

REPUBLIC
OF
SOUTH AFRICA



REPUBLIEK
VAN
SUID-AFRIKA

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Regulation Gazette

No. 6737

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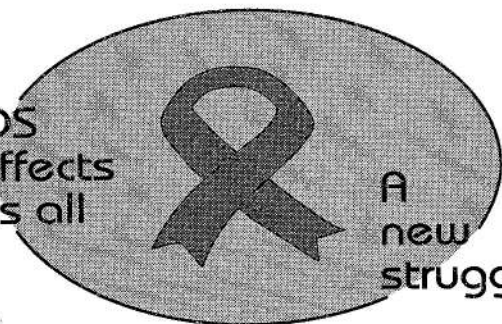
Vol. 416

PRETORIA, 25 FEBRUARY
FEBRUARIE 2000

No. 20918

We all have the power to prevent AIDS

AIDS
affects
us all



A
new
struggle

Prevention is the cure

**AIDS
HELPUNE**

0800 012 322

DEPARTMENT OF HEALTH

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GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID

No. R. 191

25 February 2000

LABOUR RELATIONS ACT, 1995
(ACT NO. 66 OF 1995)

COMMISSION FOR CONCILIATION, MEDIATION AND
ARBITRATION

ACCREDITATION OF CERTAIN BARGAINING COUNCILS

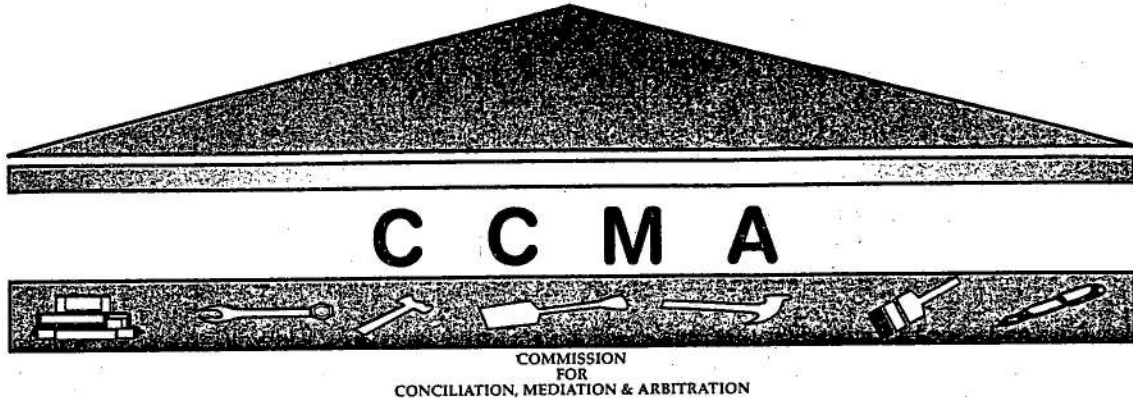
In terms of section 127 (5)(a)(iv) of the Labour Relations Act, 1995 (Act No. 66 of 1995), the governing body of the Commission for Conciliation, Mediation and Arbitration hereby publishes the under-mentioned certificates of accreditation.

No. R. 191

25 Februarie 2000

WET OP ARBEIDSVERHOUDINGE, 1995**(WET NO. 66 VAN 1995)****KOMMISSIE VIR VERSOENING, BEMIDDELING EN
ARBITRASIE****AKKREDITERING VAN SEKERE BEDINGINGSRADE**

Ingevolg artikel 127 (5)(a)(iv) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), publiseer die berheerliggaam van die Kommissie vir Versoening, Bemiddeling en Arbitrasie die akkreditering-sertifikate soos hulle in die engelse teks verskyn van hierdie kennisgewing



Certificate of Accreditation of Council

This is to certify that
**CLOTHING INDUSTRY
BARGAINING COUNCIL
(EASTERN CAPE)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

30th MARCH 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:
0018



ATTACHMENT "A" "T1"

TERMS OF ACCREDITATION FOR CONCILIATION

1. Accredited functions

The Clothing Industry Bargaining Council (Eastern Cape) is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule

2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

‘Commission’ must be read as a reference to the Council.

‘Commissioner’ must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

‘Director’ must be read as a reference to the secretary of the Council.

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:

- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
- (ii) the provisions of section 135 except the provisions of subsection 135(6);
- (iii) the provisions of section 142 except the provisions of subsection 142(7);
- (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

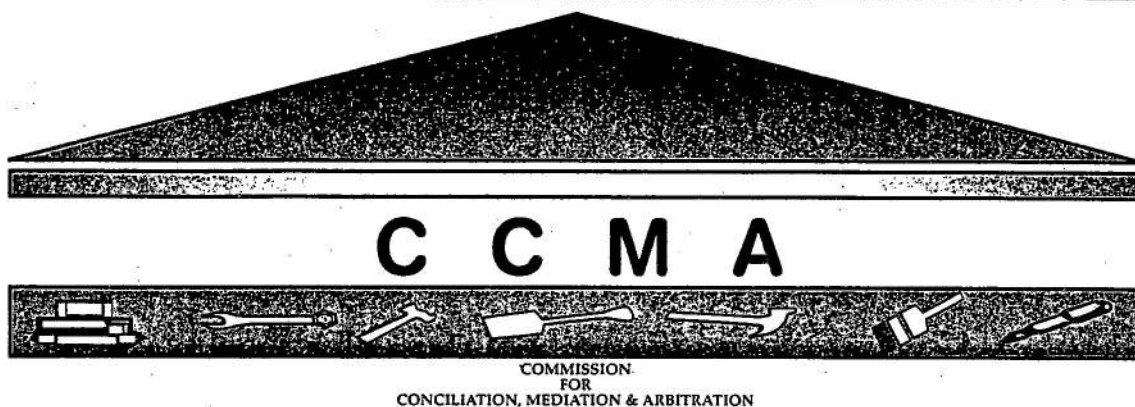
If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

Attachment "B"

CLOTHING INDUSTRY BARGAINING COUNCIL (Eastern Cape)

CONCILIATION only

1. Ms Julie Shear



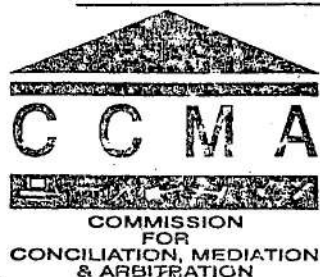
Certificate of Accreditation of Council

This is to certify that
CLOTHING INDUSTRY
BARGAINING COUNCIL
(NATAL)

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
 been accredited to perform dispute resolution functions subject
 to the terms set out in the accompanying attachment. This
 certificate is valid from*

23rd FEBRUARY 2000 to 31st MARCH 2000

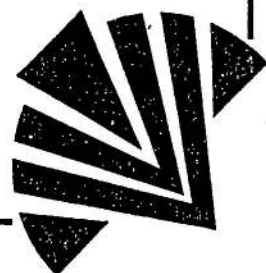


(Official stamp of CCMA)

Director, CCMA
Private Bag X94
Marshalltown
2107

Date: 14th FEBRUARY 2000

Reference number:
0008



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION

1. ACCREDITED FUNCTIONS

The **CLOTHING INDUSTRY BARGAINING COUNCIL (KWA-ZULU NATAL)** is in terms of Section 127 (5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:-

- (a) to resolve the following types of disputes through conciliation:
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

- 2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule.

2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

'Commission' must be read as a reference to the Council.

'Commissioner' must be read as a reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

'Director' must be read as a reference to the secretary of the Council.

