii) Cutting to patterns .....                                                                                                                                                                                                                                                                                                                                              | 11,11               |
| (iii) Piece marking.....                                                                                                                                                                                                                                                                                                                                                    | 9,23                |

|                                                                       | Rate per hour          |
|-----------------------------------------------------------------------|------------------------|
| (b) Learners employed on operations specified in (a) (i) above:       |                        |
| First six months of experience .....                                  | 80% of prescribed wage |
| Second six months of experience .....                                 | 90% of prescribed wage |
| (c) Learners employed in the operation referred to in (a) (ii) above: |                        |
| First six months of experience .....                                  | 80% of prescribed wage |
| Second six months of experience .....                                 | 90% of prescribed wage |

2. Delete subclause 7.4.

## 5. CLAUSE 8: ORGANISATIONAL RIGHTS

### 8.1 *Deduction of trade union subscriptions*

In subclause (2), substitute the expression "7th" for the expression "15th".

SIGNED BY THE PARTIES AT PORT ELIZABETH this 28th day of September 1998.

**G. M. EDWARDS**

Member of the Council

**M. PAULSEN**

Member of the Council

**L. M. VAN LOGGERENBERG**

General Secretary of the Council

**No. R. 288**

**12 March 1999**

## LABOUR RELATIONS ACT, 1995

### NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION OF AMENDMENT OF THE GENERAL GOODS AND HANDBAG SECTION COLLECTIVE 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 National Bargaining Council of the Leather Industry of South Africa and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 22 March 1999 and for the period ending 30 June 1999.

**M. M. S. MDLADLANA**

Minister of Labour

**No. R. 288**

**12 Maart 1999**

## WET OP ARBEIDSVERHOUDINGE, 1995

### NASIONALE BEDINGINGSRAAD VIR DIE LEERNYWERHEID VAN SUID-AFRIKA: UITBREIDING EN WYSIGING VAN ALGEMENE GOEDERE EN HANDSAK KOLLEKTIEWE OOREENKOMS 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 Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Leernywerheid van Suid-Afrika 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 22 Maart 1999, en vir die tydperk wat op 30 Junie 1999 eindig.

**M. M. S. MDLADLANA**

Minister van Arbeid

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

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

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

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

**National Union of Leather and Allied Workers**

(hereafter referred to as the "employees" or the "trade union"), of the other part,

being the parties to the National Bargaining Council of the Leather Industry of South Africa,

to amend the Agreement for the General Goods and Handbag Section published under Government Notice No. R. 1316 of 6 November 1998.

**1. SCOPE OF APPLICATION OF AGREEMENT**

- (1) The terms of this Agreement shall be observed in the General Goods and Handbag Section of the Leather Industry—
- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions who are engaged or employed in the above section of the Leather Industry, respectively;
  - (b) in the Republic of South Africa, as it existed prior to the commencement of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993), on the operations set forth in paragraphs (1) to (3) of the definition of General Goods Section and on the operations set forth in paragraph (1) (b) and (c) of the definition of Industry or Leather Industry in clause 3 of the Agreement;
  - (c) in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial Districts of Bellville, Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding that portion of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982, respectively, fell within the Magisterial District of Inanda, on the operations set forth in paragraph (4) (a) of the definition of General Goods Section in clause 3 of the said Agreement, and in the Magisterial Districts of Wynberg, on the operations set forth in paragraph (4) (b) of the said definition;
  - (d) in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, Germiston, Goodwood, Johannesburg, Middelburg (Transvaal), Pretoria, Roodepoort and The Cape, on the operations set forth in paragraph (5) of the definition of General Goods Section in clause 3 of the said Agreement;
  - (e) in the Magisterial Districts of Bellville, Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, Goodwood, Johannesburg, and The Cape, on the operations set forth in paragraph (6) of the definition of Industry or Leather Industry in clause 3 of the said Agreement.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom wages are prescribed in Annexure C to the Agreement, and to the employers of such employees.
- (3) The terms of this Agreement shall not apply to non-parties in respect of clauses 1 (1) (a) and (2).

**2. PERIOD OF OPERATION**

This Agreement shall come into operation on such date as the Minister of Labour extends the Agreement to non-parties, and shall remain in force for the period ending 30 June 1999.

**3. CLAUSE 7: SHORT TIME**

Substitute the following for subclause (1):

**"(1) Consultation**

Prior to giving notification of short time, the employer shall notify the trade union (5) and consult with the shop stewards on the matter."

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

In subclause (8), substitute the expression "5 days' wages" for the expression "4 days' wages" and the expression "6 days' wages" for the expression "5 days' wages".

**5. CLAUSE 12: PROHIBITION OF EMPLOYMENT**

Substitute the expression "16 years" for the expression "15 years".

**6. CLAUSE 13: ORGANISATIONAL RIGHTS**

In subclause 3 (iii), substitute the expression "7th day" for the expression "15th day".

**7. CLAUSE 19: GUARANTEE: LEAVE PAY & CONTRIBUTIONS**

Substitute the following for subclause (1):

**"(1) Submission of guarantee**

Every employer must, by the end of February each year, or in the case of a new employer within 14 days of registering with the Council, submit to the Council a bank guarantee in the form of Annexure D, of the agreement published under Government Notice No. R. 1316 of 6 November 1998, of not less than one quarter of the total amount of the required guarantee, which amount must be increased by a further quarter by the end of each of the months of April, July and October, or a certificate of insurance that security exists for the payment of accrued holiday pay in terms of clause 8, four weeks' levies and contributions payable in respect of this or any other collective agreement concluded by the parties to the Council."

**8. CLAUSE 25: AMENDMENTS TO THIS AGREEMENT)**

- (1) Insert the following new clause 25 after clause 24:

**"25. TRADE UNION(S) BURSARY FUND**

Every employer to whom this Agreement applies shall contribute the sum of R10,00 per annum for each member of the National Union of Leather and Allied Workers in his employ to the Bursary Fund of the National Union of Leather and Allied Workers, and the sum of R10,00 per annum for each member of the Southern African Clothing and Textile Workers' Union in his employ to the Bursary Fund of the Southern African Clothing and Textile Workers' Union.

The amounts payable shall be calculated on the membership of each trade union on the first pay day after the implementation of this Agreement and forwarded to the respective union."

- (2) Renumber the original clause 25 to read clause 26.

**9. ANNEXURE C**

- (1) Substitute the following for clause 1 of Annexure C:

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

**WAGE RATES**

|                                                                                                                           | Column<br>A | Column<br>B |
|---------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
|                                                                                                                           | Per<br>week | Per<br>week |
| (A) The following wage rates shall be paid to employees engaged in the General Goods and Handbag Section of the Industry: |             |             |
| (i) Boiler attendant.....                                                                                                 | 276,02      | 303,62      |
| (ii) Driver of a motor vehicle authorised to carry or haul a payload of—                                                  |             |             |
| (a) under 2 722 kg.....                                                                                                   | 276,02      | 303,62      |
| (b) 2 722 kg.....                                                                                                         | 327,91      | 360,70      |
| (c) over 2 722 kg but not exceeding 4 536 kg.....                                                                         | 389,56      | 428,52      |
| (d) over 4 536 kg.....                                                                                                    | 451,27      | 496,40      |
| Fork-lift driver.....                                                                                                     | 451,27      | 496,40      |
| (iii) General worker.....                                                                                                 | 253,74      | 279,11      |
| (iv) Grade F employee.....                                                                                                | 253,74      | 279,11      |
| (v) Night-watchman.....                                                                                                   | 276,02      | 303,62      |
| (vi) Storeman and/or warehouseman, despatch clerk.....                                                                    | 327,91      | 360,70      |
| (B) The following wage rates shall be paid to qualified employees engaged in the manufacture of travelling requisites:    |             |             |
| (i) Foreman.....                                                                                                          | 512,73      | 564,00      |
| (ii) Power guillotine operator.....                                                                                       | 451,27      | 496,40      |
| (iii) Rotary cutting machine operator.....                                                                                | 451,27      | 496,40      |
| (iv) Woodworking machine operator, Class I.....                                                                           | 451,27      | 496,40      |

|                                                                                                                                           | Column<br>A | Column<br>B |
|-------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
|                                                                                                                                           | Per<br>week | Per<br>week |
| (v) Cutter, Class I .....                                                                                                                 | 426,56      | 469,22      |
| (vi) Corner stitching machine operator.....                                                                                               | 389,56      | 428,52      |
| (vii) Grade A employee .....                                                                                                              | 328,04      | 360,84      |
| (viii) Grade B employee.....                                                                                                              | 306,12      | 336,73      |
| (ix) Grade C employee.....                                                                                                                | 276,02      | 303,62      |
| (x) Grade D employee.....                                                                                                                 | 253,74      | 279,11      |
| (xi) Grade E employee.....                                                                                                                | 253,74      | 279,11      |
| (xii) Grade G employee .....                                                                                                              | 253,74      | 279,11      |
| (C) The following wage rates shall be paid to qualified employees engaged in the manufacture of saddlery:                                 |             |             |
| (i) Foreman.....                                                                                                                          | 512,73      | 564,00      |
| (ii) Cutter, Class 1 .....                                                                                                                | 389,56      | 428,52      |
| (iii) Saddler, Class I.....                                                                                                               | 389,56      | 428,52      |
| (iv) Cutter, Class II .....                                                                                                               | 346,44      | 381,08      |
| (v) Saddler, Class II.....                                                                                                                | 346,44      | 381,08      |
| (vi) Press cutter.....                                                                                                                    | 327,91      | 360,70      |
| (vii) Panel filler.....                                                                                                                   | 276,02      | 303,62      |
| (viii) Hand stitcher.....                                                                                                                 | 276,02      | 303,62      |
| (ix) Skiver.....                                                                                                                          | 276,02      | 303,62      |
| (x) Splitter.....                                                                                                                         | 276,02      | 303,62      |
| (xi) Strap cutting machine operator.....                                                                                                  | 253,74      | 279,11      |
| (xii) Machinist.....                                                                                                                      | 253,74      | 279,11      |
| (xiii) Creaser .....                                                                                                                      | 253,74      | 279,11      |
| (xiv) Stainer.....                                                                                                                        | 253,74      | 279,11      |
| (D) The following wage rates shall be paid to qualified employees engaged in the manufacture of harnesses, etc.:                          |             |             |
| (i) Foreman.....                                                                                                                          | 512,73      | 564,00      |
| (ii) Hand cutter .....                                                                                                                    | 358,71      | 394,58      |
| (iii) Press cutter.....                                                                                                                   | 340,21      | 374,23      |
| (iv) Prepared and finished.....                                                                                                           | 315,66      | 347,23      |
| (v) Machinist.....                                                                                                                        | 299,81      | 329,79      |
| (vi) Hand stitcher.....                                                                                                                   | 276,02      | 303,62      |
| (vii) Splitter.....                                                                                                                       | 276,02      | 303,62      |
| (viii) Strap cutting machine operator.....                                                                                                | 253,74      | 279,11      |
| (ix) Employees engaged in staining and/or creasing and/or punching and/or shaping and/or tipping and/or embossing and/or rubbing up ..... | 253,74      | 279,11      |
| (E) The following wage rates shall be paid to qualified employees engaged in the manufacture of braces, etc.:                             |             |             |
| (i) Foreman.....                                                                                                                          | 512,73      | 564,00      |
| (ii) Press cutter.....                                                                                                                    | 364,90      | 401,39      |
| (iii) Hand cutter .....                                                                                                                   | 276,02      | 303,62      |
| (iv) Skiver.....                                                                                                                          | 276,02      | 303,62      |
| (v) Splitter.....                                                                                                                         | 276,02      | 303,62      |
| (vi) Machinist.....                                                                                                                       | 253,74      | 279,11      |
| (vii) Riveter.....                                                                                                                        | 253,74      | 279,11      |
| (viii) Employees engaged in creasing and/or eyeletting and/or finishing .....                                                             | 253,74      | 279,11      |

|                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Column<br>A | Column<br>B |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
|                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Per<br>week | Per<br>week |
| (F) The following wage rates shall be paid to qualified employees engaged in the manufacture of personal goods:                                                                                                                                                                                                                                                                                                                                                            |             |             |
| (i) Foreman.....                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 512,73      | 564,00      |
| (ii) Hand cutter .....                                                                                                                                                                                                                                                                                                                                                                                                                                                     | 364,90      | 401,39      |
| (iii) Press cutter.....                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 364,90      | 401,39      |
| (iv) Hand stitcher.....                                                                                                                                                                                                                                                                                                                                                                                                                                                    | 276,02      | 303,62      |
| (v) Skiver.....                                                                                                                                                                                                                                                                                                                                                                                                                                                            | 276,02      | 303,62      |
| (vi) Splitter.....                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 276,02      | 303,62      |
| (vii) Machinist.....                                                                                                                                                                                                                                                                                                                                                                                                                                                       | 253,74      | 279,11      |
| (viii) Strap cutting machine operator.....                                                                                                                                                                                                                                                                                                                                                                                                                                 | 253,74      | 279,11      |
| (ix) Riveter.....                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 253,74      | 279,11      |
| (x) Leather moulder.....                                                                                                                                                                                                                                                                                                                                                                                                                                                   | 253,74      | 279,11      |
| (xi) Employees engaged in eyeletting and/or creasing and/or attaching fittings and/or locks and/or ornaments and/or punching and/or finishing and/or staining and/or embossing and/or framing of purses and/or inserting lining and/or inserting metal stiffeners and/or edge tooling and/or lacing or thonging and/or pointing or tipping and/or perforating and/or stapling and/or turning inside out and/or stuffing boxing gloves and/or cutting laces to length ..... | 253,74      | 279,11      |
| (xii) High-frequency welding .....                                                                                                                                                                                                                                                                                                                                                                                                                                         | 253,74      | 279,11      |
| (G) The following wage rates shall be paid to learners, other than foremen, and other than those referred to in subclauses (A) and (H):                                                                                                                                                                                                                                                                                                                                    |             |             |
| During the first six months of experience.....                                                                                                                                                                                                                                                                                                                                                                                                                             | 179,18      | 197,10      |
| During the second six months of experience.....                                                                                                                                                                                                                                                                                                                                                                                                                            | 205,69      | 226,26      |
| During the third six months of experience .....                                                                                                                                                                                                                                                                                                                                                                                                                            | 245,55      | 270,11      |
| Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.                                                                                                                                                                                                                                                                                                                                |             |             |
| (H) The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial Districts of Bellville, Goodwood and Durban:                                                                                                                                                                                                                                                                                                      |             |             |
| (i) Foreman.....                                                                                                                                                                                                                                                                                                                                                                                                                                                           | 512,73      | 564,00      |
| (ii) Cutter .....                                                                                                                                                                                                                                                                                                                                                                                                                                                          | 364,90      | 401,39      |
| (iii) Panel machinist.....                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 327,91      | 360,70      |
| (iv) Splitter.....                                                                                                                                                                                                                                                                                                                                                                                                                                                         | 276,02      | 303,62      |
| (v) Finisher, Grade I .....                                                                                                                                                                                                                                                                                                                                                                                                                                                | 268,02      | 294,82      |
| (vi) Finisher, Grade II .....                                                                                                                                                                                                                                                                                                                                                                                                                                              | 253,74      | 279,11      |
| (vii) Mouthpiece machinist .....                                                                                                                                                                                                                                                                                                                                                                                                                                           | 253,74      | 279,11      |
| (viii) Boxer, Grade I.....                                                                                                                                                                                                                                                                                                                                                                                                                                                 | 253,74      | 279,11      |
| (ix) Boxer, Grade II.....                                                                                                                                                                                                                                                                                                                                                                                                                                                  | 253,74      | 279,11      |
| (x) Employees engaged in cutting and/or punching lace holes and/or stamping job numbers and names and/or stretching and/or backing and/or ball cleaning and/or wrapping and/or packing and/or thread making and/or applying fixactive lacquers and/or inflating bladders and/or inserting bladders and/or solutioning and/or blocking and/or positioning mouthpieces and/or cutting laces to length .....                                                                  | 253,74      | 279,11      |
| (I) The following wage rates shall be paid to learners, other than foreman, engaged in the operations referred to in subclause (H):                                                                                                                                                                                                                                                                                                                                        |             |             |
| During the first six months of experience.....                                                                                                                                                                                                                                                                                                                                                                                                                             | 172,71      | 189,98      |
| During the second six months of experience .....                                                                                                                                                                                                                                                                                                                                                                                                                           | 185,91      | 204,50      |
| During the third six months of experience.....                                                                                                                                                                                                                                                                                                                                                                                                                             | 198,66      | 218,53      |

|                                                                                                                                                                                                                                 | Column<br>A | Column<br>B |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|-------------|
|                                                                                                                                                                                                                                 | Per<br>week | Per<br>week |
| (J) The following wage rates shall be paid to qualified employees engaged in the manufacture of cricket and hockey balls in the Magisterial District of Wynberg:                                                                |             |             |
| (i) Foreman.....                                                                                                                                                                                                                | 512,73      | 564,00      |
| (ii) Cutter, Grade I .....                                                                                                                                                                                                      | 328,04      | 360,84      |
| (iii) Puritan machinist .....                                                                                                                                                                                                   | 328,04      | 360,84      |
| (iv) Hand closer.....                                                                                                                                                                                                           | 276,02      | 303,62      |
| (v) Hand stitcher.....                                                                                                                                                                                                          | 276,02      | 303,62      |
| (vi) Skiver.....                                                                                                                                                                                                                | 276,02      | 303,62      |
| (vii) Splitter.....                                                                                                                                                                                                             | 276,02      | 303,62      |
| (viii) Bonder, Grade I .....                                                                                                                                                                                                    | 253,74      | 279,11      |
| (ix) Fitter.....                                                                                                                                                                                                                | 253,74      | 279,11      |
| (x) Core moulder .....                                                                                                                                                                                                          | 253,74      | 279,11      |
| (xi) Cup moulder .....                                                                                                                                                                                                          | 253,74      | 279,11      |
| (xii) Cutter, Grade II .....                                                                                                                                                                                                    | 253,74      | 279,11      |
| (xiii) Blocker, Grade I .....                                                                                                                                                                                                   | 253,74      | 279,11      |
| (xiv) Bonder, Grade II .....                                                                                                                                                                                                    | 253,74      | 279,11      |
| (xv) Employees engaged in spraying/buffing and/or stamping/embossing and/or blocking Grade II, and/or lining and/or wetting and/or labelling and/or cleaning and/or dipping and/or glueing and/or squeezing and/or winding..... | 253,74      | 279,11      |
| (K) The following wage rates shall be paid to learners, other than foremen, engaged in the operations referred to in subclause (J):                                                                                             |             |             |
| During the first six months of experience .....                                                                                                                                                                                 | 212,30      | 233,53      |
| During the second six months of experience .....                                                                                                                                                                                | 241,12      | 265,23      |
| (L) The following wage rates shall be paid to qualified employees engaged in the manufacture of handbags:                                                                                                                       |             |             |
| (i) Foreman.....                                                                                                                                                                                                                | 512,73      | 564,00      |
| (ii) Cutter, Class I .....                                                                                                                                                                                                      | 414,20      | 455,62      |
| (iii) Cutter, Class II .....                                                                                                                                                                                                    | 315,66      | 347,23      |
| (iv) Machinists engaged on all sewing machine operations .....                                                                                                                                                                  | 327,26      | 359,99      |
| (v) Skivers .....                                                                                                                                                                                                               | 276,02      | 303,62      |
| (vi) Splitters .....                                                                                                                                                                                                            | 276,02      | 303,62      |
| (vii) Handbag framers .....                                                                                                                                                                                                     | 315,66      | 347,23      |
| (viii) Grade I employees .....                                                                                                                                                                                                  | 253,74      | 279,11      |
| (ix) Grade II employees .....                                                                                                                                                                                                   | 253,74      | 279,11      |
| (M) The following wage rates shall be paid to learners, other than foremen, engaged in the operations referred to in subclause (L):                                                                                             |             |             |
| During the first six months of experience .....                                                                                                                                                                                 | 179,17      | 197,09      |
| During the second six months of experience .....                                                                                                                                                                                | 199,16      | 219,08      |
| During the third six months of experience.....                                                                                                                                                                                  | 221,70      | 243,87      |

Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience".

(2) In clause 2, substitute the following for subclauses (3), (4) and (5):

"(3) Harness—

(1) Not less than one foreman shall be employed in each establishment.

(2) For each employee receiving a wage of not less than R279,11 per week during the period ending 30 June 1999, not more than one employee may be employed at a wage less than R279,11 per week during the period ending 30 June 1999: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

## (4) Braces—

For each employee receiving a wage of not less than R279,11 per week during the period ending 30 June 1999, not more than one employee may be employed at a wage of less than R279,11 per week during the period ending 30 June 1999: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

## (5) Personal goods—

For each employee receiving a wage of not less than R279,11 per week during the period ending 30 June 1999, not more than one employee may be employed at a wage of less than R279,11 per week during the period ending 30 June 1999: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.”.

Signed at Cape Town, on behalf of the parties, this 20th day of July 1998.

**D. OPIE**

Member of the Council

**A. A. VAN ROOYEN**

Member of the Council

**L. M. VAN LOGGERENBERG**

General Secretary of the Council

**No. R. 289**

**12 March 1999**

**LABOUR RELATIONS ACT, 1995**

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION OF SICK BENEFIT FUND COLLECTIVE AMENDING 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 Amending Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council of the Leather Industry of South Africa and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 22 March 1999 and for the period ending 10 May 1999.

**M. M. S. MDLADLANA**

Minister of Labour

**UMNYANGO WEZEMISEBENZI**

**No. R. 289**

**12 March 1999**

**UMTHETHO WEZEMISEBENZI, KA 1995**

**IMBONI YEZIKHUMBA YASENINGIZIMU AFRIKA: UKWELULWA KWESIVUMELWANO SIKAWONKEWONKE SINEZELELA KWINGXENYE YESIKHWAMA SOKUKHOKHELA IZIGULI KULABO ABENGWONA AMALUNGU**

Mina, Membathisi Mphumzi Shepherd Mdladlana, uNgqongqoshe wezemiSebenzi, ngokwesigaba 32 (2) soMthetho wobuDlelwano kwezemiSebenzi, ka 1995 (Labour Relations Act 1995), ngiyamemezela ukuthi iSivumelwano sika Wonkewonke esinezelelwa kwiSheduli yeSingisi exhunyiwe lapha, esahlangiswa emkhandlwini kaZwelonke wokuXoxisana ngamaHolo eziMbonini zesiKhumba eNingizimu Afrika, (National Bargaining Council of the Leather Industry of South Africa) futhi esiyisibopho ngokwesigaba 31 soMthetho wobuDlelwano kwezemiSebenzi, ka 1995 (Labour Relations Act, 1995), kulawo maqembu ahlanganisa isinezelelo sesivumelwano leso, siyababopha nabanye abaqashi nabaqashwa kulowo mkhakha wezimboni, kusukela ngomhlaka 22 March 1999 nangesikhathi sonke esiyophela mhla ziwu 10 May 1999.

**M. M. S. MDLADLANA**

uNgqongqoshe wezemiSebenzi

**Gaphela:** Amakhophi alesi sivumelwano esiZulu ayatholakala eMkhandlwini kaZwelonke wokuXoxisana ngamaHoic weziMboni zesiKhumba eNingizimu Afrika uma usicela.

**SCHEDULE****NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: SICK BENEFIT FUND  
COLLECTIVE AGREEMENT**

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

**the Southern African Footwear and Leather Industries Association (SAFLIA)**

and

**the Association of South African Manufacturers of Luggage, Handbags and General Goods**

(hereafter referred to as the "employers" or the "employers' organisations") of the one part; and

**the National Union of Leather and Allied Workers**

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

being the parties to the National Bargaining Council of the Leather Industry of South Africa,

to amend the Agreement published under Government Notice No. R. 1319 dated 6 November 1998.

**1. SCOPE OF APPLICATION OF AGREEMENT**

(1) The terms of this Agreement shall be observed in the Leather Industry—

- (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions, who are engaged and employed in the Leather Industry, respectively;
- (b) in the Republic of South Africa, as it existed prior to the promulgation of the Constitution of the Republic of South Africa (Act No. 200 of 1993):

Provided that, on the operations set forth in paragraph (6) of the definition of "Leather Industry" as contained in clause 3 of this Agreement, it shall be observed only in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, The Cape, Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding that portion of the Magisterial District of Durban which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982, respectively, fell within the Magisterial District of Inanda, and Johannesburg:

Provided further that on the operations set forth in paragraph (7) (a) of the definition of "Leather Industry" as contained in clause 3 of this Agreement, it shall be observed only in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, The Cape, Goodwood and Durban, including that portion of the Magisterial District of Chatsworth which, prior to the publication of Government Notice No. 501 of 8 March 1985, fell within the Magisterial District of Durban, but excluding the portion of the Magisterial District of Durban, which, prior to the publication of Government Notices Nos. 1939 and 2067 of 10 September 1982 and 1 October 1982, respectively, fell within the Magisterial District of Inanda:

Provided further that on the operations set forth in paragraph (7) (b) of the definition of "Leather Industry" as contained in clause 3 of this Agreement, it shall be observed only in the Magisterial District of Wynberg:

Provided further that on the operations set forth in paragraph (8) of the definition of "Leather Industry", it shall be observed only in the Magisterial Districts of Bellville, including that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, Germiston, Goodwood, Johannesburg, Middelburg (Mpumalanga), Pretoria, Roodepoort and The Cape:

Provided further that on the operations set forth in paragraph (9) of the definition of "Leather Industry", it shall be observed only in the Magisterial Districts of Bellville (including those portions of the Magisterial Districts of Goodwood and Kuils River which, prior to the publication of Government Notice No. 1683 of 7 August 1987, fell within the Magisterial District of Bellville, Paarl, Oudtshoorn, Wellington, George, Uitenhage, Port Elizabeth, King Williamstown and Pietermaritzburg.

- (c) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall not apply to non-parties in respect of clauses 1 (1) (a) and 2.

**2. DATE AND PERIOD OF OPERATION**

This Agreement shall come into operation on such date as the Minister of Labour extends the Agreement to non-parties, and shall remain in force for the period ending 10 May 1999.

**3. CLAUSE 4: MEMBERSHIP OF THE FUND**

Substitute the following for subclause (2):

- (2) Subject to any exemptions in terms of this Agreement, or by decision of the Management Committee of the Fund, all employees whose wages are prescribed in any agreement of the Council will become members of the Fund. Membership of the Fund will be extended to include dependants of a member in terms of the Rules of the Fund. "Dependant" means the legal or lawful spouse or child of a member, and includes ethnic, tribal or common-law spouses legally adopted children and lawful stepchildren. The age limit for a child will be 18 years, except in the case of a child attending full-time tertiary education, where the age limit is extended to 23 years. Termination of a dependant's membership by a member is subject to a notice period of one calendar month."

**4. CLAUSE 5: CONTRIBUTIONS**

Substitute the following for subclause (1):

**(1) Employees**

All employees who are members of the fund will contribute 1,5% of their basic wage rate to the Fund. An employer will deduct this amount from an employee's wage on every pay day. Where membership is extended to include a member's spouse, an additional 1% of the member's basic wage rate will be deducted by the employer for each dependant."

Signed at Port Elizabeth, on behalf of the parties, this 14th day of August 1998.

**D. J. F. LINDE**

**Member of the Council**

**A. A. VAN ROOYEN**

**Member of the Council**

**L. M. VAN LOGGERENBERG**

**General Secretary of the Council**

**No. R. 290**

**12 March 1999**

LABOUR RELATIONS ACT, 1995

CORRECTION NOTICE

**ENTERTAINMENT INDUSTRY OF SOUTH AFRICA: EXTENSION OF ADMINISTRATION AND EXPENSES  
COLLECTIVE AGREEMENT TO NON-PARTIES**

The following correction to Government Notice No. R. 178 appearing in *Government Gazette* No. 19752 of 12 February 1999, is hereby published for general information:

1. In the English text to the Schedule:

"1. SCOPE OF APPLICATION".

Substitute subclause (2) for the following:

"(2) the terms of this Agreement shall not apply to—

- (a) non-parties in respect of clauses 1 (1) (a), 2, 8 (2) and 30 (2) and (3);
- (b) members of the Commercial Producers Association who were members as at the date on which this Agreement comes into operation for non-parties and the employees of such members."

**No. R. 290**

**12 Maart 1999**

WET OP ARBEIDSVERHOUDINGE, 1995

VERBETERINGSKENNISGEWING

**VERMAAKLIKHEIDSBEDRYF VAN SUID-AFRIKA: UITBREIDING VAN ADMINISTRASIE EN  
UITGAWES KOLLEKTIEWE OOREENKOMS NA NIE-PARTYE**

Onderstaande verbetering aan Goewermentskennisgewing No. R. 178 wat in *Staatskoerant* No. 19752 van 12 Februarie 1999 verskyn, word hierby vir algemene inligting gepubliseer:

1. In die Engelse teks van die Bylae:

"1. SCOPE OF APPLICATION".

Vervang subklousule (2) met die volgende:

"(2) the terms of this Agreement shall not apply to—

- (a) non-parties in respect of clauses 1 (1) (a), 2, 8 (2) and 30 (2) and (3);
- (b) members of the Commercial Producers Association who were members as at the date on which this Agreement comes into operation for non-parties and the employees of such members."

No. R. 294

12 March 1999

**MANPOWER TRAINING ACT, 1981****TRAINING SCHEME FOR THE FISHING SECTOR OF THE MARITIME  
INDUSTRY**

1. Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, acting in terms of Section 39(5) of the Manpower Training Act, 1981, hereby declare that the provisions of the Scheme appearing in the Schedule hereto, shall be binding, with effect from the date of publication of this Notice and for a period which shall terminate on the date of withdrawal of the Scheme. The Scheme shall be binding on all employers and their employees who are engaged or employed in the Fishing Sector of the Maritime Industry in the Republic of South Africa.



**M M S MDLADLANA**  
Minister of Labour

**SCHEDULE**

The Training Scheme for the Fishing Sector of the Maritime Industry, hereinafter referred to as 'The Sector' has been established by the Maritime Industry in terms of Section 39 (4) of the Manpower Training Act, 1981 for the purposes of training employees in the Sector, and provides for the use of a Trust for the purposes of the Scheme, the payment of contributions to the Trust and for the appointment by the Maritime Industry Training Board of a Board of Trustees to administer the Trust. The Trust is known as the Maritime Education, Training & Development Number One Trust: Fishing Sector Fund.

**1. NAME OF THE SCHEME**

The name of the Scheme shall be "The Maritime Industry Training Board: Fishing Sector Training Scheme".

**2. SCOPE OF APPLICATION OF THE SCHEME**

The provisions of the Scheme shall be observed by all fishing vessels licensed to operate from South African ports, but exclude any portion of an employer's activities or employees already falling within the scope and application of any other training scheme in terms of section 39 of the Manpower Training Act, 1981, or section 23 of the Labour Relations Act, 1995.

**3. DEFINITIONS**

Any expression used in this scheme which is defined in the Manpower Training Act, 1981, shall have the same meaning as in the Act and any reference to the Act shall include any amendments to the Act and, unless inconsistent with the context:-

"Act" means the Manpower Training Act, 1981 (Act No. 56 of 1981).

"Board" means the Maritime Industry Training Board (the MITB).

"ETQ" means Education Training and Development.

"ETQA" means Education and Training Qualifications Authority.

"Fishing Boat Licence" means the local fishing vessel licence issued in terms of Section 23.1 of the Marine Living Resources Act of 1998.

"Fishing Sector" means the South African Fishing Sector in its widest sense and includes any organisation or individual who procures and/or processes marine living resources from South African waters for commercial gain.

"Licence for a vessel of under 25 Gross Register Tons (incorporating the local general safety certificate)" means the licence issued in terms of the Merchant Shipping Act 57/1951, Sections 68 (1) and 72 A (2).

"Local General Safety Certificate for a ship (other than a passenger ship) of 25 Gross Register Tons or over" means the certificate issued in terms of the Merchant Shipping Act 57/1951, Section 194 (1) (a) and (b) (ii).

"Maritime Industry" or "Industry" means the Maritime Industry in its broadest sense (including those logistic and administrative functions associated with the movement of cargo to or from any Southern African port or airport, or border posts by any appropriate transport mode), in which companies, associations and organisations referred to in the Constitution of the Board are associated for the purpose of carrying out operations generally regarded as work substantially connected with or associated to the operation of vessels, harbours, port services, offshore structures and exploitation (including harvesting, processing, packing and freezing of fish), utilisation and protection of marine resources, or other similar operations.

"Minimum Safe Manning Certificate" means the certificate (V5\155) issued by SAMSA as permitted by regulation I/5 as an equivalent to the safety manning certificate required under regulation V/13 of the International Convention for the Safety of Life at Sea, 1974.

"NSBs" means National Standards Bodies.

"NQF" means National Qualifications Forum.

"Receipt" means the official receipt issued by the Fishing Sector of the Maritime Industry Training Board on payment of the training levy.

"Registrar" means the Registrar of Manpower Training appointed in terms of the provisions of the Manpower Training Act, 1981.

"STCW (F)" means Standards of Training, Certification and Watchkeeping for Seafarers.

"SAMSA" means South Africa Maritime Safety Authority.

"SAQA" means South African Qualifications Authority.

"Scheme" means The Maritime Industry Training Board: Fishing Sector Training Scheme.

"SGBs" means Standard Generating Bodies.

"Skills Development Act 1998" means Skills Development Act 1998 Act no. 97 of 1998.

"South Africa Maritime Safety Authority" (SAMSA) means the South African Maritime Authority established in terms of the South African Maritime Authority Act, 1998 (Act no. 5 of 1998).

"Training Incentive" means any grant, subsidy, bounty or other benefit, whether financial or otherwise, paid or obtained from the Trust or granted in terms of this Scheme to any employer for the education, training and development of employees within the Sector.

"Trust Fund or Fund" means the Maritime Education, Training & Development Number One Trust: Fishing Sector Fund.

#### 4. OBJECTIVES OF THE SCHEME

The objectives of the Scheme are:

- 4.1 to consult within the Board (of which the Fishing Sector is a member), with other industry training boards in the transport sector (i.e. air, rail and road) and the appropriate Government Department/s, to develop strategic sector plans and advise the National Training Board (NTB) on sector needs and how sector plans should be addressed.
- 4.2 in recognising the regulatory role and authority of the SAMSA in respect of the International STCW (F) convention:
  - 4.2.1 to establish and obtain recognition from the relevant NSBs of fishing SGBs within the organising fields set up by the SAQA.
  - 4.2.2 to generate competency standards through the fishing SGBs and to ensure that the work of the SGBs meets the SAQA requirements for the registration of unit standards and qualifications.
- 4.3 to act as the ETQA for the Fishing Sector, subject to interim accreditation by SAQA. Such interim accreditation to be reviewed when relevant formal Sector Education and Training Authority is established in terms of the Skills Development Act, 1998.
- 4.4 to create a human resource development strategy and enabling infrastructure for the South African Fishing Sector.