ATTACHMENT "A"**"T1"**

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accreditation functions:
- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133(2);
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 142 except the provisions of subsection 142(7);
 - (iv) the provisions of section 148

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a **Code of Conduct** and a **Disciplinary Code and Procedure** for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

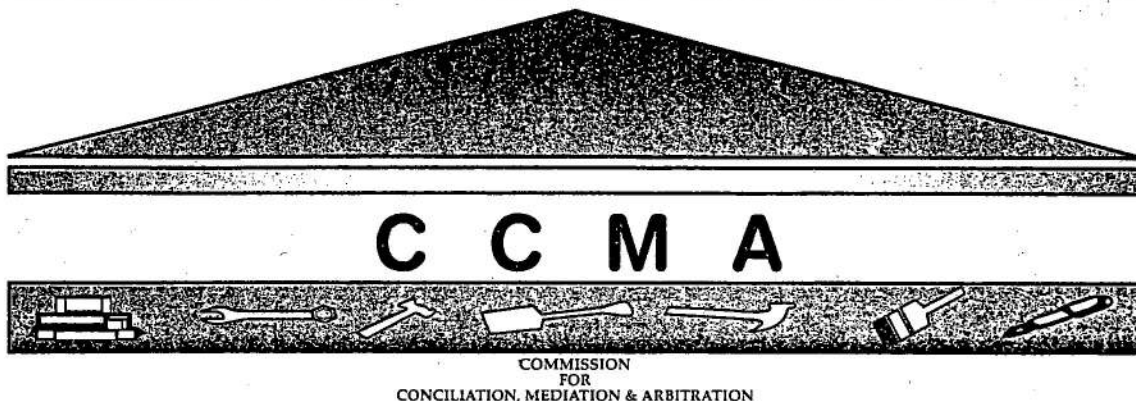
If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

Attachment "B"

**CLOTHING INDUSTRY BARGAINING COUNCIL
(Kwa-Zulu Natal)**

CONCILIATION *ONLY*

1. Ezra Bulose
2. Michael Seocharan
3. Rosin Ramsumer



Certificate of Accreditation of Council

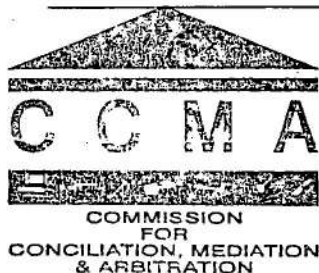
This is to certify that

**FURNITURE MANUFACTURING INDUSTRY
BARGAINING COUNCIL
(KWA-ZULU NATAL)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

30th MARCH 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:
0017



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The Furniture Manufacturing Industry Bargaining Council (Kwa-Zulu Natal) is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule**2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.**

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

‘Commission’ must be read as a reference to the Council.

‘Commissioner’ must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

‘Director’ must be read as a reference to the secretary of the Council.

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:

- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
- (ii) the provisions of section 135 except the provisions of subsection 135(6);
- (iii) the provisions of section 142 except the provisions of subsection 142(7);
- (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

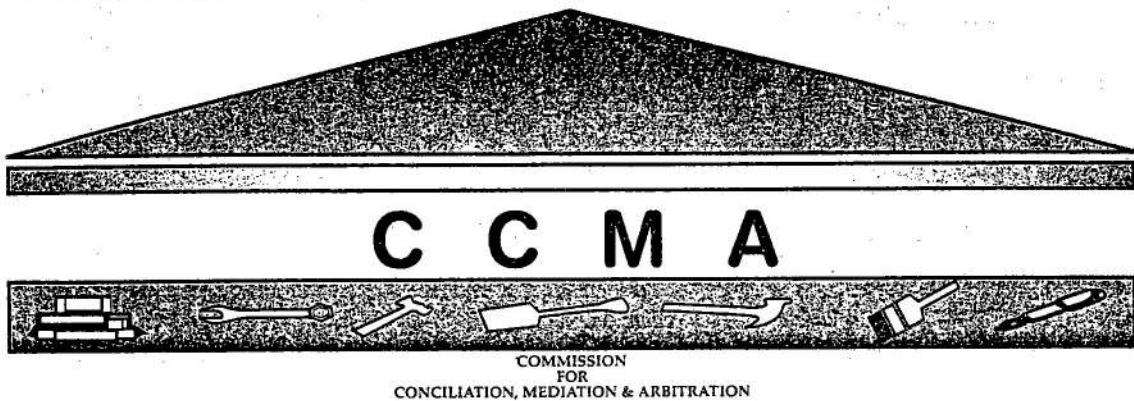
If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

Attachment "B"

FURNITURE MANUFACTURING INDUSTRY BARGAINING COUNCIL (Kwa-Zulu Natal)

CONCILIATION ONLY

1. Paul Sharpe
2. Alvin Ralph
3. Daniel Le Roux
4. Mduduzi Zondi
5. James Tippet
6. Ganas Moonsamy



Certificate of Accreditation of Council

This is to certify that

**FURNITURE MANUFACTURING INDUSTRY
BARGAINING COUNCIL
(SOUTHERN WESTERN DISTRICTS)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

30th MARCH 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:

0021



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The **Furniture Manufacturing Industry Bargaining Council (Southern Western Districts)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule

2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

‘Commission’ must be read as a reference to the Council.

‘Commissioner’ must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

‘Director’ must be read as a reference to the secretary of the Council.

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:

- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
- (ii) the provisions of section 135 except the provisions of subsection 135(6);
- (iii) the provisions of section 142 except the provisions of subsection 142(7);
- (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

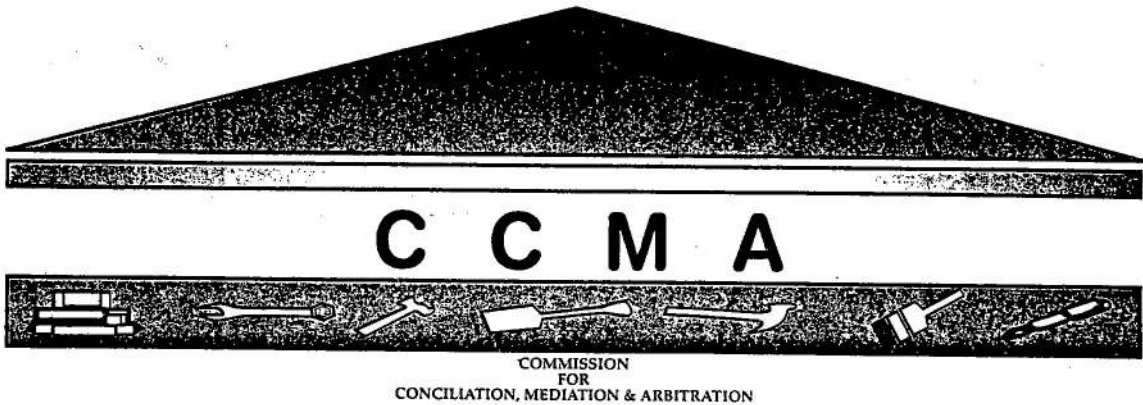
If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

Attachment "B"

FURNITURE MANUFACTURING INDUSTRY BARGAINING COUNCIL (Southern Western Districts)

CONCILIATION ONLY

1. Mr Michael Hemsley



Certificate of Accreditation of Council

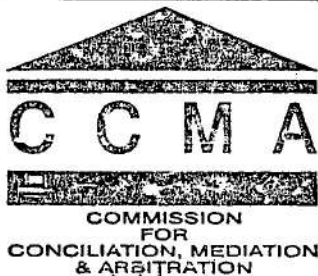
This is to certify that

**BUILDING INDUSTRY
BARGAINING COUNCIL
(BLOEMFONTEIN)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

25th MARCH 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:
0012



ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**1. Accredited functions**

The **Building Industry Bargaining Council (Bloemfontein)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule

2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a)
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148..

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The **Building Industry Bargaining Council (Bloemfontein)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule

2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

‘Commission’ must be read as a reference to the Council.