- 4.5 to accredit courses, which meet NQF standards, offered by ETD institutions and other providers subject to interim accreditation by SAQA. Such interim accreditation to be reviewed when the relevant formal Sector Education and Training Authority is established in terms of the Skills Development Act, 1998.
- 4.6 to subsidise ETD within the Fishing Sector.
- 4.7 to develop internal business plans.
- 4.8 to secure training places in the Fishing Sector.
- 4.9 to develop and administer Learnerships as defined in the Skills Development Act, 1998
- 4.10 To endeavour to create opportunities and contribute to the relative objectives as prescribed in the Skills Development Act, 1998 (Act no. 97 of 1998)
- 4.11 to carry out the objectives of the Board as contained in its Constitution.

## **5. THE MARITIME EDUCATION, TRAINING & DEVELOPMENT NUMBER ONE TRUST**

- 5.1 There has been established a Trust Fund known as the Maritime Education, Training & Development Number One Trust Fund, comprising amongst others the Fishing Sector Fund.
- 5.2 Into the Fishing Sector Fund shall be paid:
  - 5.2.1 levies collected in terms of clause 7 of this Scheme;
  - 5.2.2 interest and/or capital appreciation from the investment of any monies in the Fishing Sector Fund; and
  - 5.2.3 any other monies to which the Fishing Sector Fund may become entitled.
- 5.3 The monies in the Fishing Sector Fund shall be used in accordance with the Constitution of the Board as reflected in the Trust Deed for the attainment of the objects of the Scheme as set out in Clause 4 above.

## **6. ESTABLISHMENT OF THE MARITIME INDUSTRY TRAINING BOARD**

- 6.1 The Board and, *inter alia*, the Sector, have been established by the Maritime Industry in the Republic of South Africa in accordance with a Constitution approved by the Registrar on 14 May 1991.
- 6.2 The Board shall have the authority to deal with all matters falling within the scope of the objectives of this Scheme.

## 7. BASIS OF LEVY AND AMOUNT

- 7.1 The levy shall be payable by fishing boat owners and will fall due on the same date as the annual renewal of fishing boat licences.
- 7.2 The levy shall be paid to the Fishing Sector of the Board prior to boat owners applying for the renewal of the applicable annual fishing boat licence. Fishing boat owners will not be able to renew their boat licences without first furnishing the required Receipt as proof of payment of the prevailing annual Maritime Industry Training Board levy.
- 7.3 The Receipt issued by the Fishing Sector of the Board shall be regarded by the Department of Sea Fisheries as proof of payment of the training levy.
- 7.4 The levy shall be based upon the combination of the following three factors and calculated to comply with the levy requirement of the Act.
  - 7.4.1 The minimum number of certificated crew which a fishing vessel is required to carry in terms of the SAMSA regulations as set out in
    - 7.4.1.1 the Licence for a vessel of under 25 Gross Register Tons (incorporating the local general safety certificate) or
    - 7.4.1.2 the Local General Safety Certificate for a ship (other than a passenger ship) of 25 Gross Register Tons or over;
  - 7.4.2 The maximum allowable complement of crew per fishing vessel as set out in the Minimum Safe Manning Certificate;
- 7.5 The levy will be calculated as per Addendum I to this Act for the date of publication of this notice to 28.02.2000.

## 8. INFORMATION

- 8.1 The Board shall furnish every member of the Fishing Sector with details concerning the Scheme in such form as the Board may from time to time determine: *Provided* that such details shall include at least the Constitution of the Board, the Maritime Industry Fishing Sector Training Scheme, the Maritime Education, Training & Development Number One Trust Deed, the training incentive provided in terms of the Scheme and the procedure to be followed for the lodging of claims against the Fund, as well as such other details as may be deemed necessary.
- 8.2 The Board shall, within three months after the close of each financial year, furnish the Director-General: Labour and every member of the Sector with a copy of the report on its activities during the financial year, together with copies of the audited financial statements and shall keep the report and statements open for inspection by any contributing employer.

## 9. FINANCE

- 9.1 All monies received in terms of this Scheme shall be deposited into a banking account opened in the name of the Fishing Sector Fund within the Maritime Education, Training & Development Number One Trust. The Fund shall be administered by the Board of Trustees appointed by the Board in terms of its Constitution, and in terms of the Maritime Education, Training & Development Number One Trust.
- 9.2 Monies which are not required for immediate use, shall at the discretion of the Board of Trustees as they deem appropriate, be invested as prescribed in the Board Constitution or as may be approved by the Registrar.
- 9.3 Transfers from the Maritime Education, Training & Development Number One Trust (Marine Sector Fund Account) to the Fishing Sector Operating Account will be authorised by the Trustees in accordance with the Trust documents.
- 9.4 The Board shall appoint a public auditor, who shall be paid out of the Fund, to audit the accounts of the Fund annually for the period ending 28 February in any one year.

## 10. DISSOLUTION

- 10.1 Upon termination of the Scheme, for any reason whatsoever, the assets of the Fund shall be disposed of by the Board in accordance with its Constitution
- 10.2 All administrative charges and liabilities of the Scheme shall then be charged against the Board.
- 10.3 The Registrar must be notified of the termination of the Scheme in good time.

## 11. AGENT

- 11.1 The Board hereby appoints the Chief Director of Sea Fisheries in terms of an arrangement between the Board and the Chief Director as its agent to ensure that the levies are paid to the Board before the annual fishing boat licence is issued by the Department of Sea Fisheries.
- 11.2 This appointment may be revoked by the Board on due notice and at its sole discretion.

## 12. INDEMNITY

- 12.1 The members of the Board shall not be liable for any loss to the Trust arising from any improper investment made in good faith, or by any act, in their *bona fide* administration of the Trust, or by the negligence or fraud of any person employed by the Board or by reason of any act or omission by members or by reason of any other matter save individual willful or fraudulent wrongdoing on the part of such members as can be held responsible.

- 12.2 Any such member shall be reimbursed by the Fund for any liability incurred by him in defending any proceedings, whether civil or criminal, arising out of any allegation involving bad faith in which judgement is given in his favour or in which he is acquitted.

### **13. EXEMPTIONS**

- 13 Any application for exemption from any provision of this Scheme, which may be granted by the Minister in terms of section 47 of the Act, shall first be submitted to the Board, P.O. Box 6354, Roggebaai, 8012, which shall forward such application together with any recommendation by the Board to the Director-General: Labour.

# LEVIES FOR PERIOD 01-01-1999 TO 28-02-2000

## Addendum 1

|            | PEL   |       | BT     |       | IT    |       | CT    |       | T+S   |       | LF    |       | WCRL  |       | SCRL  |       |
|------------|-------|-------|--------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| QUAL.      | CREW  | PRICE | CREW   | PRICE | CREW  | PRICE | CREW  | PRICE | CREW  | PRICE | CREW  | PRICE | CREW  | PRICE | CREW  | PRICE |
| GR 2       | 7     | 354   | 58     | 448   | 2     | 192   | 18    | 111   |       |       |       |       |       |       | 11    | 181   |
| GR 3       | 16    | 283   | 59     | 204   | 4     | 81    | 18    | 88    |       |       |       |       |       |       | 11    | 144   |
| GR 4 WKPR  | 62    | 212   | 59     | 155   | 25    | 81    | 18    | 66    | 265   | 50.2  |       |       | 224   | 50.2  | 11    | 108   |
| GR 4 SKPR  | 52    | 248   |        |       | 25    | 162   |       |       | 265   | 81.0  |       |       | 95    | 81.0  |       |       |
| M.M.H.GR   | 46    | 318   | 37     | 325   |       |       |       |       |       |       |       |       |       |       | 11    | 162   |
| EDR        |       |       | 144    | 63    |       |       | 18    | 33    |       |       |       |       |       |       | 11    | 54    |
| PISC       |       |       | 86     | 55    |       |       | 18    | 22    |       |       |       |       |       |       | 22    | 36    |
| CL. 4 ENG  |       |       | 7      | 325   |       |       |       |       |       |       |       |       | 5     | 83.3  |       |       |
| MM3        |       |       |        |       | 5     | 67    |       |       |       |       |       |       |       |       |       |       |
| MM2        | 13    | 212   | 15     | 57    | 27    | 77    | 24    | 66    | 265   | 56.0  |       |       | 215   | 56.0  | 11    | 108   |
| MM1        | 20    | 283   | 59     | 167   | 11    | 101   | 12    | 88    |       |       |       |       | 19    | 103.8 |       |       |
| CERT.COOK  |       |       | 28     | 84    |       |       |       |       |       |       |       |       |       |       | 11    | 54    |
| SK<25 TONS |       |       |        |       | 5     | 161   |       |       | 251   | 77.7  | 1681  | 33.3  |       |       |       |       |
| OTHER      | 379   | 53    | 1668   | 51    | 229   | 44    | 255   | 17    | 5872  | 2.9   |       |       | 1442  | 2.9   | 276   | 27    |
| LINE F-MEN |       |       |        |       |       |       |       |       |       |       | 6804  | 2.9   |       |       |       |       |
| TOTAL CREW | 594   |       | 2220   |       | 333   |       | 381   |       | 6918  |       | 8485  |       | 2000  |       | 376   |       |
| TOTAL LEVY | 75962 |       | 173855 |       | 21206 |       | 12657 |       | 86025 |       | 75553 |       | 37454 |       | 17297 |       |
| % OF TOTAL | 15.2  |       | 34.8   |       | 4.2   |       | 2.5   |       | 17.2  |       | 15.1  |       | 7.5   |       | 3.5   |       |

16/11/1998

### Key:

- PEL - Pelagic Sector
- BT - Bottom Trawl Sector
- IT - Inshore Trawling Sector
- CT - Crustacean Trawling Sector
- T+S - Tuna and Squid Sector
- LF - Linefish Sector
- WCRL - West Coast Rock Lobster Sector
- SCRL - South Coast Rock Lobster Sector

### Notes:

- (1)"Price" column refers to the levy per person per annum falling within a particular employment category.
- (2)"Crew" column refers to the estimated number of crew per employment category per sector.

No. R. 312

12 March 1999

## LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY, KWAZULU-NATAL:  
EXTENSION OF MAIN COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES**

Under section 32 (2) of the Labour Relations Act, 1995 (Act No. 66 of 1995), I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby declare that, from 22 March 1999 to 30 June 2005, the Collective Amending Agreement in the Schedule, which was concluded in the Bargaining Council for the Furniture Manufacturing Industry, KwaZulu-Natal, is binding on other employers and employees in that Industry, not parties to that Agreement, in the areas known as—

- (a) Area A in the Province of Natal, which consists of the Magisterial Districts of Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown, in the Province of Natal, as it existed on 3 July 1954 and the Magisterial District of Mount Currie as it existed on 3 July 1954;
- (b) Area B, which consists of the Magisterial Districts of Umvoti (Greytown), Lions River, Port Shepstone, Richmond, Lower Tugela and Umzinto, and the municipal areas of Estcourt, Ladysmith and Newcastle as it existed on 3 July 1954;
- (c) Area C, which consists of the remainder of the Province of KwaZulu-Natal, excluding any portion of those areas which fell within the self-governing territories of KwaZulu immediately prior to the commencement of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993).

**M. M. S. MDLADLANA**

Minister of Labour

**SCHEDULE****BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY, KWAZULU-NATAL****COLLECTIVE AGREEMENT**

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

**KwaZulu-Natal Furniture Manufacturers' Association**

(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**

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

being the parties to the Bargaining Council for the Furniture Manufacturing Industry, KwaZulu-Natal,

to amend the Main Agreement published under Government Notice No. R. 685 dated 18 May 1998, as amended by Government Notice No. R. 1660 of 18 December 1998.

**1. SCOPE OF APPLICATION OF AGREEMENT**

- (1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry, KwaZulu-Natal—
  - (a) by all employers who are members of the employer's organisation and by all employees who are members of the trade union, who are engaged or employed therein, respectively;
  - (b) in Area A, which consists of the Magisterial Districts of Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown and Mount Currie;
  - (c) in Area B, which consists of the Magisterial Districts of Umvoti (Greytown), Lions River, Port Shepstone, Richmond, Lower Tugela and Umzinto and the municipal areas of Estcourt, Ladysmith and Newcastle;
  - (d) in Area C, which consist of the remainder of the Province of KwaZulu-Natal.
- (2) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall—
  - (a) only apply in respect of employees for whom minimum wages are prescribed in this Agreement;
  - (b) apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contracts entered into or any conditions fixed thereunder;
  - (c) not apply to professional, technical, administrative, sales and office staff: Provided that such employees are in receipt of regular remuneration in excess of the maximum rate prescribed in Schedule A of this Agreement, excluding paragraph (XXI), plus R35,00;
  - (d) not apply to managers, submanagers, foremen and supervisory staff if such employees are in receipt of regular remuneration of not less than R40 920 per annum or where the employer of such staff does not provide or maintain a registered pension or registered provident fund and a registered medical aid fund, R48 140 per annum. These limits shall be increased from year to year by the same percentage as the increases granted to employees earning the highest rate set out in Schedule A of the Agreement published under Government Notice No. R. 685 of 18 May 1998.

(3) Notwithstanding the provisions of subclauses (1) and (2), the provisions of the Agreement, published under Government Notice No. R. 685 of 18 May 1998, excluding those contained in clauses 13 (1) and (2), 16, 17 (1), (2), (3), (4), (5) and (9), 20 and 23, shall not apply to an employer who carries on not more than one business within the scope of application of said Agreement and who employs fewer than five employees at all times in or in connection with such business and who complies with the relevant provisions of the Basic Conditions of Employment Act, 1998: Provided that working employers shall be regarded as employees for the purpose of establishing the number of employees in such business: Provided further that where such an employer elects voluntarily to contribute to any of the funds administered by the Council, he shall be deemed to have five employees in his employ.

(4) The provisions of subclause (3) shall not apply where an employer has more than four employees in his employ at the date of coming into operation of this Agreement, and subsequently reduces his number of employees to fewer than five.

(5) Notwithstanding the provisions contained in subclause (3), no employer who has taken advantage of and enjoyed the exclusion contained therein shall continue to do so for a period exceeding three years and upon expiry of the three-year period all the provisions of the Agreement shall apply to such employer and his employees.

(6) The terms of this Agreement shall not apply to non-parties in respect of clauses 1 (1) (a) and 2.

## 2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force until 30 June 2005.

## 3. CLAUSE 16: EXPENSES OF THE COUNCIL

Substitute the expression "20c per week" for the expression "10c per week" where it appears in subclause (1).

Signed at Durban on this 12th day of December 1998.

**J. S. OLIVIER**

Chairman

**E. M. MOOSA**

Vice-Chairman

**G. MOONSAMY**

Vice-Chairman

**G. J. P. BLIGNAUT**

Secretary

**No. R. 312**

**12 Maart 1999**

## WET OP ARBEIDSVARHOUDINGE, 1995

### BEDINGINGSRAAD VIR DIE MEUBELNYWERHEID, KWAZULU-NATAL: UITBREIDING VAN HOOF KOLLEKTIEWE WYSIGINGSOOREENKOMS NA NIE-PARTYE

Ingevolge artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), verklaar ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, hierby, dat, vanaf 22 Maart 1999 tot 30 Junie 2005, die Kollektiewe Wysigingsooreenkoms in die Bylae, wat in die Meubelnywerheidsbedingingsraad, KwaZulu-Natal aangegaan is, bindend op die ander werkgewers en werknemers in daardie nywerheid, wat nie partye tot die Ooreenkoms is nie, in die gebiede bekend as—

- (a) Gebied A in die provinsie Natal, wat bestaan uit die landdrosdistrikte Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown, in die provinsie Natal, soos dit bestaan het op 3 Julie 1954 en die landdrosdistrik Mount Currie soos dit bestaan het op 3 Julie 1954;
- (b) Gebied B, wat bestaan uit die landdrosdistrikte Umvoti (Greytown), Lions River, Port Shepstone, Richmond, Lower Tugela en Umzinto, en die munisipale gebiede van Estcourt, Ladysmith en Newcastle soos dit bestaan het op 3 Julie 1954;
- (c) Gebied C, wat bestaan uit die restant van die provinsie KwaZulu-Natal, uitgesluit enige gedeelte wat in die selfregerende gebied van KwaZulu geval het direk voor die inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993).

**M. M. S. MDLADLANA**

Minister van Arbeid

**BYLAE****BEDINGINGSRAAD VIR DIE MEUBELNYWERHEID, KWAZULU-NATAL****KOLLEKTIEWE OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1995, gesluit deur en aangegaan tussen die

**KwaZulu-Natal Furniture Manufacturers' Association**

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

**National Union of Furniture and Allied Workers of South Africa**

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant,

wat die partye is by die Bedingingsraad vir die Meubelnywerheid, KwaZulu-Natal,

tot wysiging van die Hoofooreenkoms gepubliseer by Goewermentskennisgewing No. R. 685 van 18 Mei 1998, soos gewysig by Goewermentskennisgewing No. R. 1660 van 18 Desember 1998.

**1. TOEPASSINGBESTEK VAN OOREENKOMS**

(1) Hierdie Ooreenkoms moet in die Meubelnywerheid, KwaZulu-Natal, nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakbond is en wat onderskeidelik by die Nywerheid betrokke of daarin werksaam is;
- (b) in Gebied A wat bestaan uit die landdrostdistrikte Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown en Mount Currie;
- (c) in Gebied B wat bestaan uit die landdrostdistrikte Umvoti (Greytown), Lionsrivier, Port Shepstone, Richmond, Laer Tugela en Umzinto en die munisipale gebiede van Estcourt, Ladysmith en Newcastle;
- (d) in Gebied C wat bestaan uit die restant van die provinsie KwaZulu-Natal.

(2) Ondanks subklousule (1), is hierdie Ooreenkoms—

- (a) van toepassing slegs op werknemers vir wie minimum lone in hierdie Ooreenkoms voorgeskryf word;
- (b) van toepassing op vakleerlinge vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, of kontrakte aangegaan of voorwaardes gestel ingevolge genoemde Wet nie;
- (c) nie van toepassing op professionele, tegniese, administratiewe, verkoops- en kantoorpersoneel nie: Met dien verstande dat sodanige werknemers gereeld besoldiging ontvang wat meer is as die maksimum loontarief in Bylae A van hierdie Ooreenkoms voorgeskryf, uitgesonderd paragraaf (XXI), plus R35,00;
- (d) nie van toepassing op bestuurders, onderbestuurders, voormanne en toesighoudende personeel nie indien sodanige werknemers gereeld besoldiging van minstens R40 920 per jaar verdien, of R48 120 per jaar waar die werkgewer van sodanige personeel nie 'n geregistreerde voorsorgfonds en 'n geregistreerde mediese hulpfonds voorsien of in stand hou nie. Hierdie perke moet van jaar tot jaar verhoog word met dieselfde persentasie as die verhogings wat toegeken word aan werknemers wat die hoogste loontarief verdien soos uiteengesit in Bylae A van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 685 van 18 Mei 1998.

(3) Ondanks subklousules (1) en (2), is die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 685 van 18 Mei 1998, uitgesonderd klousules 13 (1) en (2), 16, 17 (1), (2), (3), (4), (5) en (9), 20 en 23, nie van toepassing nie op 'n werkgewer wat hoogstens een besigheid bedryf binne die toepassingbestek van vermelde Ooreenkoms en wat minder as vyf werknemers ten alle tye in diens het in of in verband met sodanige besigheid en wat die toepaslike voorwaardes van die Wet op Basiese Diensvoorwaardes, 1998, nakom: Met dien verstande dat werkende werkgewers as werknemers geag word met die doel om die aantal werknemers in sodanige besigheid vas te stel: Voorts met dien verstande dat waar sodanige werkgewer verkies om vrijwilliglik by te dra tot enige van die fondse wat deur die Raad geadministreer word, hy geag word vyf werknemers in diens te hê.

(4) Die bepalings van subklousule (3) is nie van toepassing waar 'n werkgewer meer as vier werknemers in sy diens het op datum van aanvang van hierdie Ooreenkoms en daarna sy werknemers na minder as vyf verminder.

(5) Ondanks subklousule (3) mag geen werkgewer wat die voordeel benut en gebruik maak vir die uitsluiting daarin vervat, daarmee voortgaan vir 'n tydperk van langer as drie jaar nie en by verstryking van die driejaartydperk is al die bepalings van die Ooreenkoms van toepassing op sodanige werkgewer en sy werknemers.

(6) Hierdie Ooreenkoms is nie op nie-partye van toepassing nie ten opsigte van die klousules 1 (1) (a) en 2.

**2. GELDIGHEDSDUUR VAN OOREENKOMS**

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid kragtens artikel 32 van die Wet op Arbeidsverhoudinge, 1995, vasstel, en bly van krag vir die tydperk eindigende 30 Junie 2005.

**3. KLOUSULE 16: UITGAWES VAN DIE RAAD**

Vervang die uitdrukking "10c per week" deur die uitdrukking "20c per week", waar dit in subklousule (1) voorkom.

Geteken te Durban hierdie 12de dag van Desember 1998.

**J. S. OLIVIER**

Voorsitter

**E. M. MOOSA**

Vise-voorsitter

**G. MOONSAMY**

Vise-voorsitter

**G. J. P. BLIGNAUT**

Sekretaris

**No. R. 313**

**12 March 1999**

**LABOUR RELATIONS ACT, 1995**

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION OF THE FOOTWEAR SECTION COLLECTIVE AMENDING 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 Amending Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council of the Leather Industry of South Africa and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 22 March 1999 and for the period ending 30 June 1999.

**M. M. S. MDLADLANA**

Minister of Labour

**UMNYANGO WEZEMISEBENZI**

**No. R. 313**

**12 March 1999**

**UMTHETHO WEZEMISEBENZI, KA 1995**

**IMBONI YEZIKHUMBA YASENINGIZIMU AFRIKA UKWELULWA KWESIVUMELWANO SIKAWONKEWONKE SINEZELELA KWINGXENYE YEZINTO ZOKUGQOKA EZINYAWENI KULABO ABENGWONA AMALUNGU**

Mina, Membathisi Mphumzi Shepherd Mdladlana, uNgqongqoshe wezemiSebenzi, ngokwesigaba 32 (2) soMthetho wobuDlelwano kwezemiSebenzi, ka 1995 (Labour Relations Act 1995), ngiyamemezela ukuthi iSivumelwano sika Wonkewonke esinezelelelwa kwiSheduli yeSingisi exhunyiwe lapha, esahlangiswa emkhandlwini kaZwelonke wokuXoxisana ngamaHolo eziMbonini zesiKhumba eNingizimu Afrika, (National Bargaining Council of the Leather Industry of South Africa) futhi esiyisibopho ngokwesigaba 31 soMthetho wobuDlelwano kwezemiSebenzi, ka 1995 (Labour Relations Act, 1995), kulawo maqembu ahlanganisa isinezelelo sesivumelwano leso, siyababopha nabanye abaqashi nabaqashwa kulowo mkhakha wezimboni, kusukela ngomhlaka 22 March 1999 nangesikhathi sonke esiyophela mhla ziwu 30 June 1999.

**M. M. S. MDLADLANA**

UNgqongqoshe wezemiSebenzi

**Qaphela:** Amakhophi alesi sivumelwano esiZulu ayatholakala eMkhandlwini kaZwelonke wokuXoxisana ngamaHolo weziMboni zesiKhumba eNingizimu Afrika uma usicela.

**SCHEDULE**

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA**

**FOOTWEAR SECTION COLLECTIVE AGREEMENT**

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

**Southern African Footwear and Leather Industries Association**

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

**National Union of Leather and Allied Workers**

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

being parties to the National Bargaining Council of the Leather Industry of South Africa,

to amend the Agreement published under Government Notice No. R. 1317 dated 6 November 1998.

**1. CLAUSE 1: SCOPE OF APPLICATION**

(1) The terms of this Agreement shall be observed in the Footwear Section of the Leather Industry—

- (a) by all employers who are members of the employers' organisation, and by all employees who are members of the trade union, and who are engaged or employed in the said section of the industry:
- (b) in the Republic of South Africa, as it existed prior to the promulgation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993).

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to all employees for whom wages are prescribed in the Annexures to this Agreement. The terms of this Agreement shall not apply to non-parties in respect of clauses 1(1)(a) and 2.

**2. CLAUSE 2: DATE AND PERIOD OF OPERATION**

This Agreement shall come into operation on such date as the Minister of Labour extends the Agreement to non-parties, and shall remain in force for the period ending 30 June 1999.

**3. ANNEXURE D**

Substitute the following for Annexure D:

**ANNEXURE D**  
**WAGES GENERAL**

|                                                                                                                                              | Column A<br>Per week | Column B<br>Per week |
|----------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| A. Watchman.....                                                                                                                             | 365,62               | 402,18               |
| B. Storeman and/or warehouseman, despatch clerk.....                                                                                         | 376,02               | 413,62               |
| C. Boiler attendant .....                                                                                                                    | 365,62               | 402,18               |
| D. Motor vehicle driver driving a vehicle authorised to carry or haul a payload of—                                                          |                      |                      |
| (i) under 2 722 kg.....                                                                                                                      | 370,83               | 407,91               |
| (ii) 2 722 kg .....                                                                                                                          | 376,02               | 413,62               |
| (iii) over 2 722 kg but not exceeding 4 546 kg .....                                                                                         | 400,23               | 440,25               |
| (iv) over 4 546 kg but not exceeding 6 350 kg .....                                                                                          | 475,26               | 522,79               |
| E. Minors employed in occupations for which rates have not been prescribed in this Agreement:                                                |                      |                      |
| First six months .....                                                                                                                       | 227,88               | 250,67               |
| Second six months .....                                                                                                                      | 256,76               | 282,44               |
| Third six months .....                                                                                                                       | 286,95               | 315,65               |
| Thereafter .....                                                                                                                             | 365,62               | 402,18               |
| Provided that an adult employee who has had less than 12 months experience shall be nevertheless be deemed to have had 12 months experience— |                      |                      |
| F. Cardboard box-making operations:                                                                                                          |                      |                      |
| (i) Guillotine and/or rotary cutting machine and/or scoring machine operated by—                                                             |                      |                      |
| (a) power.....                                                                                                                               | 543,05               | 597,36               |
| (b) hand .....                                                                                                                               | 437,78               | 481,56               |
| (ii) Cardboard box-makers .....                                                                                                              | 365,62               | 402,18               |
| (iii) Making cardboard boxes, according to experience:                                                                                       |                      |                      |
| First six months.....                                                                                                                        | 254,56               | 280,02               |
| Second six months .....                                                                                                                      | 256,76               | 282,44               |
| Thereafter .....                                                                                                                             | 365,62               | 402,18               |
| Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.  |                      |                      |
| G. Employees employed on hand typesetting and printing labels on a printing machine .....                                                    | 491,52               | 540,67               |
| H. Employees employed on welt-making:                                                                                                        |                      |                      |
| (i) Splitting, skiving, cutting, grooving and bevelling .....                                                                                | 365,62               | 402,18               |
| (ii) All other operations.....                                                                                                               | 365,62               | 402,18               |
| L. Packers.....                                                                                                                              | 365,62               | 402,18               |
| J. Employees employed on currying .....                                                                                                      | 423,64               | 466,00               |

|                                                                                                                                                                    | Column A<br>Per week | Column B<br>Per week |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| K. Employees employed on spraying of leather .....                                                                                                                 | 490,54               | 539,59               |
| L. Employees employed on knife-making—                                                                                                                             |                      |                      |
| (i) Welding and/or brazing and/or silver soldering .....                                                                                                           | 590,85               | 649,94               |
| (ii) Finishing of joints after welding .....                                                                                                                       | 384,24               | 422,66               |
| (iii) Track and/or spot welding .....                                                                                                                              | 365,62               | 402,18               |
| (iv) Bending to templet and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding ..... | 365,62               | 402,18               |
| (Note: For the purpose of par L welding means continuous drawing of weld on seams or joints but excludes track and/or spot welding)                                |                      |                      |

**WAGES: FOOTWEAR NOT ELSEWHERE SPECIFIED**

|                                                                                                                                                                                                                                               | Column A<br>Per week | Column B<br>Per week |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| <b>(A) PATTERN DEPARTMENT</b>                                                                                                                                                                                                                 |                      |                      |
| (i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions, and/or shoe draughtsman .....                                                                                              | 615,07               | 676,58               |
| (ii) Qualified employees—                                                                                                                                                                                                                     |                      |                      |
| (a) employed on hand grading but not restrictions and not producing original standards ....                                                                                                                                                   | 519,81               | 571,79               |
| (b) employed on grading machines .....                                                                                                                                                                                                        |                      |                      |
| (c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced .....                                                                                                            |                      |                      |
| (iii) Qualified employees on any operation not specified in (i) and (ii) hereof .....                                                                                                                                                         | 411,40               | 452,54               |
| <b>(B) CLICKING DEPARTMENT</b>                                                                                                                                                                                                                |                      |                      |
| Qualified employees on:                                                                                                                                                                                                                       |                      |                      |
| (i) Clicking and cutting uppers by hand or machine:                                                                                                                                                                                           |                      |                      |
| (a) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins .....                                                                                                             | 609,48               | 670,43               |
| White full chrome kip for the production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African tannage) .....                                                                      |                      |                      |
| Children's work, any material, all sizes up to and including size 1 1/2, and all leather slippers (men's, women's and children's) .....                                                                                                       |                      |                      |
| (b) Any other materials .....                                                                                                                                                                                                                 | 609,48               | 670,43               |
| <i>[Ratio: for every four or part of four qualified clickers there may be employed not more than one learner. Part of four means a remainder of not less than one after the total number of qualified clickers has been divided by four.]</i> |                      |                      |
| (c) Upper leather sorter grading and/or sorting for quality for issue to clickers .....                                                                                                                                                       | 615,07               | 676,58               |
| (d) Examining of cut leather components for quality .....                                                                                                                                                                                     | 615,07               | 676,58               |
| (ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet .....                                                                                    |                      |                      |
| <b>Note:</b> A trimming is a decoration which is not an essential part of the shoe upper. In the event of any disputes as to what comprises a 'small trimming', the Council's decision shall, after investigation, be final.                  |                      |                      |
| Cutting from offal of inside tongues and narrow backstraps for children's, youth's and maids' stitchdowns of Oxford and Derby patterns .....                                                                                                  | 423,64               | 466,00               |
| All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof.                                                                                                |                      |                      |
| Strap cutting to length from continuous rolls or hanks of pre-prepared material .....                                                                                                                                                         |                      |                      |
| <i>[Ratio: For every qualified employee in this section there may be employed not more than two learners at wages in accordance with the scale laid down for learners in subclause (N) (i) of this Annexure]</i>                              |                      |                      |

|                                                                                                                                                                                                                                                   | Column A<br>Per week | Column B<br>Per week |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| (iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching .....                                                                                                                     | 376,02               | 413,62               |
| (iv) Giving out patterns .....                                                                                                                                                                                                                    | 411,40               | 452,54               |
| Operating splitting machine .....                                                                                                                                                                                                                 |                      |                      |
| (v) Size stamping and/or painting .....                                                                                                                                                                                                           | 365,62               | 402,18               |
| Applying acme backing .....                                                                                                                                                                                                                       |                      |                      |
| <b>(C) CLOSING DEPARTMENT</b>                                                                                                                                                                                                                     |                      |                      |
| <b>Qualified employees on:</b>                                                                                                                                                                                                                    |                      |                      |
| (i) Puritan machining .....                                                                                                                                                                                                                       | 450,82               | 495,90               |
| (ii) Stitching aprons on uppers on out-sole stitching machines .....                                                                                                                                                                              | 426,39               | 469,03               |
| (iii) Pilot machining .....                                                                                                                                                                                                                       |                      |                      |
| (iv) Other machining:                                                                                                                                                                                                                             |                      |                      |
| (a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining .....                                                                                                              | 367,99               | 404,79               |
| White full chrome kip for the production only of the whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage) .....                                                                   |                      |                      |
| (b) Operations on leathers other than those specified in (a):                                                                                                                                                                                     |                      |                      |
| Vamping .....                                                                                                                                                                                                                                     |                      |                      |
| Flat binding by machine .....                                                                                                                                                                                                                     |                      |                      |
| Machining additional rows of stitching on the vamp, parallel to the vamp stitching .....                                                                                                                                                          |                      |                      |
| Golosh machining (whole goloshes) .....                                                                                                                                                                                                           |                      |                      |
| Fancy shoes on the held-together system, machined through (all classes) .....                                                                                                                                                                     |                      |                      |
| Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers classes) .....                                                                                                     | 386,73               | 425,40               |
| Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides .....                                                                                                                                     |                      |                      |
| Vamping shoes with quarters over vamps .....                                                                                                                                                                                                      |                      |                      |
| Conveyor belt console operator feeding individual operators .....                                                                                                                                                                                 |                      |                      |
| (c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality ..... |                      |                      |
| (d) All operations on children's work up to size 1 1/2 .....                                                                                                                                                                                      | 367,99               | 404,79               |
| All leather slippers (men's, women's and children's) .....                                                                                                                                                                                        |                      |                      |
| All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type) .....                                                                                                                                |                      |                      |
| (v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine .....                                                                                                                           | 386,73               | 425,40               |
| (vi) Bagging .....                                                                                                                                                                                                                                |                      |                      |
| Turning of binding .....                                                                                                                                                                                                                          |                      |                      |
| Button fastening .....                                                                                                                                                                                                                            |                      |                      |
| Buttonholing .....                                                                                                                                                                                                                                |                      |                      |
| Lacing .....                                                                                                                                                                                                                                      |                      |                      |
| Handpunching .....                                                                                                                                                                                                                                |                      |                      |
| Portuguese seaming .....                                                                                                                                                                                                                          |                      |                      |
| Staying and taping .....                                                                                                                                                                                                                          | 365,62               | 402,18               |
| Seam rubbing .....                                                                                                                                                                                                                                |                      |                      |
| Seam hammering .....                                                                                                                                                                                                                              |                      |                      |
| Sewing on bows and buckles by hand or machine .....                                                                                                                                                                                               |                      |                      |
| Silk screen printing .....                                                                                                                                                                                                                        |                      |                      |
| Table-hands .....                                                                                                                                                                                                                                 |                      |                      |
| Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators) .....                                                                                                                              |                      |                      |