‘Commissioner’ must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

‘Director’ must be read as a reference to the secretary of the Council.

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:

- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
- (ii) the provisions of section 135 except the provisions of subsection 135(6);
- (iii) the provisions of section 142 except the provisions of subsection 142(7);
- (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

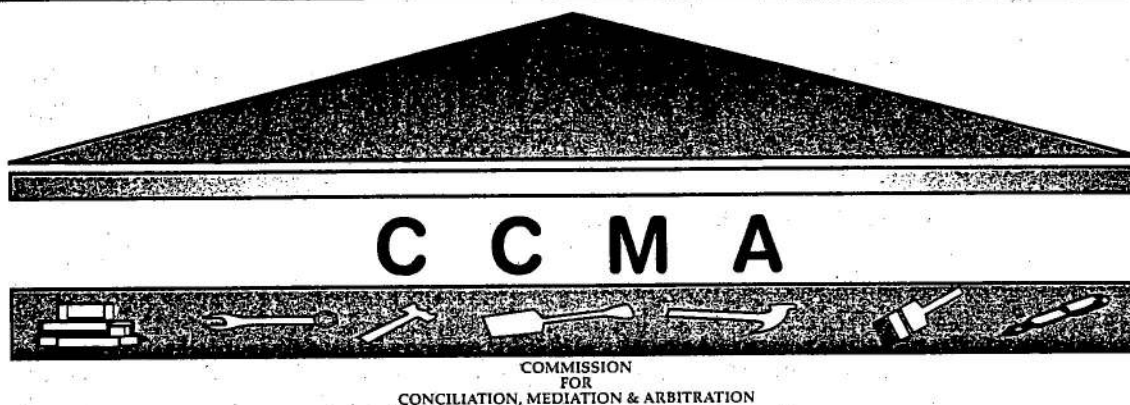
3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

Attachment "B"**BUILDING INDUSTRY BARGAINING COUNCIL (Bloemfontein)****CONCILIATION AND ARBITRATION****1. Charl Scholtz****CONCILIATION ONLY****2. ACM van Vuuren**



Certificate of Accreditation of Council

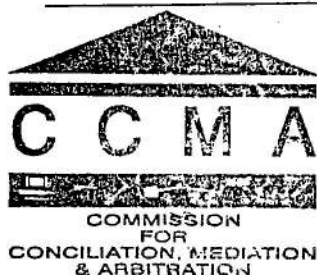
This is to certify that

**BUILDING INDUSTRY
BARGAINING COUNCIL
(CAPE OF GOOD HOPE)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

23rd FEBRUARY 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:

0004



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The **Building Industry Bargaining Council (Cape of Good Hope)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule

2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 142 except the provisions of subsection 142(7);
 - (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**1. Accredited functions**

The **Building Industry Bargaining Council (Cape of Good Hope)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule

2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a)
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148..

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

Attachment "B"

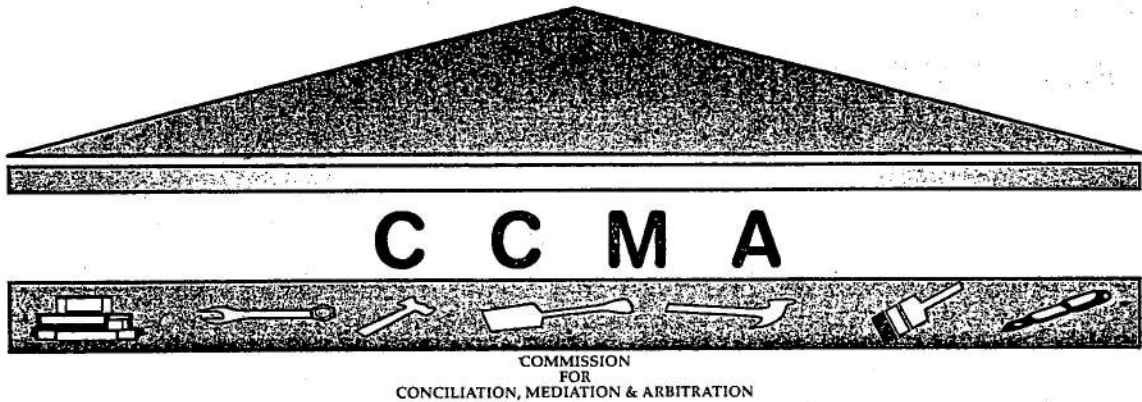
BUILDING INDUSTRY BARGAINING COUNCIL (Cape of Good Hope)

CONCILIATION only

1. R. Dennis
2. Thami Dyantyi
3. Isaac Fredericks
4. Patience Mshumpela
5. Jacobus Kitshoff
6. Mongameli Mjijwa
7. Johan Rossouw
8. Ashley Thabane
9. Darryl Whitaker

CONCILIATION AND ARBITRATION

10. Stephan Cloete
11. Hennie Cloete
12. Arnold Williams



Certificate of Accreditation of Council

This is to certify that

**BUILDING INDUSTRY
BARGAINING COUNCIL
(EAST LONDON)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

30th MARCH 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:
0020



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The **Building Industry Bargaining Council (East London)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule**2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.**

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

‘Commission’ must be read as a reference to the Council.

‘Commissioner’ must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

‘Director’ must be read as a reference to the secretary of the Council.

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:

- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
- (ii) the provisions of section 135 except the provisions of subsection 135(6);
- (iii) the provisions of section 142 except the provisions of subsection 142(7);
- (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**1. Accredited functions**

The **Building Industry Bargaining Council (East London)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule**2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.**

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a)
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148..

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

Attachment "B"

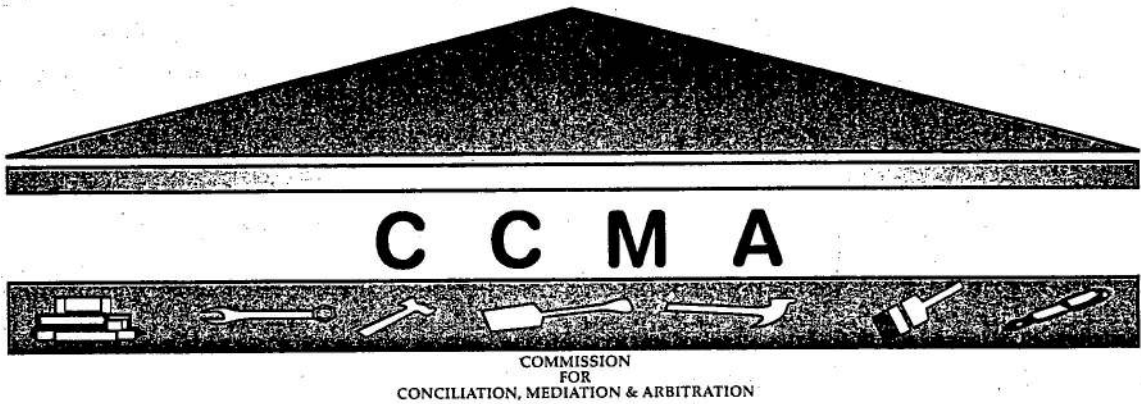
BUILDING INDUSTRY BARGAINING COUNCIL 0020 (East London)

CONCILIATION

1. Johan Brown
2. John Miles
3. Kevin Price

ARBITRATION AND CONCILIATION PANEL

4. Frans Lubbe
5. Frank Knox



Certificate of Accreditation of Council

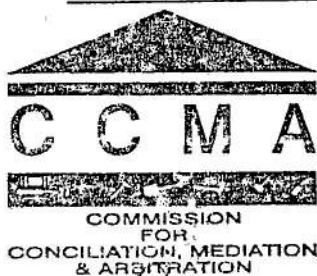
This is to certify that

**BUILDING INDUSTRY
BARGAINING COUNCIL
(KIMBERLEY)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

25th MARCH 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:
0013



ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**1. Accredited functions**

The **Building Industry Bargaining Council (Kimberley)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule

2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a)
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148..