|                                                                                                                                                          | Column A<br>Per week | Column B<br>Per week |
|----------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| <b>(D) ROUGH STUFF DEPARTMENT</b>                                                                                                                        |                      |                      |
| <b>Class I Operations</b>                                                                                                                                |                      |                      |
| Qualified employees:                                                                                                                                     |                      |                      |
| (i) On cutting soles from leather.....                                                                                                                   | 585,44               | 643,98               |
| On sorting, examining and fitting up ungraded and unstamped stock .....                                                                                  |                      |                      |
| On sorting and examining graded and stamped stock .....                                                                                                  |                      |                      |
| (ii) On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting soles from material other than leather ..... | 515,05               | 566,56               |
| On reducing shaped rubber soles on the press.....                                                                                                        |                      |                      |
| <i>[Ratio: See subclause P]</i>                                                                                                                          |                      |                      |
| <b>Class II Operations</b>                                                                                                                               |                      |                      |
| Qualified employees on:                                                                                                                                  |                      |                      |
| (i) Channelling: .....                                                                                                                                   | 423,64               | 466,00               |
| Welted insoles.....                                                                                                                                      |                      |                      |
| Other work.....                                                                                                                                          |                      |                      |
| (ii) Press cutting operations, other than those in Class I .....                                                                                         | 435,59               | 479,15               |
| (iii) Assembling from stock, whether or not sorted and/or graded .....                                                                                   | 411,40               | 452,54               |
| Attaching ribs to welted insoles .....                                                                                                                   |                      |                      |
| Flap splitting .....                                                                                                                                     |                      |                      |
| Gemming and taping.....                                                                                                                                  |                      |                      |
| Heel breasting .....                                                                                                                                     |                      |                      |
| Heel building .....                                                                                                                                      |                      |                      |
| Heel compressing .....                                                                                                                                   |                      |                      |
| Slugging .....                                                                                                                                           |                      |                      |
| Sole and insole rounding .....                                                                                                                           |                      |                      |
| Sole grooving, sole roughening and reducing on automatic machine.....                                                                                    |                      |                      |
| Tip filling .....                                                                                                                                        |                      |                      |
| <i>[Ratio: See subclause (P)]</i>                                                                                                                        |                      |                      |
| <b>Class III Operations</b>                                                                                                                              |                      |                      |
| Qualified employees on:                                                                                                                                  |                      |                      |
| Channel opening.....                                                                                                                                     | 365,62               | 402,18               |
| Edge covering.....                                                                                                                                       |                      |                      |
| Edge reducing.....                                                                                                                                       |                      |                      |
| Automatic edge preparation machine operating for soles prior to attachment.....                                                                          |                      |                      |
| Flexing .....                                                                                                                                            |                      |                      |
| Insole feathering .....                                                                                                                                  |                      |                      |
| Insole grooving .....                                                                                                                                    |                      |                      |
| Insole slotting.....                                                                                                                                     |                      |                      |
| Insole marking .....                                                                                                                                     |                      |                      |
| Lift and/or rand tacking .....                                                                                                                           |                      |                      |
| Lip turning .....                                                                                                                                        |                      |                      |
| Press room scouring operations .....                                                                                                                     |                      |                      |
| Shank assembling .....                                                                                                                                   |                      |                      |
| Shank moulding.....                                                                                                                                      |                      |                      |
| Skiving .....                                                                                                                                            |                      |                      |
| Size stamping .....                                                                                                                                      |                      |                      |
| Sole, insole and stiffener moulding.....                                                                                                                 |                      |                      |
| Sole and insole splitting.....                                                                                                                           |                      |                      |
| Sole grading machine operating .....                                                                                                                     |                      |                      |
| Sole roughening for stuck-on work.....                                                                                                                   |                      |                      |
| Solutioning .....                                                                                                                                        |                      |                      |
| Staining and/or inking of insoles.....                                                                                                                   |                      |                      |
| Stiffener waxing and crimping .....                                                                                                                      |                      |                      |
| Welt preparation .....                                                                                                                                   |                      |                      |
| <i>[Ratio: See subclause (P)]</i>                                                                                                                        |                      |                      |

|                                                                                                                                                                                                                                                                                                                                                                                                                                       | Column A<br>Per week | Column B<br>Per week |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| <b>(E) MAKING DEPARTMENT</b>                                                                                                                                                                                                                                                                                                                                                                                                          |                      |                      |
| <b>Class I Operations</b>                                                                                                                                                                                                                                                                                                                                                                                                             |                      |                      |
| Qualified employees on:                                                                                                                                                                                                                                                                                                                                                                                                               |                      |                      |
| (i) Pulling over, Consol lasting and/or Littleway lasting:                                                                                                                                                                                                                                                                                                                                                                            |                      |                      |
| (a) Weltd work, other than staple weltd work.....                                                                                                                                                                                                                                                                                                                                                                                     | 585,44               | 643,98               |
| (b) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots.....                                                                                                                                                                                                                                                                                                                                  | 515,05               | 566,56               |
| (c) Combined pulling over and forepart lasting.....                                                                                                                                                                                                                                                                                                                                                                                   | 585,44               | 643,98               |
| (d) All other grades .....                                                                                                                                                                                                                                                                                                                                                                                                            |                      |                      |
| (ii) Bed lasting (toes only):                                                                                                                                                                                                                                                                                                                                                                                                         |                      |                      |
| (a) Weltd work, other than staple weltd work.....                                                                                                                                                                                                                                                                                                                                                                                     | 585,44               | 643,98               |
| (b) Other work .....                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |                      |
| (iii) Lasting of seats and sides by machine:                                                                                                                                                                                                                                                                                                                                                                                          |                      |                      |
| (a) Weltd work, other than staple weltd work.....                                                                                                                                                                                                                                                                                                                                                                                     | 466,97               | 513,68               |
| (b) Other work .....                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |                      |
| <i>Note: If a lasting machine operator is required to last boots or toes through (i.e. seats and or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.</i> |                      |                      |
| (iv) Complete sole attaching by staple machine .....                                                                                                                                                                                                                                                                                                                                                                                  | 419,77               | 461,75               |
| Staple welt attaching .....                                                                                                                                                                                                                                                                                                                                                                                                           |                      |                      |
| (v) Welt sewing .....                                                                                                                                                                                                                                                                                                                                                                                                                 | 585,44               | 643,98               |
| (vi) Rough rounding:                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |                      |
| (a) Weltd work, other than staple weltd work.....                                                                                                                                                                                                                                                                                                                                                                                     | 585,44               | 643,98               |
| (b) Stitchdowns .....                                                                                                                                                                                                                                                                                                                                                                                                                 |                      |                      |
| (c) Other work .....                                                                                                                                                                                                                                                                                                                                                                                                                  |                      |                      |
| (vii) Sole sewing by any machine .....                                                                                                                                                                                                                                                                                                                                                                                                |                      |                      |
| (viii) Sole stitching:                                                                                                                                                                                                                                                                                                                                                                                                                |                      |                      |
| (a) Weltd work, other than staple weltd work.....                                                                                                                                                                                                                                                                                                                                                                                     | 585,44               | 643,98               |
| (b) Stitching outer soles to runners on Indian sandals on a No. 6 harness stitching machine and stitching runners or throughs to uppers of the moccasin type of footwear .....                                                                                                                                                                                                                                                        | 515,06               | 566,56               |
| (c) Other work .....                                                                                                                                                                                                                                                                                                                                                                                                                  | 585,44               | 643,98               |
| (ix) (a) Stitchdown staple lasting.....                                                                                                                                                                                                                                                                                                                                                                                               | 419,77               | 461,75               |
| (b) Stitchdown thread lasting .....                                                                                                                                                                                                                                                                                                                                                                                                   |                      |                      |
| (c) Stitchdown toe forming.....                                                                                                                                                                                                                                                                                                                                                                                                       |                      |                      |
| (d) Wiping platform covers by machine .....                                                                                                                                                                                                                                                                                                                                                                                           |                      |                      |
| (e) Lasting operations on a Kamborian machine.....                                                                                                                                                                                                                                                                                                                                                                                    |                      |                      |
| (f) String-lasting by hand.....                                                                                                                                                                                                                                                                                                                                                                                                       |                      |                      |
| (x) Pounding:                                                                                                                                                                                                                                                                                                                                                                                                                         |                      |                      |
| (a) Weltd work, other than staple weltd work.....                                                                                                                                                                                                                                                                                                                                                                                     | 491,00               | 540,10               |
| (b) Miners' and miners' type and army type boots (Army type boots means the heavy type of boot involving the same strenuous pounding as contract army boots).....                                                                                                                                                                                                                                                                     | 538,12               | 591,93               |
| (c) Other work .....                                                                                                                                                                                                                                                                                                                                                                                                                  | 491,00               | 540,10               |
| <i>Note: No employee under the age of 18 may be employed on pounding</i>                                                                                                                                                                                                                                                                                                                                                              |                      |                      |
| (xi) Examining .....                                                                                                                                                                                                                                                                                                                                                                                                                  | 585,44               | 643,98               |
| <b>Ratios: Class I Operations: Making Department</b>                                                                                                                                                                                                                                                                                                                                                                                  |                      |                      |
| (a) For every three or part of three qualified employees in pulling over, machine and/or bed lasting (excluding seat and side lasting), welt and/or sole sewing, stitching and rough rounding, there may be employed not more than one learner.                                                                                                                                                                                       |                      |                      |

|                                                                                                                                                                 | Column A<br>Per week | Column B<br>Per week |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| (b) For every three or part of three qualified employees on operations, other than those referred to in (a), one learner may be employed.                       |                      |                      |
| (c) "Part of three" referred to in (a) and (b) means a remainder of not less than two after the total number of qualified employees have been divided by three. |                      |                      |
| <b>Class II Operations</b>                                                                                                                                      |                      |                      |
| Qualified employees on:                                                                                                                                         |                      |                      |
| (i) Sole positioning on upper with pre-finished extended welt edge .....                                                                                        | 447,94               | 492,73               |
| (ii) Positioning of pre-trimmed soles prior to and/or with stuck-on press .....                                                                                 | 435,59               | 479,15               |
| (iii) Stuck-on process work:                                                                                                                                    |                      |                      |
| Sole positioning on upper and press, operating in one operation .....                                                                                           |                      |                      |
| Sole positioning on upper at forepart and seat before pressing .....                                                                                            |                      |                      |
| Press operating with the sole previously positioned (See Class III for tracking at seat only)                                                                   |                      |                      |
| Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear .....  |                      |                      |
| Stitchdown assembling and pulling over stitchdown work .....                                                                                                    |                      |                      |
| Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding .....                                |                      |                      |
| Hobnailing by hand or machine .....                                                                                                                             | 411,40               | 452,54               |
| Putting on toe plates and heel tips by hand or machine .....                                                                                                    |                      |                      |
| Heel attaching .....                                                                                                                                            |                      |                      |
| Football boot studding and barring .....                                                                                                                        |                      |                      |
| handlevelling, other than stitchdown .....                                                                                                                      |                      |                      |
| Inseam trimming .....                                                                                                                                           |                      |                      |
| Jointing (clearing linings and tacking uppers down over joints) .....                                                                                           |                      |                      |
| Loose nailing or pegging foreparts and waists .....                                                                                                             |                      |                      |
| Louis flap trimming by hand .....                                                                                                                               |                      |                      |
| Machine levelling .....                                                                                                                                         |                      |                      |
| Screwing .....                                                                                                                                                  |                      |                      |
| Sole attaching machine-sewn, riveted and/or riveted and stitched work .....                                                                                     | 411,40               | 452,54               |
| Sole adhesive heat activating by machine .....                                                                                                                  |                      |                      |
| Stiffener cornering and tacking .....                                                                                                                           |                      |                      |
| Stitch separating .....                                                                                                                                         |                      |                      |
| String nailing .....                                                                                                                                            |                      |                      |
| Tacking forward of heel seats .....                                                                                                                             |                      |                      |
| Upper roughening .....                                                                                                                                          |                      |                      |
| Waist reducing after being sewn .....                                                                                                                           |                      |                      |
| Wooden heel fitting .....                                                                                                                                       |                      |                      |
| Welt butting and skiving .....                                                                                                                                  |                      |                      |
| Welt wheeling .....                                                                                                                                             |                      |                      |
| Rand welting by machine .....                                                                                                                                   |                      |                      |
| Slugging and gang slugging .....                                                                                                                                |                      |                      |
| Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine .....                                             |                      |                      |
| Back part and waist pre-moulding .....                                                                                                                          |                      |                      |
| Back part moulding .....                                                                                                                                        |                      |                      |
| (iv) Vulcanising process:                                                                                                                                       |                      |                      |
| Vulcanising soles to lasted uppers .....                                                                                                                        | 411,40               | 452,54               |
| Rand welting by machine .....                                                                                                                                   |                      |                      |
| Moulding of sole units .....                                                                                                                                    |                      |                      |

|                                                                                                                                                                 | Column A<br>Per week | Column B<br>Per week |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| <b>Class III Operations</b>                                                                                                                                     |                      |                      |
| Qualified employees on:                                                                                                                                         |                      |                      |
| Beating.....                                                                                                                                                    | 365,62               | 402,18               |
| Application by machine of hardening resins to puffs.....                                                                                                        |                      |                      |
| Bottom filling.....                                                                                                                                             |                      |                      |
| Channel closing and edge raising.....                                                                                                                           |                      |                      |
| Feeding nails to heeling machines.....                                                                                                                          |                      |                      |
| Hand levelling of stitchdowns.....                                                                                                                              |                      |                      |
| Heel covering.....                                                                                                                                              |                      |                      |
| Inserting stiffeners and puffs.....                                                                                                                             |                      |                      |
| Louis heel flap clamping, Louis heel slicking.....                                                                                                              |                      |                      |
| Louis heel flap trimming by machine.....                                                                                                                        |                      |                      |
| Reverse seat moulding for stitchdowns.....                                                                                                                      |                      |                      |
| Seat nailing and/or pegging.....                                                                                                                                |                      |                      |
| Seat rounding.....                                                                                                                                              |                      |                      |
| Shank attaching.....                                                                                                                                            |                      |                      |
| Sole tracking at seat for stuck-on process.....                                                                                                                 |                      |                      |
| Solutioning, damping and pasting.....                                                                                                                           |                      |                      |
| Sorting hobs.....                                                                                                                                               |                      |                      |
| Sole laying welted work and/or rubber soles.....                                                                                                                |                      |                      |
| Sole tacking or sole fitting throughs and runners.....                                                                                                          |                      |                      |
| Tack pulling.....                                                                                                                                               |                      |                      |
| Tacking bottom stock to last.....                                                                                                                               |                      |                      |
| Tacking over backs before pulling over on closed back shoes, tacks being placed not further than 25 mm from middle of back of heel seat (see illustration)..... |                      |                      |
|                                                                              |                      |                      |
| Tacking over sandal backs where no stiffener is inserted.....                                                                                                   | 365,62               | 402,18               |
| Tacking top pieces on stitchdowns and sandals.....                                                                                                              |                      |                      |
| All other wire grip tacking.....                                                                                                                                |                      |                      |
| Upper stapling after lasting sides.....                                                                                                                         |                      |                      |
| Upper trimming.....                                                                                                                                             |                      |                      |
| Plastic pelletising and granulating.....                                                                                                                        |                      |                      |
| <b>[Ratio: See subclause (P)]</b>                                                                                                                               |                      |                      |
| <b>HAND-LASTING OPERATIONS</b>                                                                                                                                  |                      |                      |
| Qualified employees on:                                                                                                                                         |                      |                      |
| (i) Pulling lover by hand and/or hand-lasting miners' or miners' type footwear.....                                                                             | 519,81               | 571,79               |
| <b>Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.</b>                                 |                      |                      |
| (ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins:                                                                     |                      |                      |
| Hand-lasting seats of stitchdowns.....                                                                                                                          | 411,40               | 452,54               |
| Hand-lasting in the manufacture of clogs.....                                                                                                                   |                      |                      |
| Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip.....                                                            | 411,40               | 452,54               |
| Tacking leather straps to wooden soles.....                                                                                                                     |                      |                      |
| <b>[Ratio: There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]</b>                             |                      |                      |

|                                                                                                                                                     | Column A<br>Per week | Column B<br>Per week |
|-----------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| <b>(F) FINISHING DEPARTMENT</b>                                                                                                                     |                      |                      |
| <b>Class I Operations</b>                                                                                                                           |                      |                      |
| Qualified employees on:                                                                                                                             |                      |                      |
| (i) Edge trimming:                                                                                                                                  |                      |                      |
| (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....                                            | 515,05               | 566,56               |
| Rubber and rubber composition soles .....                                                                                                           |                      |                      |
| Children's footwear, all sizes up to and including size 1 1/2 .....                                                                                 |                      |                      |
| All slippers (men's, women's and children's).....                                                                                                   |                      |                      |
| Stitchdown footwear produced from box hide and willow hide .....                                                                                    |                      |                      |
| (b) All other work.....                                                                                                                             | 584,44               | 643,98               |
| (ii) Edge setting:                                                                                                                                  |                      |                      |
| (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....                                            | 419,77               | 461,75               |
| Through runners .....                                                                                                                               |                      |                      |
| Waist and/or top pieces .....                                                                                                                       |                      |                      |
| Children's footwear, all sizes up to and including size 1 1/2 .....                                                                                 |                      |                      |
| All slippers (men's, women's and children's).....                                                                                                   |                      |                      |
| Stitchdown footwear produced from box hide and willow hide .....                                                                                    | 515,05               | 566,56               |
| (b) Automatic edge-setting machine, all grades .....                                                                                                |                      |                      |
| (c) All other work.....                                                                                                                             |                      |                      |
| (iii) Heel trimming .....                                                                                                                           | 419,77               | 461,75               |
| (iv) Examining .....                                                                                                                                | 585,44               | 643,98               |
| <b>[Ratio: See subclause (P)]</b>                                                                                                                   |                      |                      |
| <b>Class II Operations</b>                                                                                                                          |                      |                      |
| Qualified employees on:                                                                                                                             |                      |                      |
| Bitting by hand or machine .....                                                                                                                    | 411,40               | 452,54               |
| Bottom scouring .....                                                                                                                               |                      |                      |
| Heel scouring .....                                                                                                                                 |                      |                      |
| Heel spraying .....                                                                                                                                 |                      |                      |
| Ploughing out .....                                                                                                                                 |                      |                      |
| Complete finishing by hand .....                                                                                                                    |                      |                      |
| Top piece trimming .....                                                                                                                            |                      |                      |
| Bunk wheeling.....                                                                                                                                  |                      |                      |
| Louis flap ironing .....                                                                                                                            |                      |                      |
| Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge .....                    |                      |                      |
| Seat wheeling .....                                                                                                                                 |                      |                      |
| Top ironing, i.e. Marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished..... |                      |                      |
| Welt wheeling.....                                                                                                                                  |                      |                      |
| Decorative feature stitching by hand after the sole is permanently attached to the upper .....                                                      |                      |                      |
| <b>[Ratio: See subclause (P)]</b>                                                                                                                   |                      |                      |
| <b>Class III Operations</b>                                                                                                                         |                      |                      |
| Qualified employees on:                                                                                                                             |                      |                      |
| Brushing, padding and/or burnishing .....                                                                                                           | 365,62               | 402,18               |
| Crow wheeling .....                                                                                                                                 |                      |                      |
| Finger scouring .....                                                                                                                               |                      |                      |
| Heel breast cornering .....                                                                                                                         |                      |                      |
| Inking, staining, waxing and damping.....                                                                                                           |                      |                      |
| Inserting, slipping and putting away lasts .....                                                                                                    |                      |                      |
| Ploughing (removing the scarf round under edge of sole) .....                                                                                       |                      |                      |
| Rubbing of edges and bottoms.....                                                                                                                   |                      |                      |
| Spew and/or flash trimming .....                                                                                                                    |                      |                      |
| Conveyor belt loading .....                                                                                                                         |                      |                      |
| <b>[Ratio: See subclause (P)]</b>                                                                                                                   |                      |                      |