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The **Building Industry Bargaining Council (Kimberley)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule**2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.**

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 142 except the provisions of subsection 142(7);
 - (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

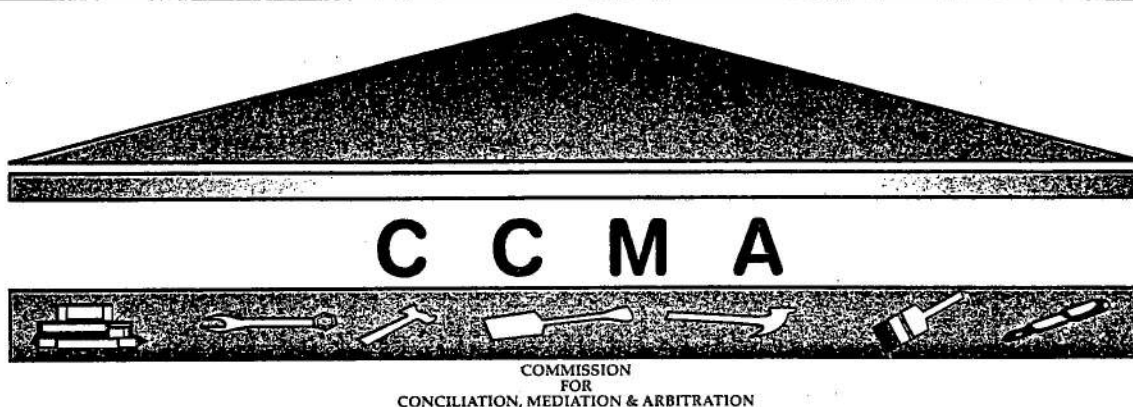
If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

Attachment "B"

BUILDING INDUSTRY BARGAINING COUNCIL (Kimberley)

CONCILIATION AND ARBITRATION

1. Louwa De Bruyn
2. Pieta Serfontein



Certificate of Accreditation of Council

This is to certify that
**BUILDING INDUSTRY
BARGAINING COUNCIL
(KROONSTAD)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

25th MARCH 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:

0011



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION

1. Accredited functions

The Building Industry Bargaining Council (Kroonstad) is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule

2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

‘Commission’ must be read as a reference to the Council.

‘Commissioner’ must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

‘Director’ must be read as a reference to the secretary of the Council.

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:

- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
- (ii) the provisions of section 135 except the provisions of subsection 135(6);
- (iii) the provisions of section 142 except the provisions of subsection 142(7);
- (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**1. Accredited functions**

The **Building Industry Bargaining Council (Kroonstad)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule**2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.**

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a)
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148..

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

Attachment "B"

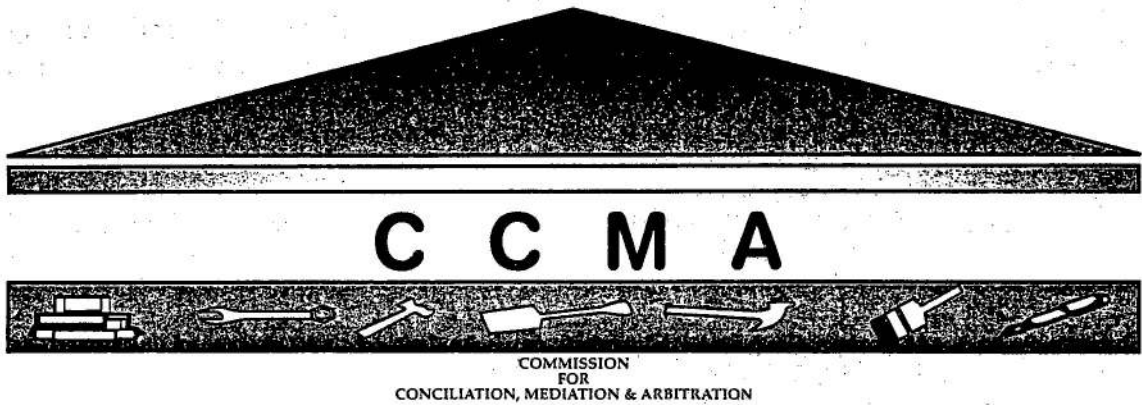
BUILDING INDUSTRY BARGAINING COUNCIL (Kroonstad)

CONCILIATION AND ARBITRATION

1. Tharia Unwin

CONCILIATION ONLY

1. Willie van Rooyen



Certificate of Accreditation of Council

This is to certify that

**BUILDING INDUSTRY
BARGAINING COUNCIL
(NORTH AND WEST BOLAND)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

23rd FEBRUARY 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:
0005



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The **Building Industry Bargaining Council (North and West Boland)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule**2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.**

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

‘Commission’ must be read as a reference to the Council.

‘Commissioner’ must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

‘Director’ must be read as a reference to the secretary of the Council.

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:

- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
- (ii) the provisions of section 135 except the provisions of subsection 135(6);
- (iii) the provisions of section 142 except the provisions of subsection 142(7);
- (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**1. Accredited functions**

The **Building Industry Bargaining Council (North and West Boland)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule

2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a)
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148..

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

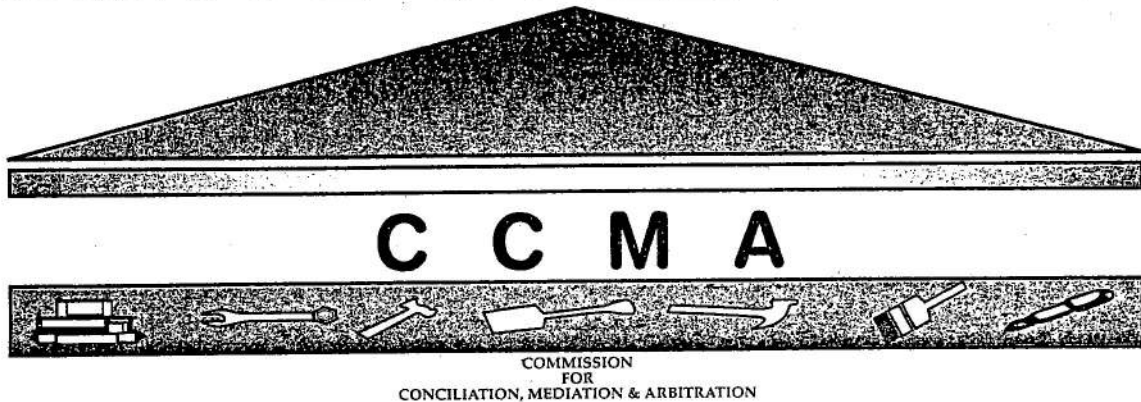
If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

Attachment "B"

BUILDING INDUSTRY BARGAINING COUNCIL (North West Boland)

CONCILIATION AND ARBITRATION

1. Nicolas Kruger



Certificate of Accreditation of Council

This is to certify that

**BUILDING INDUSTRY
BARGAINING COUNCIL
(SOUTHERN AND EASTERN CAPE)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

30th MARCH 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:
0019



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The **Building Industry Bargaining Council (Southern & Eastern Cape)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule**2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.**

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

‘Commission’ must be read as a reference to the Council.

‘Commissioner’ must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

‘Director’ must be read as a reference to the secretary of the Council.

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:

- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
- (ii) the provisions of section 135 except the provisions of subsection 135(6);
- (iii) the provisions of section 142 except the provisions of subsection 142(7);
- (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**1. Accredited functions**

The **Building Industry Bargaining Council (Southern & Eastern Cape)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule**2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.**

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a)
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148..

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

Attachment "B"

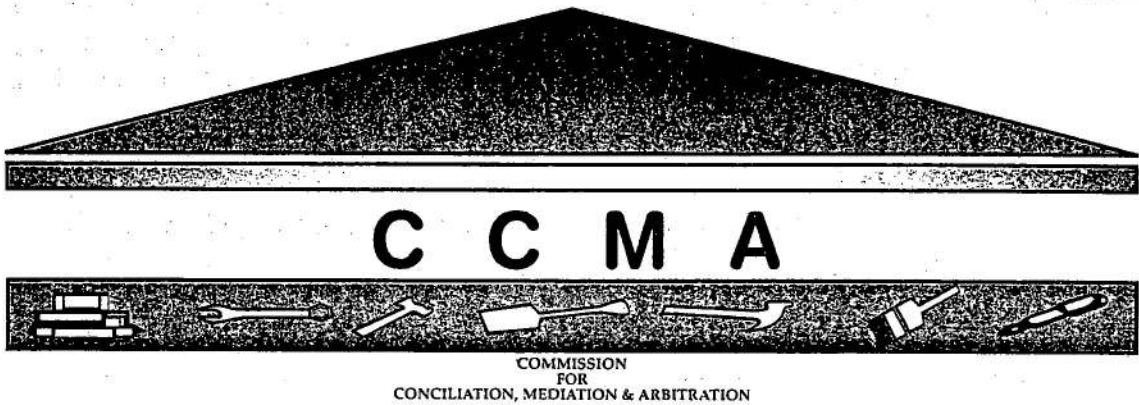
BUILDING INDUSTRY BARGAINING COUNCIL (SOUTHERN & EASTERN CAPE)

Conciliation only Panel

1. Martin Geduld
2. Rollan Mbambosi
3. Eric Mabuto
4. Peter Roberts

Conciliation and Arbitration Panel

5. Cecil Domingo
6. Theodurus Daniel Du Plessis
7. David Kearney
8. van Heerden Le Roux
9. Theo Verschuur



Certificate of Accreditation of Council

This is to certify that

**CLOTHING INDUSTRY
BARGAINING COUNCIL
(FREE STATE & NORTHERN CAPE)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

15th FEBRUARY 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:
0010



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The Clothing Industry Bargaining Council (Free State & Northern Cape) is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule.

2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

‘Commission’ must be read as a reference to the Council.

‘Commissioner’ must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

‘Director’ must be read as a reference to the secretary of the Council.

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C. of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:

- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
- (ii) the provisions of section 135 except the provisions of subsection 135(6);
- (iii) the provisions of section 142 except the provisions of subsection 142(7);
- (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**1. Accredited functions**

The **Clothing Industry Bargaining Council (Free State & Northern Cape)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule

2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a)
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

Attachment "B"

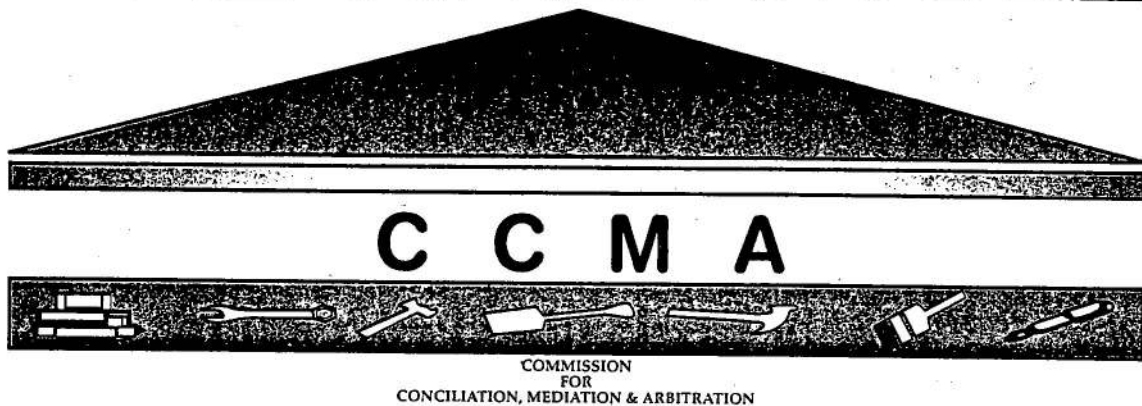
CLOTHING INDUSTRY BARGAINING COUNCIL (Free State and Northern Cape)

CONCILIATION only

1. Mr E. Makwakwa
2. I Schamick

CONCILIATION AND ARBITRATION

3. Athol Margolis
4. Madelein Loyson



Certificate of Accreditation of Council

This is to certify that
**CLOTHING INDUSTRY
BARGAINING COUNCIL
(NORTHERN AREAS)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

15th FEBRUARY 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:
0002



ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**1. Accredited functions**

The **Clothing Industry Bargaining Council (Northern Areas)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule**2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.**

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a)
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148..

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The **Clothing Industry Bargaining Council (Northern Areas)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule

2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 142 except the provisions of subsection 142(7);
 - (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

Attachment "B"

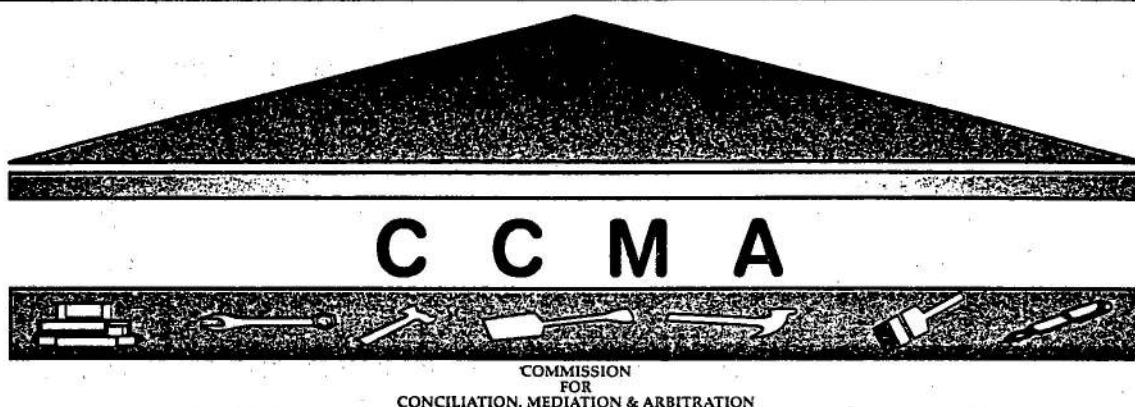
CLOTHING INDUSTRY BARGAINING COUNCIL (GAUTENG)

Arbitrationa Panel

1. Madeline Loyson
2. Athol Margolis

Conciliation Panel

3. Madelaine Loyson
4. Athol Margolis
5. Chris Leeuw
6. Emmanuel Makwakwa



Certificate of Accreditation of Council

This is to certify that

**CLOTHING INDUSTRY
BARGAINING COUNCIL
(WESTERN CAPE)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

23rd FEBRUARY 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:
0007



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The **Clothing Industry Bargaining Council (Western Cape)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule

2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

‘Commission’ must be read as a reference to the Council.

‘Commissioner’ must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

‘Director’ must be read as a reference to the secretary of the Council.

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:

- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
- (ii) the provisions of section 135 except the provisions of subsection 135(6);
- (iii) the provisions of section 142 except the provisions of subsection 142(7);
- (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**1. Accredited functions**

The **Clothing Industry Bargaining Council (Western Cape)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule**2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.**

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a)
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148..