|                                                                                                                        | Column A<br>Per week | Column B<br>Per week |
|------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| <b>(G) SHOE ROOM</b>                                                                                                   |                      |                      |
| Qualified employees on:                                                                                                |                      |                      |
| Faking .....                                                                                                           | 495,60               | 545,16               |
| Examining .....                                                                                                        |                      |                      |
| Patent repairing.....                                                                                                  |                      |                      |
| Embossing and/or stamping .....                                                                                        | 365,62               | 402,18               |
| Boxing .....                                                                                                           |                      |                      |
| Dressing and/or sizing .....                                                                                           |                      |                      |
| Dressing by spray-gun:                                                                                                 |                      |                      |
| Hand polishing and cleaning .....                                                                                      | 365,62               | 402,18               |
| Ironing .....                                                                                                          |                      |                      |
| Labelling .....                                                                                                        |                      |                      |
| Lining trimming .....                                                                                                  |                      |                      |
| Size stamping on footwear .....                                                                                        |                      |                      |
| Socking .....                                                                                                          |                      |                      |
| Stamping descriptions and sizes on labels .....                                                                        |                      |                      |
| Quarter forming by machine .....                                                                                       |                      |                      |
| Smoothing insole before socking or boxing.....                                                                         |                      |                      |
| <b>(H) MILL-ROOM OPERATIONS</b>                                                                                        |                      |                      |
| Qualified employees on:                                                                                                |                      |                      |
| (i) Group 2:                                                                                                           |                      |                      |
| Calender operating.....                                                                                                | 374,34               | 411,77               |
| Batch mass-measuring and assembling of chemicals.....                                                                  |                      |                      |
| Operating extruding machine .....                                                                                      |                      |                      |
| Operating an open mixing mill with a width of not less than 1,52 m .....                                               |                      |                      |
| Operating internal mixer.....                                                                                          |                      |                      |
| Slabbing sheet rubber to gauge (stretching compound).....                                                              |                      |                      |
| Operating an open mixing mill with a width of less than 1,52 m but not less than 1,01 m .....                          |                      |                      |
| Warming compound on open mill .....                                                                                    |                      |                      |
| Hydraulic press operating .....                                                                                        | 365,62               | 402,18               |
| Operating splitting machine .....                                                                                      |                      |                      |
| (ii) Group 1:                                                                                                          |                      |                      |
| Issuing soles and heels.....                                                                                           |                      |                      |
| Press cutting blanks (clicking).....                                                                                   |                      |                      |
| Attending autoclave.....                                                                                               |                      |                      |
| Assisting mass-measurer.....                                                                                           |                      |                      |
| Mould checking .....                                                                                                   |                      |                      |
| Operating an open mixing mill with a width of less than 1,01 m .....                                                   |                      |                      |
| Masticating, sheeting out, cracking or breaking compound.....                                                          |                      |                      |
| Buffing or scouring machine operations.....                                                                            |                      |                      |
| Feeding rubber into calendar (feeding stretchers) .....                                                                |                      |                      |
| Grinding scrap by machine .....                                                                                        |                      |                      |
| Mould cleaning .....                                                                                                   |                      |                      |
| Trimming .....                                                                                                         |                      |                      |
| Blank cutting and mass-measuring to fixed standards .....                                                              |                      |                      |
| Extruding into trays .....                                                                                             |                      |                      |
| Bale cutting .....                                                                                                     |                      |                      |
| Sieving chemicals, buffings and grindings .....                                                                        |                      |                      |
| Stencilling or marking bales .....                                                                                     |                      |                      |
| Applying powder.....                                                                                                   |                      |                      |
| Packing soles and heels .....                                                                                          |                      |                      |
| Granulating.....                                                                                                       |                      |                      |
| Assisting calendar operator .....                                                                                      |                      |                      |
| Dipping machine operator .....                                                                                         |                      |                      |
| <i>[Ratio: For every three qualified employees employed in this section not more than one learner may be employed]</i> |                      |                      |

|                                                                                                                             | Column A<br>Per week | Column B<br>Per week |
|-----------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| <b>(I) HIGH FREQUENCY WELDING</b>                                                                                           |                      |                      |
| Qualified employees on:                                                                                                     |                      |                      |
| (i) High-frequency welding, embossing pre-cut uppers.....                                                                   | 384,24               | 422,66               |
| (ii) High-frequency welding, embossing combined with cutting of uppers (cut welding) .....                                  | 609,48               | 670,43               |
| (iii) High-frequency welding, embossing of sock and other components .....                                                  | 365,62               | 402,18               |
| (iv) High-frequency welding, combined with cutting of socks and other components .....                                      | 423,64               | 466,00               |
| <i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>       |                      |                      |
| <b>(J) FLOW MOULDING</b>                                                                                                    |                      |                      |
| Qualified employees on:                                                                                                     |                      |                      |
| (i) Flow moulding pre-cut uppers.....                                                                                       | 384,24               | 422,66               |
| (ii) Flow moulding pre-cut socks .....                                                                                      |                      |                      |
| (iii) Flow moulding where eventual upper is presented in liquid form.....                                                   |                      |                      |
| (iv) Colour application to moulds prior to flow moulding .....                                                              |                      |                      |
| (v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials                         |                      |                      |
| <i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>       |                      |                      |
| <b>(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING</b>                                |                      |                      |
| Qualified employees on:                                                                                                     |                      |                      |
| Injection moulding units to lasted uppers or string-lasting uppers or sole units:                                           |                      |                      |
| (a) Where one employee is employed on an injection moulding machine .....                                                   | 411,40               | 452,54               |
| (b) Where two employees are employed on an injection moulding machine each shall be paid .....                              |                      |                      |
| (c) Every employee in excess of two employed on an injection moulding machine shall be paid .....                           | 365,62               | 402,18               |
| <i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>       |                      |                      |
| <b>(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OR WITH THE ASSISTANCE OF ANY OTHER DEVICE</b>            |                      |                      |
| Qualified employees on:                                                                                                     |                      |                      |
| (i) String-lasting of fabric uppers .....                                                                                   | 411,40               | 452,54               |
| (ii) String-lasting of synthetic uppers .....                                                                               |                      |                      |
| <i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>       |                      |                      |
| <b>(M) WOODEN UNIT MANUFACTURING</b>                                                                                        |                      |                      |
| Operations not provided for any other section in clause 1 of this Annexure:                                                 |                      |                      |
| (a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):                |                      |                      |
| Qualified employees on:                                                                                                     |                      |                      |
| (i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section .....      | 435,59               | 479,15               |
| (ii) Cutting of blanks prior to laminating in the preparation of layered heel covers .....                                  |                      |                      |
| (iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers ..... | 365,62               | 402,18               |
| (iv) Cutting or guillotining of laminated blanks to produce heel covering material .....                                    | 435,59               | 479,15               |
| (v) Cutting of heel covers to a pattern from layered heel covering material .....                                           |                      |                      |

|                                                                                                                                                                            | Column A<br>Per week | Column B<br>Per week |
|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| (vi) (aa) Cross cutting of timber into lengths .....                                                                                                                       | 365,62               | 402,18               |
| (ab) Shaping of heels and heel-breasts, using templets and/or jigs and/or guides .....                                                                                     |                      |                      |
| (ac) Cutting or scouring for pitching of heels, using templets and/or jigs and/or guides .....                                                                             |                      |                      |
| (ad) Cupping of heels to fit heel seats .....                                                                                                                              |                      |                      |
| (vii) Cementing heels and heel covers .....                                                                                                                                | 411,40               | 452,54               |
| (viii) Spotting of heel covers to heels and pressing .....                                                                                                                 |                      |                      |
| (ix) Trimming of heel covers .....                                                                                                                                         |                      |                      |
| (x) Top piece attaching .....                                                                                                                                              |                      |                      |
| (b) Manufacture of wooden units inclusive and/or exclusive of heels:                                                                                                       |                      |                      |
| Qualified employees on:                                                                                                                                                    |                      |                      |
| (i) Selecting and/or planning of raw timber .....                                                                                                                          | 365,62               | 402,18               |
| (ii) Measuring, marking and cutting timber into required lengths .....                                                                                                     |                      |                      |
| (iii) Marking top and side elevation for profile cutting of unit .....                                                                                                     | 411,40               | 452,54               |
| (iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base .....                                           |                      |                      |
| (v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin .....                                                                 | 365,62               | 402,18               |
| (vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance .....                                                               | 411,40               | 452,54               |
| (vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units .....                                                                                     | 365,62               | 402,18               |
| (viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles ..... | 411,40               | 452,54               |
| (ix) Attaching top pieces to heels .....                                                                                                                                   | 365,62               | 402,18               |
| (x) (aa) Scouring units by automatic machines prior to or after sole attaching .....                                                                                       | 411,40               | 452,54               |
| (ab) Scouring units by hand prior to or after sole attaching .....                                                                                                         | 365,62               | 402,18               |
| (xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations .....                                | 495,60               | 545,16               |
| (xii) Examining for quality .....                                                                                                                                          | 365,62               | 402,18               |
| (xiii) Repairing of units .....                                                                                                                                            |                      |                      |
| (xiv) Size stamping .....                                                                                                                                                  |                      |                      |
| (xv) Varnishing, painting, spraying or dipping units .....                                                                                                                 |                      |                      |
| (xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting                                                                         |                      |                      |
| <b>(N) LEARNERS</b>                                                                                                                                                        |                      |                      |
| (i) Learners employed on the operations referred to in clause 5.2 (1), according to experience:                                                                            |                      |                      |
| First six months .....                                                                                                                                                     | 303,88               | 334,27               |
| Second six months .....                                                                                                                                                    | 337,63               | 371,39               |
| Third six months .....                                                                                                                                                     | 373,13               | 410,44               |
| Fourth six months .....                                                                                                                                                    | 401,26               | 441,39               |
| Fifth six months .....                                                                                                                                                     | 450,26               | 495,29               |
| Thereafter, the prescribed rate.                                                                                                                                           |                      |                      |
| (ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:                                                                  |                      |                      |
| First six months .....                                                                                                                                                     | 227,97               | 250,77               |
| Second six months .....                                                                                                                                                    | 256,79               | 282,47               |
| Third six months .....                                                                                                                                                     | 286,95               | 315,65               |
| Thereafter, the prescribed rate.                                                                                                                                           |                      |                      |
| (iii) Learners employed on the operations referred to in subclause (H), according to experience:                                                                           |                      |                      |
| First six months .....                                                                                                                                                     | 227,97               | 250,77               |
| Second six months .....                                                                                                                                                    | 256,79               | 282,47               |
| Thereafter, the prescribed rate.                                                                                                                                           |                      |                      |

|                                                                                                                                                                                                                                                                                                                                                                                                              | Column A<br>Per week | Column B<br>Per week |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| (iv) Other learners, according to experience:                                                                                                                                                                                                                                                                                                                                                                |                      |                      |
| First six months.....                                                                                                                                                                                                                                                                                                                                                                                        | 227,97               | 250,77               |
| Second six months.....                                                                                                                                                                                                                                                                                                                                                                                       | 256,79               | 282,47               |
| Third six months.....                                                                                                                                                                                                                                                                                                                                                                                        | 286,95               | 315,65               |
| Fourth six months.....                                                                                                                                                                                                                                                                                                                                                                                       | 320,61               | 352,67               |
| Fifth six months.....                                                                                                                                                                                                                                                                                                                                                                                        | 362,93               | 399,22               |
| Thereafter, the prescribed rate.                                                                                                                                                                                                                                                                                                                                                                             |                      |                      |
| Provided that—                                                                                                                                                                                                                                                                                                                                                                                               |                      |                      |
| (i) an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience;                                                                                                                                                                                                                                                                            |                      |                      |
| (ii) A learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate on which he is engaged;                                                                                                                                                |                      |                      |
| (iii) earners in the Closing Department or Shoe Room shall—                                                                                                                                                                                                                                                                                                                                                  |                      |                      |
| (a) after the third six months of experience become entitled to wage of R365,62 per week if employed on operations for which this rate is prescribed;                                                                                                                                                                                                                                                        |                      |                      |
| (b) after the fourth six months of experience become entitled to a wage of R386,73 per week of R426,39 per week or R450,82 per week if employed on operations for which these rates are prescribed;                                                                                                                                                                                                          |                      |                      |
| (iv) learners in the Clicking Department shall, on size stamping and/or painting and/or applying acme backing, after the third six months of experience, become entitled to a wage of R365,62. Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion: |                      |                      |
| Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.                                                                                                                                                                                    |                      |                      |
| <b>(O) GENERAL WORKERS</b>                                                                                                                                                                                                                                                                                                                                                                                   |                      |                      |
| General workers .....                                                                                                                                                                                                                                                                                                                                                                                        | 365,62               | 402,18               |
| <b>(P) RATIOS</b>                                                                                                                                                                                                                                                                                                                                                                                            |                      |                      |
| (i) <b>Class I Operations in the Rough Stuff and Finishing Departments</b>                                                                                                                                                                                                                                                                                                                                   |                      |                      |
| For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner.                                                                                                                                                                                                                       |                      |                      |
| "Part of three" means a remainder of not less than two after the number of qualified employees have been divided by three.                                                                                                                                                                                                                                                                                   |                      |                      |
| (ii) <b>Class II Operations in the Rough Stuff and Finishing Departments</b>                                                                                                                                                                                                                                                                                                                                 |                      |                      |
| On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees.                                                                                                                                                                                                                                                                    |                      |                      |
| "Part of three" for this purpose means a remainder of not less than two after the number of qualified employees have been divided by three.                                                                                                                                                                                                                                                                  |                      |                      |
| (iii) <b>Class III operations in the Rough Stuff and Finishing Departments</b>                                                                                                                                                                                                                                                                                                                               |                      |                      |
| On these operations all taken collectively there may be employed not more than two learners to each qualified employee.                                                                                                                                                                                                                                                                                      |                      |                      |
| <b>(Q) MILK</b>                                                                                                                                                                                                                                                                                                                                                                                              |                      |                      |
| All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.                                                                                                                                                                                                                                                                                          |                      |                      |

**WAGES: FOOTWEAR AS SPECIFIED BELOW**

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

Group 1: Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toecaps manufactured only from rubber, all of one colour, the binding of which shall be no greater than the binding depicted in the line drawings in illustration 1 (a) and (b) and substantially similar in colour to the canvas uppers. Provided that where there is a difference in depth between the shade of the uppers and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard Methods, Third Edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105/Part 2):

Provided further that—

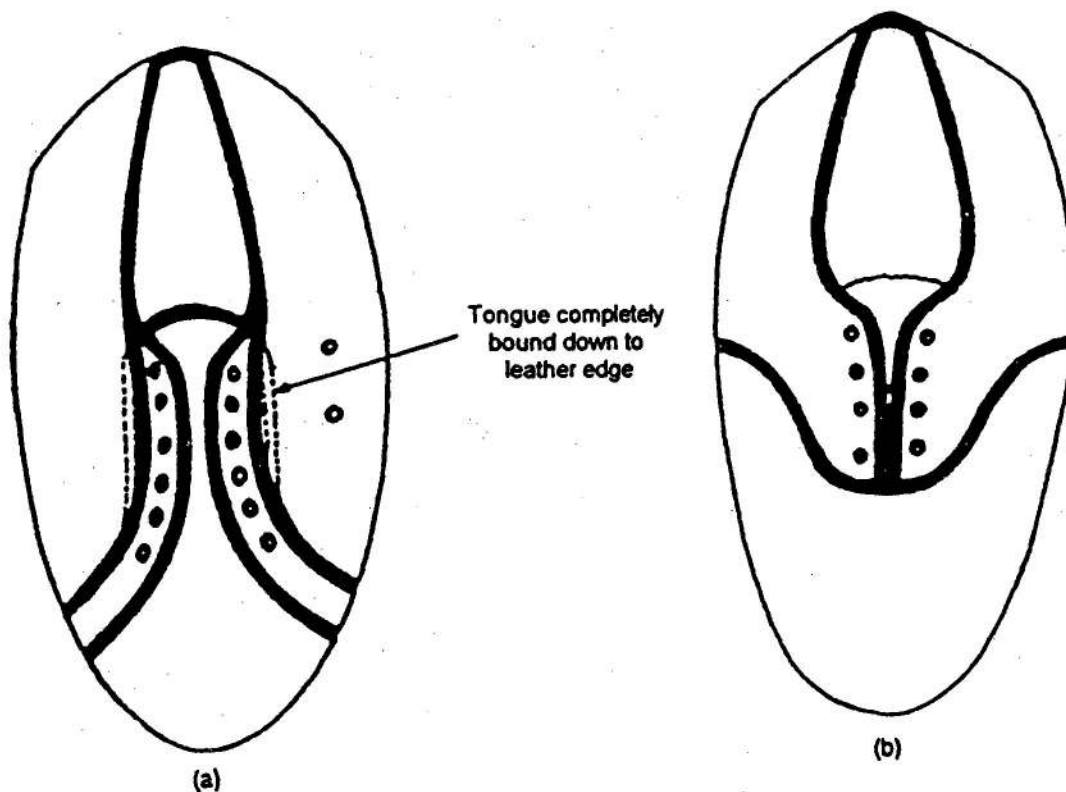
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1 (a) and (b);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

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

Group 3: Wholly moulded footwear.