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

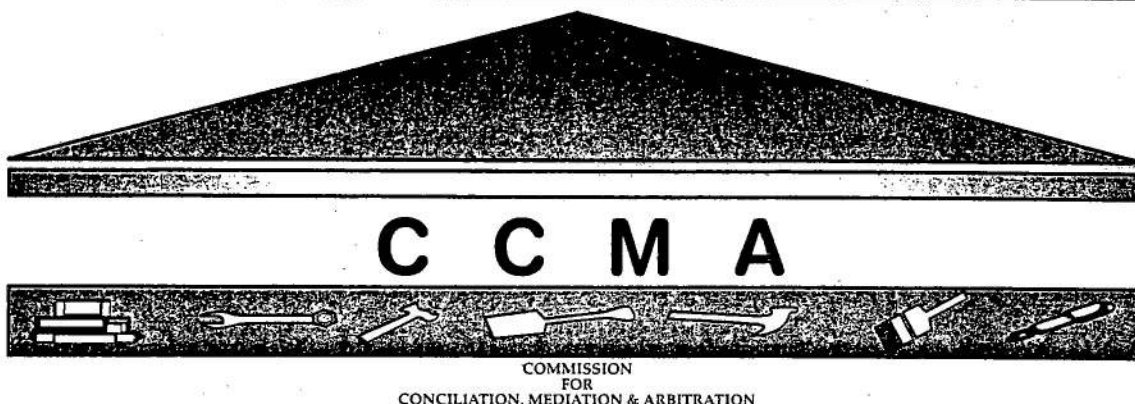
If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

Attachment "B"

CLOTHING INDUSTRY BARGAINING COUNCIL- 0007 (Western Cape)

CONCILIATION AND ARBITRATION PANEL

1. Jenny Adams
2. Ronald Bernikow
3. Charmaine Ryan
4. Gregory Smith
5. Roy Dalle Vedove



Certificate of Accreditation of Council

This is to certify that

**FURNITURE MANUFACTURING INDUSTRY
BARGAINING COUNCIL
(EASTERN CAPE)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

30th MARCH 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:
0016



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The Furniture Manufacturing Industry Bargaining Council (Eastern Cape) is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule

2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 142 except the provisions of subsection 142(7);
 - (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**1. Accredited functions**

The **Furniture Manufacturing Industry Bargaining Council (Eastern Cape)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule**2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.**

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a)
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

Attachment "B"

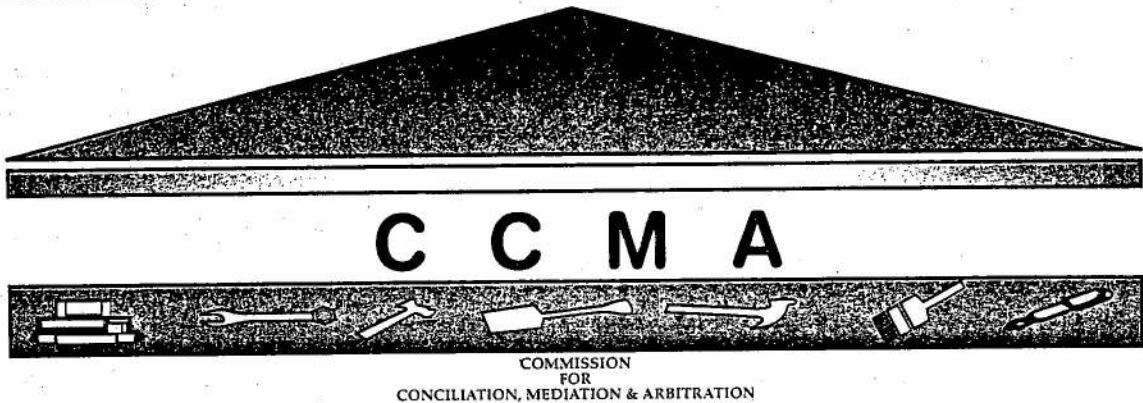
FURNITURE MANUFACTURING INDUSTRY BARGAINING COUNCIL (EASTERN CAPE)

Arbitration Panel

1. Mr Michael Hemsley

Conciliation Panel

1. Mr Michael Hemsley



Certificate of Accreditation of Council

This is to certify that

**FURNITURE INDUSTRY
BARGAINING COUNCIL
(FREE STATE)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

25th MARCH 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:
0014



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The **Furniture Industry Bargaining Council (Free State)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule

2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

‘Commission’ must be read as a reference to the Council.

‘Commissioner’ must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

‘Director’ must be read as a reference to the secretary of the Council.

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:

- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
- (ii) the provisions of section 135 except the provisions of subsection 135(6);
- (iii) the provisions of section 142 except the provisions of subsection 142(7);
- (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**1. Accredited functions**

The **Furniture Industry Bargaining Council (Free State)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule

2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a)
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

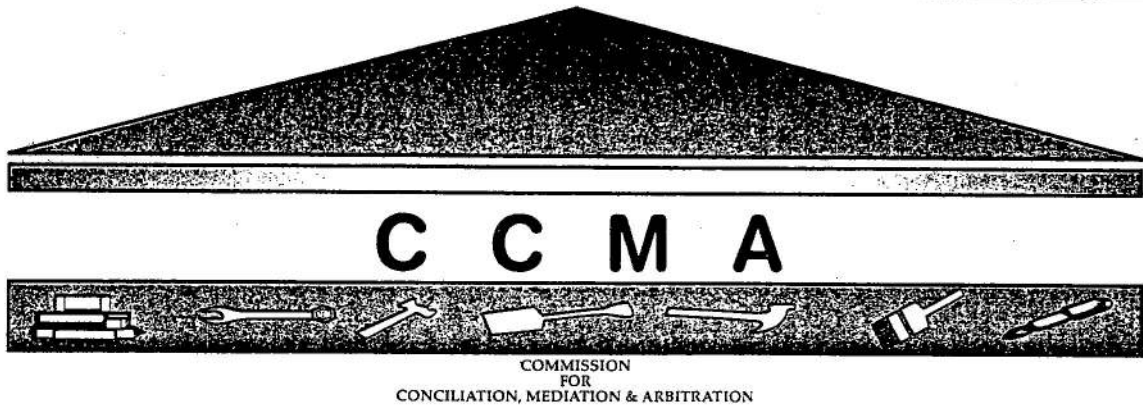
If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

Attachment "B"

FURNITURE INDUSTRY BARGAINING COUNCIL (Free State)

CONCILIATION AND ARBITRATION

1. Arie Beukes



Certificate of Accreditation of Council

This is to certify that

**FURNITURE, BEDDING & UPHOLSTERY
BARGAINING COUNCIL
(GREATER NORTHERN REGION)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

25th MARCH 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:
0015



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The Furniture Bedding & Upholstery Industry Bargaining Council (Greater Northern Region) is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule

2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

‘Commission’ must be read as a reference to the Council.

‘Commissioner’ must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

‘Director’ must be read as a reference to the secretary of the Council.

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:

- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
- (ii) the provisions of section 135 except the provisions of subsection 135(6);
- (iii) the provisions of section 142 except the provisions of subsection 142(7);
- (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**1. Accredited functions**

The **Furniture Bedding & Upholstery Industry Bargaining Council (Greater Northern Region)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule

2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a)
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148..