Group 4: Canvas fabric sandals.

**ILLUSTRATION 1**



|                                                                                                                     | Column A<br>Per week | Column B<br>Per week |
|---------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| <b>(1) WAGES</b>                                                                                                    |                      |                      |
| <b>A. LACE-UP RUBBER BOOTS</b>                                                                                      |                      |                      |
| Qualified employees on:                                                                                             |                      |                      |
| (i) Marking and/or cutting of textile fabrics .....                                                                 | 543,24               | 597,56               |
| (ii) Cutting of rubber uppers .....                                                                                 | 423,64               | 466,00               |
| (iii) Cutting of fabric impregnated with rubber .....                                                               |                      |                      |
| (iv) Closing Departments:                                                                                           |                      |                      |
| (a) Upper closing .....                                                                                             | 386,73               | 425,40               |
| (b) Lining closing .....                                                                                            |                      |                      |
| (c) Eyeletting .....                                                                                                |                      |                      |
| (d) Buffing tongues .....                                                                                           | 365,62               | 402,18               |
| (e) Inserting tongues .....                                                                                         |                      |                      |
| (f) Securing tongues .....                                                                                          |                      |                      |
| (g) Table-hands .....                                                                                               |                      |                      |
| (v) All sole cutting operations, whether by hand or press .....                                                     | 519,81               | 571,79               |
| (vi) All other press cutting operations (bottom stock only) .....                                                   | 365,62               | 402,18               |
| (vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole) ..... | 411,40               | 452,54               |
| (viii) Insole attaching .....                                                                                       | 365,62               | 402,18               |
| (ix) Placing material around the last .....                                                                         |                      |                      |
| (x) Sole attaching .....                                                                                            |                      |                      |
| (xi) Attending an autoclave .....                                                                                   |                      |                      |
| (xii) Solutioning by hand .....                                                                                     |                      |                      |
| (xiii) Solutioning by machine .....                                                                                 | 411,40               | 452,54               |
| (xiv) (a) Moulding of soles, heels and/or sole and heel units .....                                                 |                      |                      |
| (b) Moulding of boots other than in an autoclave .....                                                              |                      |                      |
| (xv) Hobnailing .....                                                                                               | 411,40               | 452,54               |
| (xvi) Sole roughing .....                                                                                           | 365,62               | 402,18               |
| (xvii) Upper roughing .....                                                                                         |                      |                      |
| (xviii) Edge trimming .....                                                                                         |                      |                      |
| (xix) Spew and/or flash trimming on moulded boots .....                                                             |                      |                      |
| (xx) Inserting laces .....                                                                                          |                      |                      |
| (xxi) Slipping and sorting lasts .....                                                                              |                      |                      |
| (xxii) Trimming linings .....                                                                                       |                      |                      |
| (xxiii) Rolling uppers .....                                                                                        |                      |                      |
| (xxiv) Cutting and/or inserting stays .....                                                                         |                      |                      |
| (xxv) Dressing .....                                                                                                |                      |                      |
| (xxvi) Cleaning .....                                                                                               |                      |                      |
| (xxvii) Stamping sizes on linings .....                                                                             |                      |                      |
| (xxviii) Loading trolley for autoclave .....                                                                        |                      |                      |
| (xxix) Pairing .....                                                                                                | 365,62               | 402,18               |
| (xxx) Attaching thoughts or insole covers .....                                                                     |                      |                      |
| (xxxi) Operations not specified in (i) to (xxx) above .....                                                         |                      |                      |
| (xxxii) General workers .....                                                                                       |                      |                      |

|                                                                                                           | Column A<br>Per week | Column B<br>Per week |
|-----------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| <b>B. OTHER FOOTWEAR IN THIS SECTION</b>                                                                  |                      |                      |
| Qualified employees on:                                                                                   |                      |                      |
| (i) Upper cutting Department:                                                                             |                      |                      |
| Group 1:                                                                                                  |                      |                      |
| Marking and/or cutting (from canvas or fabric) .....                                                      | 543,23               | 597,55               |
| Group 2:                                                                                                  |                      |                      |
| Assisting clicker.....                                                                                    | 365,62               | 402,18               |
| Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber) .....                 |                      |                      |
| Size marking .....                                                                                        |                      |                      |
| (ii) Closing Department:                                                                                  |                      |                      |
| Group 3:                                                                                                  |                      |                      |
| Attaching stays.....                                                                                      | 365,62               | 402,18               |
| Size stamping on linings .....                                                                            | 365,62               | 402,18               |
| Tread trimming .....                                                                                      | 365,62               | 402,18               |
| All other closing room operations, including eyeletting, perforating and skiving .....                    | 386,73               | 425,40               |
| (iii) Bottom stock Department:                                                                            |                      |                      |
| Group 4:                                                                                                  |                      |                      |
| Sole cutting from rubber by press or by hand .....                                                        | 519,81               | 571,79               |
| Group 5:                                                                                                  |                      |                      |
| Cutting or extruding blanks for the moulding of soles and/or heels .....                                  | 365,62               | 402,18               |
| Group 6:                                                                                                  |                      |                      |
| All other press cutting operations .....                                                                  | 365,62               | 402,18               |
| (iv) Making Department:                                                                                   |                      |                      |
| Group 7:                                                                                                  |                      |                      |
| Applying insole filler .....                                                                              | 365,62               | 402,18               |
| Size stamping insole .....                                                                                | 365,62               | 402,18               |
| Hand-lasting, rubber sole attaching by hand.....                                                          | 365,62               | 402,18               |
| Vulcanising soles to uppers .....                                                                         |                      |                      |
| Solutioning by hand or machine .....                                                                      |                      |                      |
| Assembling .....                                                                                          | 384,24               | 422,66               |
| Direct moulding of soles to canvas uppers .....                                                           |                      |                      |
| Injection moulding of units to lasted uppers or string-lasting uppers or of sole units                    |                      |                      |
| (a) Where one employee is employed on an injection moulding machine.....                                  | 411,40               | 452,54               |
| (b) Where two employees are employed on an injection moulding machine, each shall be paid .....           |                      |                      |
| (c) Where more than two employees are employed on an injection moulding machine, each shall be paid ..... |                      |                      |
| String-lasting .....                                                                                      | 384,24               | 422,66               |
| Lasting operations on a Kamborian machine .....                                                           | 423,64               | 466,00               |
| Lasting seats or sides by machine .....                                                                   | 471,30               | 518,43               |
| Combined pulling over and forepart lasting.....                                                           | 590,85               | 649,94               |
| (v) Group 8:                                                                                              |                      |                      |
| Hobnailing by hand or machine .....                                                                       | 411,40               | 452,54               |
| (vi) Group 9:                                                                                             |                      |                      |
| Attaching back strip .....                                                                                | 365,62               | 402,18               |
| Attaching foxing .....                                                                                    |                      |                      |
| Attaching insole.....                                                                                     |                      |                      |
| Attaching lining to upper .....                                                                           |                      |                      |
| Cementing.....                                                                                            |                      |                      |
| Cleaning soles .....                                                                                      |                      |                      |
| Cutting foxing .....                                                                                      |                      |                      |
| Feeding conveyer .....                                                                                    |                      |                      |
| Granulating .....                                                                                         |                      |                      |

|                                                                                                                                                                                                                                                                                                                                                                                                     | Column A<br>Per week | Column B<br>Per week |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| Inserting the puffs .....                                                                                                                                                                                                                                                                                                                                                                           |                      |                      |
| Rolling uppers .....                                                                                                                                                                                                                                                                                                                                                                                |                      |                      |
| Slipping lasts .....                                                                                                                                                                                                                                                                                                                                                                                |                      |                      |
| Sole rolling .....                                                                                                                                                                                                                                                                                                                                                                                  |                      |                      |
| Supplying lasts .....                                                                                                                                                                                                                                                                                                                                                                               |                      |                      |
| Trimming uppers .....                                                                                                                                                                                                                                                                                                                                                                               | 365,62               | 402,18               |
| Mass-measuring pellets for direct moulding .....                                                                                                                                                                                                                                                                                                                                                    |                      |                      |
| Wheeling .....                                                                                                                                                                                                                                                                                                                                                                                      |                      |                      |
| Checking and repairing .....                                                                                                                                                                                                                                                                                                                                                                        |                      |                      |
| Edge scouring .....                                                                                                                                                                                                                                                                                                                                                                                 |                      |                      |
| Silk screen printing .....                                                                                                                                                                                                                                                                                                                                                                          |                      |                      |
| (vii) Any operations not specified in (i) to (vi) above .....                                                                                                                                                                                                                                                                                                                                       | 365,62               | 402,18               |
| (viii) General workers .....                                                                                                                                                                                                                                                                                                                                                                        | 365,62               | 402,18               |
| <b>(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B<br/>(EXCLUDING GENERAL WORKERS)</b>                                                                                                                                                                                                                                                                                     |                      |                      |
| According to experience:                                                                                                                                                                                                                                                                                                                                                                            |                      |                      |
| First six months .....                                                                                                                                                                                                                                                                                                                                                                              | 227,88               | 250,67               |
| Second six months .....                                                                                                                                                                                                                                                                                                                                                                             | 256,79               | 282,47               |
| Thereafter, the prescribed rate:                                                                                                                                                                                                                                                                                                                                                                    |                      |                      |
| Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.                                                                                                                                                                                                                                                         |                      |                      |
| <b>(3) RATIOS</b>                                                                                                                                                                                                                                                                                                                                                                                   |                      |                      |
| (a) Before a learner may be employed on any of the operations referred to in subclause (1) A, one qualified employee shall be employed and for every one qualified employee so employed, not more than two learners may be employed.                                                                                                                                                                |                      |                      |
| (b) Before a learner may be employed in any of the nine groups of operations referred to in subclause (1) B, one qualified employee shall be employed in that group, and for every one qualified employee so employed, not more than two learners may be employed.                                                                                                                                  |                      |                      |
| <b>(4) DIFFERENTIAL WORKING</b>                                                                                                                                                                                                                                                                                                                                                                     |                      |                      |
| A qualified employee is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.                                                                                                                 |                      |                      |
| <b>(5) DEFINITIONS</b>                                                                                                                                                                                                                                                                                                                                                                              |                      |                      |
| For the purposes of this clause—                                                                                                                                                                                                                                                                                                                                                                    |                      |                      |
| "Rubber" includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof;                                                                                                                                                                                                                                                                                         |                      |                      |
| "canvas fabric" means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascals or 1,32 millimetres at 5 kilopascals and its mass shall be not less than 400 grammes per square metres, the characteristics of which are strength and firmness; |                      |                      |
| "one colour" is an entirely natural or bleached colour of one solid shade or tone.                                                                                                                                                                                                                                                                                                                  |                      |                      |
| <b>CLAUSE 3: SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS<br/>OTHER THAN LEATHER</b>                                                                                                                                                                                                                                                                                                         |                      |                      |
| <b>(1) WAGES</b>                                                                                                                                                                                                                                                                                                                                                                                    |                      |                      |
| Qualified employees on:                                                                                                                                                                                                                                                                                                                                                                             |                      |                      |
| A. Upper Cutting Department:                                                                                                                                                                                                                                                                                                                                                                        |                      |                      |
| (i) Upper cutting .....                                                                                                                                                                                                                                                                                                                                                                             | 543,05               | 597,36               |
| (ii) Stock cutting and/or licing cutting .....                                                                                                                                                                                                                                                                                                                                                      | 423,64               | 466,00               |
| (iii) Upper assembling .....                                                                                                                                                                                                                                                                                                                                                                        | 423,64               | 466,00               |
| (iv) Marking and/or stamping .....                                                                                                                                                                                                                                                                                                                                                                  | 365,62               | 402,18               |

|                                                                                                                                                                                                                       | Column A<br>Per week | Column B<br>Per week |
|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| <b>B. Machining Department:</b>                                                                                                                                                                                       |                      |                      |
| (i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning.....                                                                                                                | 367,99               | 404,79               |
| (ii) Machining of uppers, socks, pads and soft soles together .....                                                                                                                                                   | 386,73               | 425,40               |
| (iii) Machining elastic bound edges of uppers to soft soles .....                                                                                                                                                     | 386,73               | 425,40               |
| <b>C. Rough Stuff Department:</b>                                                                                                                                                                                     |                      |                      |
| (i) Sole cutting from leather .....                                                                                                                                                                                   | 590,85               | 649,94               |
| (ii) Sole cutting from other than leather .....                                                                                                                                                                       | 519,81               | 571,79               |
| (iii) Insole cutting and lift and top-piece cutting .....                                                                                                                                                             | 519,81               | 571,79               |
| (iv) Stamping .....                                                                                                                                                                                                   | 365,62               | 402,18               |
| (v) Heel covering.....                                                                                                                                                                                                | 365,62               | 402,18               |
| <b>D. Making Department:</b>                                                                                                                                                                                          |                      |                      |
| (i) Slipper turn sewing .....                                                                                                                                                                                         | 448,85               | 493,74               |
| (ii) Steaming and blocking into shape:                                                                                                                                                                                |                      |                      |
| (a) Felt work .....                                                                                                                                                                                                   | 411,40               | 452,54               |
| (b) Leather work, fabric Cubans .....                                                                                                                                                                                 | 411,40               | 452,54               |
| (iii) Stuck-on process:                                                                                                                                                                                               |                      |                      |
| (a) Hand-lasting .....                                                                                                                                                                                                | 411,40               | 452,54               |
| Sole roughening.....                                                                                                                                                                                                  |                      |                      |
| Sole positioning on upper and press operating in one operation .....                                                                                                                                                  |                      |                      |
| Sole positioning on upper at forepart seat before pressing.....                                                                                                                                                       |                      |                      |
| Press operating with sole previously positioned .....                                                                                                                                                                 |                      |                      |
| (b) Solutioning operations .....                                                                                                                                                                                      | 365,62               | 402,18               |
| (c) Sole and insole tacking .....                                                                                                                                                                                     | 365,62               | 402,18               |
| (iv) Vulcanising soles to lasted uppers .....                                                                                                                                                                         | 411,40               | 452,54               |
| (v) Slugging.....                                                                                                                                                                                                     | 365,62               | 402,18               |
| (vi) Channelling.....                                                                                                                                                                                                 | 365,62               | 402,18               |
| Hand-levelling .....                                                                                                                                                                                                  |                      |                      |
| Heel attaching.....                                                                                                                                                                                                   |                      |                      |
| Tacking backs .....                                                                                                                                                                                                   |                      |                      |
| (vii) Slipper turning .....                                                                                                                                                                                           |                      |                      |
| (viii) Fetching and putting away lasts .....                                                                                                                                                                          |                      |                      |
| (ix) Inserting heel pads .....                                                                                                                                                                                        |                      |                      |
| (x) Conveyor operating .....                                                                                                                                                                                          |                      |                      |
| (xi) Direct injection moulding or pouring of any materials used for soiling and unit converting;<br>Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with<br>stitched-in socks: |                      |                      |
| (a) Where one employee is employed on an injection moulding machine .....                                                                                                                                             | 411,40               | 452,54               |
| (b) Where two employees are employed on an injection moulding machine each shall<br>be paid .....                                                                                                                     |                      |                      |
| (c) Where more than two employees are employed on injection moulding machine each<br>shall be paid.....                                                                                                               |                      |                      |
| <b>E. Finishing Department:</b>                                                                                                                                                                                       |                      |                      |
| Edge trimming .....                                                                                                                                                                                                   | 519,81               | 571,79               |
| Edge setting .....                                                                                                                                                                                                    | 424,11               | 466,52               |
| Heel trimming .....                                                                                                                                                                                                   | 365,62               | 402,18               |
| Scouring operations .....                                                                                                                                                                                             |                      |                      |
| Inking, staining and brushing .....                                                                                                                                                                                   |                      |                      |
| Slipping uppers .....                                                                                                                                                                                                 |                      |                      |