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

Attachment "B"

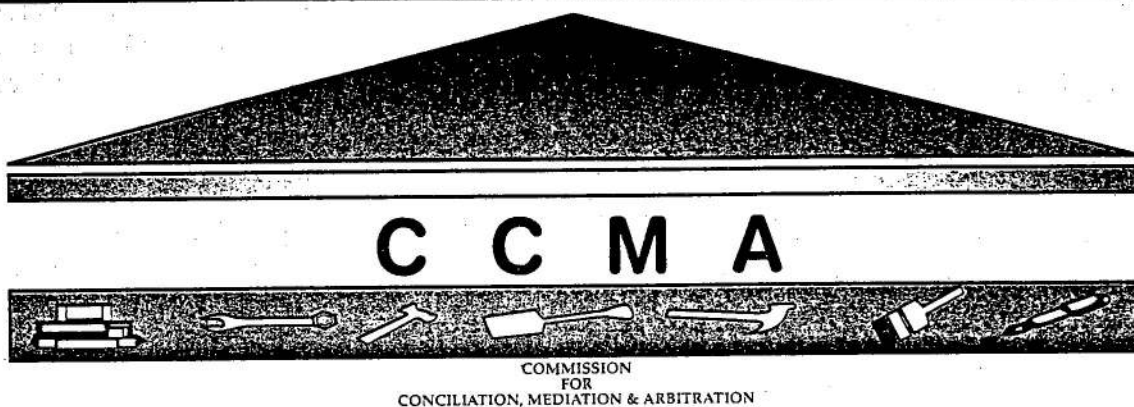
FURNITURE, BEDDING & UPHOLSTERY INDUSTRY BARGAINING COUNCIL (GREATER NORTHERN REGION)

Conciliation Panel

1. Andre Badenhorst
2. Jacob Mbatha
3. Wayne Bailakiston
4. Tania Du Bois Jordan
5. Joseph Frieslaar
6. Mary Masters
7. Fred van Tonder
8. Jonathan Kekana

Arbitration Panel

9. Andre Badenhorst
10. Jacob Mbatha
11. Wayne Bailakiston
12. Tania Du Bois Jordan
13. Joseph Frieslaar
14. Mary Masters
15. Fred van Tonder



Certificate of Accreditation of Council

This is to certify that

**FURNITURE MANUFACTURING INDUSTRY
BARGAINING COUNCIL
(WESTERN CAPE)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

23rd FEBRUARY 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:

0006



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The **Furniture Manufacturing Industry Bargaining Council (Western Cape)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule**2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.**

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

‘Commission’ must be read as a reference to the Council.

‘Commissioner’ must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

‘Director’ must be read as a reference to the secretary of the Council.

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:

- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
- (ii) the provisions of section 135 except the provisions of subsection 135(6);
- (iii) the provisions of section 142 except the provisions of subsection 142(7);
- (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**1. Accredited functions**

The **Furniture Manufacturing Industry Bargaining Council (Western Cape)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule**2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.**

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a)
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

Attachment "B"

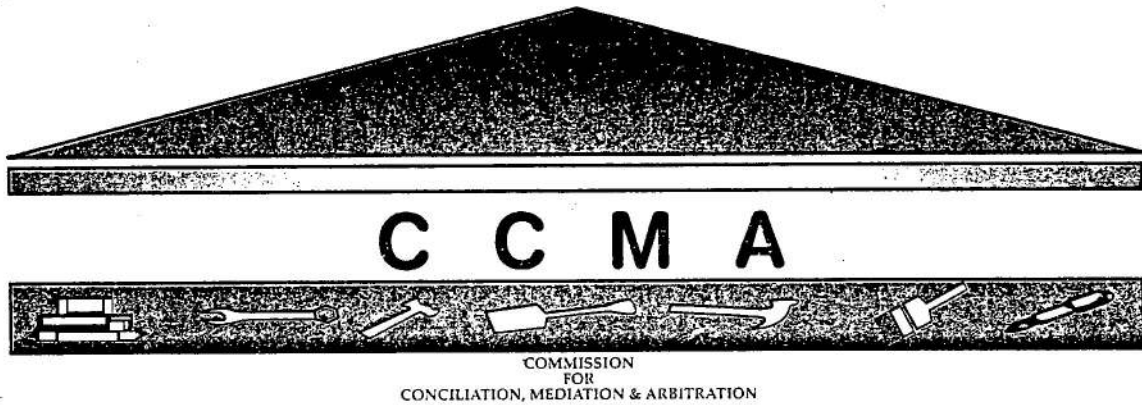
FURNITUREMANUFACTURING INDUSTRY BARGAINING COUNCIL (WESTERN CAPE)

Conciliation

1. Terry Owen Miles
2. Martinus van Rensburg

Arbitration Panel

3. Terry Owen Miles
4. Martinus van Rensburg



Certificate of Accreditation of Council

This is to certify that

**KNITTING INDUSTRY
BARGAINING COUNCIL
(NORTHERN AREAS)**

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

15th FEBRUARY 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 14th FEBRUARY 2000

Reference number:
0009



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The **Knitting Industry Bargaining Council (Northern Areas)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule

2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

‘Commission’ must be read as a reference to the Council.

‘Commissioner’ must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

‘Director’ must be read as a reference to the secretary of the Council.

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:

- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
- (ii) the provisions of section 135 except the provisions of subsection 135(6);
- (iii) the provisions of section 142 except the provisions of subsection 142(7);
- (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**1. Accredited functions**

The **Knitting Industry Bargaining Council (Northern Areas)** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule**2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.**

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a)
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

Attachment "B"

KNITTING INDUSTRY BARGAINING COUNCIL (Northern Areas)

CONCILIATION only

1. Mr E. Makwakwa
2. I Schamick

CONCILIATION AND ARBITRATION

3. Athol Margolis
4. Madelein Loyson



Certificate of Accreditation of Council

This is to certify that
MOTOR INDUSTRY

BARGAINING COUNCIL

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
been accredited to perform dispute resolution functions subject
to the terms set out in the accompanying attachment. This
certificate is valid from*

15TH FEBRUARY 1999

15TH FEBRUARY 2000

to



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: **15TH FEBRUARY 1999**

Reference number:
0003



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION

1. Accredited functions

The Motor Industry Bargaining Council is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule

2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

‘Commission’ must be read as a reference to the Council.

‘Commissioner’ must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

‘Director’ must be read as a reference to the secretary of the Council.

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:

- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
- (ii) the provisions of section 135 except the provisions of subsection 135(6);
- (iii) the provisions of section 142 except the provisions of subsection 142(7);
- (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

1. Accredited functions

The Motor Industry Bargaining Council is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule**2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.**

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
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 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

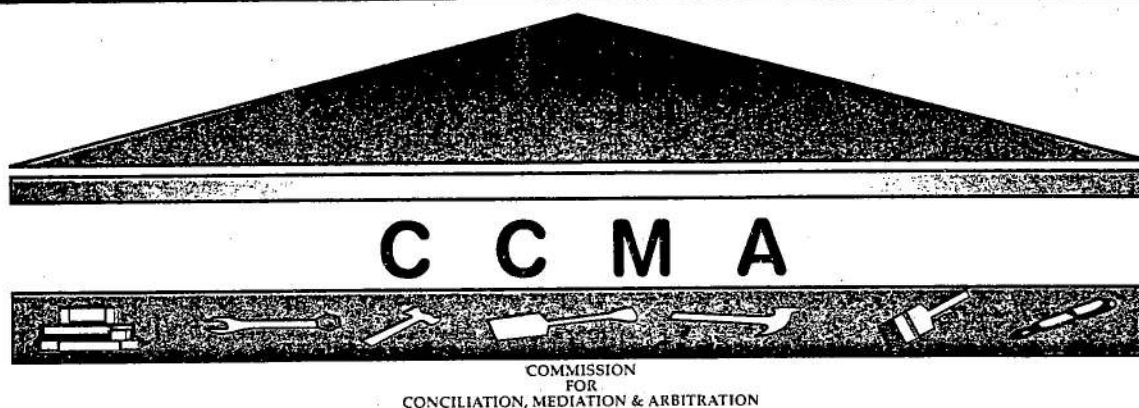
Attachment "B"

Motor Industry Bargaining Council (National)