|                                                                                                                                                                                                                                                                                                                                                                                                         | Column A<br>Per week | Column B<br>Per week |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| F. Shoe Room Department:                                                                                                                                                                                                                                                                                                                                                                                |                      |                      |
| Examining .....                                                                                                                                                                                                                                                                                                                                                                                         | 365,62               | 402,18               |
| All other Shoe Room operations .....                                                                                                                                                                                                                                                                                                                                                                    |                      |                      |
| <b>(2) LEARNERS</b>                                                                                                                                                                                                                                                                                                                                                                                     |                      |                      |
| According to experience:                                                                                                                                                                                                                                                                                                                                                                                |                      |                      |
| First six months .....                                                                                                                                                                                                                                                                                                                                                                                  | 227,88               | 250,67               |
| Second six months .....                                                                                                                                                                                                                                                                                                                                                                                 | 256,76               | 282,44               |
| Third six months .....                                                                                                                                                                                                                                                                                                                                                                                  | 286,95               | 315,65               |
| Fourth six months .....                                                                                                                                                                                                                                                                                                                                                                                 | 320,62               | 352,68               |
| Fifth six months .....                                                                                                                                                                                                                                                                                                                                                                                  | 362,93               | 399,22               |
| Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:                                                                                                                                                                                                                                         |                      |                      |
| Provided further that learners on operations for which a wage rate of R365,62 is prescribed shall, after the third six months of experience, become entitled to this wage rate:                                                                                                                                                                                                                         |                      |                      |
| Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.                                                                                                                                                                                                                                                     |                      |                      |
| <b>(3) GENERAL WORKERS</b>                                                                                                                                                                                                                                                                                                                                                                              |                      |                      |
| General workers .....                                                                                                                                                                                                                                                                                                                                                                                   | 365,62               | 402,18               |
| <b>(4) RATIO</b>                                                                                                                                                                                                                                                                                                                                                                                        |                      |                      |
| For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed not more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof: Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed. |                      |                      |
| <b>(5) DIFFERENTIAL WORKING</b>                                                                                                                                                                                                                                                                                                                                                                         |                      |                      |
| A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.                                                                                                                  |                      |                      |
| <b>CLAUSE 4: "PLATNATE" AND "DOPPERS"</b>                                                                                                                                                                                                                                                                                                                                                               |                      |                      |
| <b>Note:</b> "Platnate" and "doppers" mean footwear wholly or mainly stitched by hand with riempies or pitch thread.                                                                                                                                                                                                                                                                                    |                      |                      |
| Qualified employees on:                                                                                                                                                                                                                                                                                                                                                                                 |                      |                      |
| (i) Clicking .....                                                                                                                                                                                                                                                                                                                                                                                      | 410,77               | 451,85               |
| (ii) Machining by power .....                                                                                                                                                                                                                                                                                                                                                                           |                      |                      |
| Maching other than by power .....                                                                                                                                                                                                                                                                                                                                                                       | 367,99               | 404,79               |
| Other Closing Department operations .....                                                                                                                                                                                                                                                                                                                                                               |                      |                      |
| (iii) Sole cutting by power .....                                                                                                                                                                                                                                                                                                                                                                       | 486,04               | 534,64               |
| Sole cutting other than by power .....                                                                                                                                                                                                                                                                                                                                                                  |                      |                      |
| (iv) Pulling over by hand and/or hand-lasting .....                                                                                                                                                                                                                                                                                                                                                     | 365,62               | 402,18               |
| Stitching by hand .....                                                                                                                                                                                                                                                                                                                                                                                 |                      |                      |
| (v) Edge trimming by power .....                                                                                                                                                                                                                                                                                                                                                                        | 414,57               | 456,03               |
| Edge trimming other than by power .....                                                                                                                                                                                                                                                                                                                                                                 |                      |                      |
| (vi) Pairing and/or size marking .....                                                                                                                                                                                                                                                                                                                                                                  | 365,62               | 402,18               |
| (vii) Any operation other than those specified in (i) to (vi) hereof .....                                                                                                                                                                                                                                                                                                                              |                      |                      |

|                                                                                                                                                                                                                                                                                 | Column A<br>Per week | Column B<br>Per week |
|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------|----------------------|
| <b>(2) LEARNERS</b>                                                                                                                                                                                                                                                             |                      |                      |
| According to experience:                                                                                                                                                                                                                                                        |                      |                      |
| First six months .....                                                                                                                                                                                                                                                          | 227,88               | 250,67               |
| Second six months .....                                                                                                                                                                                                                                                         | 256,76               | 282,44               |
| Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:                                                                                                                 |                      |                      |
| Provided further than an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.                                                                                                                             |                      |                      |
| <b>(3) GENERAL WORKERS</b>                                                                                                                                                                                                                                                      |                      |                      |
| General workers .....                                                                                                                                                                                                                                                           | 365,62               | 402,18               |
| <b>(4) RATIO</b>                                                                                                                                                                                                                                                                |                      |                      |
| For every three employees receiving not less than R365,62 per week there may be employed not more than one employee at a wage of less than R365,62 per week.                                                                                                                    |                      |                      |
| <b>(5) DIFFERENTIAL WORKING</b>                                                                                                                                                                                                                                                 |                      |                      |
| A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rate of those operations." |                      |                      |
| Signed by the parties at Durban on this the 22nd day of July 1998.                                                                                                                                                                                                              |                      |                      |
| <b>D. J. F. LINDE</b><br>Member of the Council                                                                                                                                                                                                                                  |                      |                      |
| <b>A. A. VAN ROOYEN</b><br>Member of the Council                                                                                                                                                                                                                                |                      |                      |
| <b>L. M. VAN LOGGERENBERG</b><br>General Secretary of the Council                                                                                                                                                                                                               |                      |                      |

# **SOUTH AFRICAN REVENUE SERVICE** **SUID-AFRIKAANSE INKOMSTEDIENS**

No. R. 291

12 March 1999

CUSTOMS AND EXCISE ACT, 1964

## **AMENDMENT OF SCHEDULE No. 1 (No. 1/1/975)**

Under 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.

G. MARCUS

Deputy Minister of Finance

### **SCHEDULE**

| Head-<br>ing | Subheading | C<br>D | Article Description                                                     | Statistical<br>Unit | Rate of<br>Duty | Anno-<br>-<br>tations |
|--------------|------------|--------|-------------------------------------------------------------------------|---------------------|-----------------|-----------------------|
| 85.23        |            |        | By the substitution for subheading No. 8523.30 of the following:        |                     |                 |                       |
|              | "8523.30   | 5      | - Cards incorporating a magnetic stripe                                 | u                   | 10%"            |                       |
| 85.24        |            |        | By the substitution for subheading No. 8524.60 of the following:        |                     |                 |                       |
|              | "8524.60   | 2      | - Cards incorporating a magnetic stripe                                 | u                   | 10%"            |                       |
| 85.42        |            |        | By the substitution for subheading No. 8542.12 of the following:        |                     |                 |                       |
|              | 8542.12    | 0      | -- Cards incorporating an electronic integrated circuit ("smart" cards) | u                   | 10%"            |                       |

No. R. 291

12 Maart 1999

DOEANE- EN AKSYNSWET, 1964

## WYSIGING VAN BYLAE No. 1 (No. 1/1/975)

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

G. MARCUS

Adjunkminister van Finansies

## BYLAE

| Pos   | Subpos   | T<br>S | Artikel Beskrywing                                                       | Statistiese<br>Eenheid | Skaal van<br>Reg | Anno<br>=<br>tasies |
|-------|----------|--------|--------------------------------------------------------------------------|------------------------|------------------|---------------------|
| 85.23 |          |        | Deur subpos No. 8523.30 deur die volgende te vervang:                    |                        |                  |                     |
|       | "8523.30 | 5      | - Kaarte wat 'n magnetiese strook inkorporeer                            | u                      | 10%"             |                     |
| 85.24 |          |        | Deur subpos No. 8524.60 deur die volgende te vervang:                    |                        |                  |                     |
|       | "8524.60 | 2      | - Kaarte wat 'n magnetiese strook inkorporeer                            | u                      | 10%"             |                     |
| 85.42 |          |        | Deur subpos No. 8542.12 deur die volgende te vervang:                    |                        |                  |                     |
|       | "8542.12 | 0      | -- Kaarte wat 'n elektroniese geïntegreerde kring bevat ("smart" kaarte) | u                      | 10%"             |                     |

No. R. 292

12 March 1999

## CUSTOMS AND EXCISE ACT, 1964

## AMENDMENT OF SCHEDULE No. 3 (No. 3/421)

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

G. MARCUS

Deputy Minister of Finance

## SCHEDULE

| I           |                |             |     | II                                                                                                                                                                                                                                                                                                                                                 | III              |             |
|-------------|----------------|-------------|-----|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-------------|
| Rebate item | Tariff heading | Rebate code | C D | Description                                                                                                                                                                                                                                                                                                                                        | Extent of rebate | Annotations |
| 316.15      |                |             |     | By the substitution for rebate item 316.15 of the following:                                                                                                                                                                                                                                                                                       |                  |             |
| "316.15     |                |             |     | <b>Industry: Prepared unrecorded media for sound recording or similar recording of other phenomena</b>                                                                                                                                                                                                                                             |                  |             |
|             | 39.19          | 01.04       | 40  | Self-adhesive plates, sheets, film, foil, tape, strip and other flat shapes, of polymers of vinyl chloride, of a thickness not exceeding 0,85 mm, for the manufacture of cards incorporating a magnetic stripe of subheading No. 8523.30                                                                                                           | Full duty        |             |
|             | 3920.4         | 01.05       | 52  | Other plates, sheets, film, foil and strip, of polymers of vinyl chloride, non-cellular and not reinforced, laminated, supported or similarly combined with other materials, of a thickness not exceeding 0,85 mm, for the manufacture of cards incorporating a magnetic stripe of subheading No. 8523.30                                          | Full duty        |             |
|             | 3920.6         | 01.05       | 57  | Other plates, sheets, film, foil and strip, of polycarbonates, alkyd resins, polyallyl esters or other polyesters, non-cellular and not reinforced, laminated, supported or similarly combined, with other materials, of a thickness not exceeding 0,85 mm, for the manufacture of cards incorporating a magnetic stripe of subheading No. 8523.30 | Full duty        |             |
|             | 39.21          | 01.04       | 44  | Other plates, sheets, film, foil and strip, of polymers of vinyl chloride, of a thickness not exceeding 0,85 mm, for the manufacture of cards incorporating a magnetic stripe of subheading No. 8523.30                                                                                                                                            | Full duty*       |             |

| I           | II             |             |     |                                                                                                                                                                                                                                                                                                                                                                                                                 | III              |             |
|-------------|----------------|-------------|-----|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------|-------------|
| Rebate item | Tariff heading | Rebate code | C D | Description                                                                                                                                                                                                                                                                                                                                                                                                     | Extent of rebate | Annotations |
| 316.21      |                |             |     | By the insertion after tariff heading No. 3824.90 of the following:                                                                                                                                                                                                                                                                                                                                             |                  |             |
|             | 39.19          | 01.04       | 41  | Self-adhesive plates, sheets, film, foil, tape, strip and other flat shapes, of polymers of vinyl chloride, of a thickness not exceeding 0,85 mm, for the manufacture of cards incorporating an electronic integrated circuit ("smart" cards) of subheading No. 8542.12                                                                                                                                         | Full duty        |             |
|             | 3920.4         | 01.05       | 53  | By the insertion after tariff heading No. 3919.10 of the following:<br>Other plates, sheets, film, foil and strip, of polymers of vinyl chloride, non-cellular and not reinforced, laminated, supported or similarly combined with other materials, of a thickness not exceeding 0,85 mm, for the manufacture of cards incorporating an electronic integrated circuit ("smart" cards) of subheading No. 8542.12 | Full duty        |             |
|             | 3920.6         | 01.05       | 58  | Other plates, sheets, film, foil and strip, of polycarbonates, alkyd resins, polyallyl esters or other polyesters, non-cellular and not reinforced, laminated, supported or similarly combined with other materials, of a thickness not exceeding 0,85 mm, for the manufacture of cards incorporating an electronic integrated circuit ("smart" cards) of subheading No. 8542.12                                | Full duty        |             |
|             | 39.21          | 01.04       | 45  | Other plates, sheets, film, foil and strip, of polymers of vinyl chloride, of a thickness not exceeding 0,85 mm, for the manufacture of cards incorporating an electronic integrated circuit ("smart" cards) of subheading No. 8542.12                                                                                                                                                                          | Full duty        |             |

No. R. 292

12 Maart 1999

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 3 (No. 3/421)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 3 by genoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.

G. MARCUS

Adjunkminister van Finansies

## BYLAE

| I                |                | II               |        |                                                                                                                                                                                                                                                                                                                                                           | III                 |                 |
|------------------|----------------|------------------|--------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|-----------------|
| Korting-<br>item | Tarief-<br>pos | Korting-<br>kode | C<br>D | Beskrywing                                                                                                                                                                                                                                                                                                                                                | Mate van<br>korting | Annota-<br>sies |
| 316.15           |                |                  |        | Deur kortingitem 316.15 deur die volgende te vervang:                                                                                                                                                                                                                                                                                                     |                     |                 |
| "316.15          |                |                  |        | Nywerheid: Bereide onopgeneemde media vir klankopname of dergelike opname van ander verskynsels                                                                                                                                                                                                                                                           |                     |                 |
|                  | 39.19          | 01.04            | 40     | Selfklewende plate, velle, film, foelie, reep en ander platvorms, van polimere van vinielchloried, met 'n dikte van hoogstens 0,85 mm, vir die vervaardiging van kaarte wat 'n magnetiese strook inkorporeer van subpos No. 8523.40                                                                                                                       | Volle reg           |                 |
|                  | 3920.4         | 01.05            | 53     | Ander plate, velle, film, foelie en reep, van polimere van vinielchloried, nie-sellulêr en nie-versterk, gelamelleer, gesteun of op dergelike wyse met ander stowwe saamgevoeg nie, met 'n dikte van hoogstens 0,85 mm, vir die vervaardiging van kaarte wat 'n magnetiese strook inkorporeer van subpos No. 8523.30                                      | Volle reg           |                 |
|                  | 3920.6         | 01.05            | 58     | Ander plate, velle, film, foelie en reep, van polikarbonate, alkielharse, polialkielesters of ander poliësters, nie-sellulêr en nie versterk, gelamelleer, gesteun of op dergelike wyse met ander stowwe saamgevoeg nie, met 'n dikte van hoogstens 0,85 mm, vir die vervaardiging van kaarte wat 'n magnetiese strook inkorporeer van subpos No. 8523.30 | Volle reg           |                 |
|                  | 39.21          | 01.04            | 44     | Ander plate, velle, film, foelie en reep, van polimere van vinielchloried, met 'n dikte van hoogstens 0,85 mm, vir die vervaardiging van kaarte wat 'n magnetiese strook inkorporeer van subpos No. 8523.30                                                                                                                                               | Volle reg"          |                 |

| I                |                | II               |        |                                                                                                                                                                                                                                                                                                                                                                                                        | III                 |                 |
|------------------|----------------|------------------|--------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------|-----------------|
| Korting-<br>item | Tarief-<br>pos | Korting-<br>kode | C<br>D | Beskrywing                                                                                                                                                                                                                                                                                                                                                                                             | Mate van<br>korting | Annota-<br>sies |
| 316.21           |                |                  |        | Deur na tariefpos No. 3824.90 die volgende in te voeg:                                                                                                                                                                                                                                                                                                                                                 |                     |                 |
|                  | 39.19          | 01.04            | 41     | Selfklewende plate, velle, film, foelie, reep en ander platvorms, van polimere van vinylchloried, met 'n dikte van hoogstens 0,85 mm, vir die vervaardiging van kaarte wat 'n elektroniese geïntegreerde kring inkorporeer ("smart" kaarte) van subpos No. 8542.12                                                                                                                                     | Volle reg           |                 |
|                  |                |                  |        | Deur na tariefpos No. 3919.10 die volgende in te voeg:                                                                                                                                                                                                                                                                                                                                                 |                     |                 |
|                  | 3920.4         | 01.05            | 53     | Ander plate, velle, film, foelie en reep, van polimere van vinylchloried, nie-sellulêr en nie-versterk, gelamelleer, gesteun of op dergelike wyse met ander stowwe saamgevoeg nie, met 'n dikte van hoogstens 0,85 mm, vir die vervaardiging van kaarte wat 'n elektroniese geïntegreerde kring inkorporeer ("smart" kaarte) van subpos No. 8542.12                                                    | Volle reg           |                 |
|                  | 3920.6         | 01.05            | 58     | Ander plate, velle, film, foelie en reep, van polimere van polikarbonate, alkielharse, polialkielesters of ander poliësters, nie-sellulêr en nie-versterk, gelamelleer, gesteun of op dergelike wyse met ander stowwe saamgevoeg nie, met 'n dikte van hoogstens 0,85 mm, vir die vervaardiging van kaarte wat 'n elektroniese geïntegreerde kring inkorporeer ("smart" kaarte) van subpos No. 8542.12 | Volle reg           |                 |
|                  | 39.21          | 01.04            | 45     | Ander plate, velle, film, foelie en reep, van polimere van vinylchloried, met 'n dikte van hoogstens 0,85 mm, vir die vervaardiging van kaarte wat 'n elektroniese geïntegreerde kring inkorporeer ("smart" kaarte) van subpos No. 8542.12                                                                                                                                                             | Volle reg           |                 |

No. R. 293

12 March 1999

## CUSTOMS AND EXCISE ACT, 1964

## AMENDMENT OF SCHEDULE No. 4 (No. 4/223)

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

G. MARCUS

Deputy Minister of Finance

## SCHEDULE

| I<br>Rebate<br>Item | II                |                |          |                                              | III<br>Extent of<br>Rebate | Anno-<br>tations |
|---------------------|-------------------|----------------|----------|----------------------------------------------|----------------------------|------------------|
|                     | Tariff<br>Heading | Rebate<br>Code | C.<br>D. | Description                                  |                            |                  |
| 411.00              |                   |                |          | By the deletion of tariff heading No. 85.24. |                            |                  |

No. R. 293

12 Maart 1999

## DOEANE- EN AKSYNSWET, 1964

## WYSIGING VAN BYLAE No. 4 (No. 4/223)

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

G. MARCUS

Adjunkminister van Finansies

## BYLAE

| I<br>Korting-<br>item | II        |                  |          |                                    | III<br>Mate van<br>Korting | Anno-<br>tasies |
|-----------------------|-----------|------------------|----------|------------------------------------|----------------------------|-----------------|
|                       | Tariefpos | Korting-<br>kode | T.<br>S. | Beskrywing                         |                            |                 |
| 411.00                |           |                  |          | Deur tariefpos No. 85.24 te skrap. |                            |                 |

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