Conciliation and Arbitration Panel

1 Lebea	J
2 Fadal	M H
3 Hutchinson	W
4 Carrim	A M
5 Daniel	I
6 Van Zyl	C
7 Dormand	B
8 Khumalo	B R
9 Masote	B
10 Louw	E
11 Hlokwe	N R
12 Balora	J
13 Matime	S M
14 Nagdee	S M
15 Kirstein	P
16 Shongwe	I M
17 Dell	C
18 Osler	A
19 Gunase	K
20 Tubani	T
21 Mdlala	Z
22 Harilall	N
23 Nzimande	S
24 Ngocobo	A
25 Sobiso	M
26 Dayal	L
27 Deyzel	A
28 Pillay	D
29 Burwana	N
30 Bolton	C
31 Judgath	A
32 Van Zyl	P
33 Jugdeo	P
34 Crisp	O H

35 Riekert	W
36 Bulbring	U
37 Prins	W
38 Van Staden	P
39 Preller	L
40 Twigg	A
41 Mofsowitz	H
42 Phatudi	M G
43 Woolfrey	D
44 Jordaan	B
45 Du Plessis	B
46 Snyman	G
47 Koortz	M
48 Slater	H
49 Labuschagne	J
50 Le Roux	F
51 Bono	L



Certificate of Accreditation of Council

This is to certify that
MOTOR INDUSTRY
BARGAINING COUNCIL
(NATIONAL)

Full name

*has in terms of section 127 of the Labour Relation Act, 1995,
 been accredited to perform dispute resolution functions subject
 to the terms set out in the accompanying attachment. This
 certificate is valid from*

15th FEBRUARY 2000 to 31st MARCH 2000



(Official stamp of CCMA)

*Director, CCMA
 Private Bag X94
 Marshalltown
 2107*

Date: 14th FEBRUARY 2000

Reference number:
0003



ATTACHMENT "A"

"T1"

TERMS OF ACCREDITATION FOR CONCILIATION**1. Accredited functions**

The **Motor Industry Bargaining Council** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the Schedule

2.2 Applicability of provisions of the Labour Relations Act to Bargaining Council.

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-

‘Commission’ must be read as a reference to the Council.

‘Commissioner’ must be read as reference to a conciliator appointed by the Council in terms of these terms of accreditation, as the case may be; and

‘Director’ must be read as a reference to the secretary of the Council.

- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:

- (i) the provisions of section 133 except the provisions of paragraph 133(1)(a) and 133 (2);
- (ii) the provisions of section 135 except the provisions of subsection 135(6);
- (iii) the provisions of section 142 except the provisions of subsection 142(7);
- (iv) the provisions of section 148.

2.3 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.4 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by time the period expires, until that dispute is resolved.

3. Provision in respect of accreditation for Arbitration

For the purpose of this term of accreditation any Council for conciliation only must within 60 calendar days from the date of accreditation enter an agreement with the CCMA (ASSC on behalf of the Governing Body) on the performance of the arbitration function.

4. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation upon good cause.

ATTACHMENT "A"

"T2"

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**1. Accredited functions**

The **Motor Industry Bargaining Council** is in terms of Section 127(5) of the Labour Relations Act, No. 66 of 1995, accredited to perform the following functions:

- (a) to resolve the following types of dispute through conciliation
 - (i) disputes about unfair dismissals (s191)
 - (ii) disputes about severance pay (s196), and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7)
- (b) to arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and the Labour Relations Act, 1995, requires a Bargaining Council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the schedule attached may perform those accredited functions of the Council stated in the schedule**2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils.**

- (a) for the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to:-
 - 'Commission' must be read as a reference to the Council.
 - 'Commissioner' must be read as a reference to a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation, as the case may be; and
 - 'Director' must be read as a reference to the Secretary of the Council.
- (b) In terms of section 127(6) of the Labour Relations Act, 66 of 1995 the following provisions of the sections contained in Part C of Chapter VII of the Labour Relations Act apply to the Council in the performance of its accredited functions:
 - (i) the provisions of section 133 except the provisions of paragraph 133(1)(a)
 - (ii) the provisions of section 135 except the provisions of subsection 135(6);
 - (iii) the provisions of section 136 except the provisions of subsection 136(6)
 - (iv) the provisions of section 138, 140 and 141;
 - (v) the provisions of section 142 except the provisions of subsection 142(7);
 - (vi) the provisions of section 143 to 145;

- (vii) the provisions of section 146 unless there is a collective agreement that the Arbitration Act, 42 of 1965 applies to any arbitration conducted under its accredited function and which agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148..

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a Code of Conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

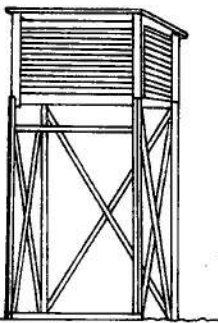
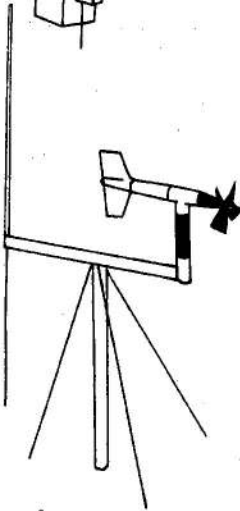
Attachment "B"

Motor Industry Bargaining Council (National)

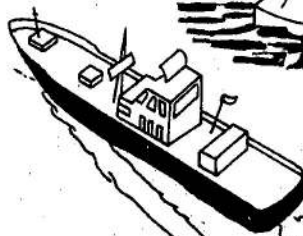
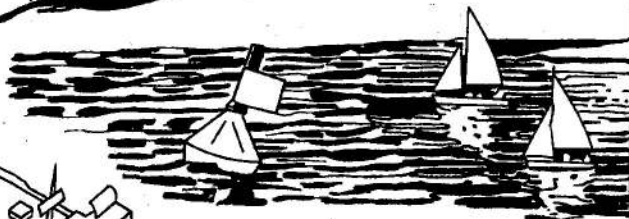
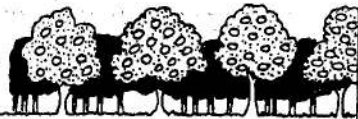
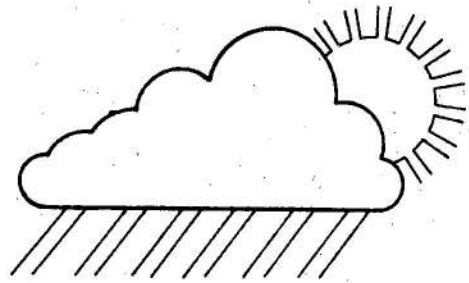
Conciliation and Arbitration Panel

1 Lebea	J
2 Fadal	M H
3 Hutchinson	W
4 Carrim	A M
5 Daniel	I
6 Van Zyl	C
7 Dormand	B
8 Khumalo	B R
9 Masote	B
10 Louw	E
11 Hlokwe	N R
12 Balora	J
13 Matime	S M
14 Nagdee	S M
15 Kirstein	P
16 Shongwe	I M
17 Dell	C
18 Osler	A
19 Gunase	K
20 Tubani	T
21 Mdlala	Z
22 Harilall	N
23 Nzimande	S
24 Ngocobo	A
25 Sobiso	M
26 Dayal	L
27 Deyzel	A
28 Pillay	D
29 Burwana	N
30 Bolton	C
31 Judgath	A
32 Van Zyl	P
33 Jugdeo	P
34 Crisp	O H

35 Riekert	W
36 Bulbring	U
37 Prins	W
38 Van Staden	P
39 Preller	L
40 Twigg	A
41 Mofsowitz	H
42 Phatudi	M G
43 Woolfrey	D
44 Jordaan	B
45 Du Plessis	B
46 Snyman	G
47 Koortz	M
48 Slater	H
49 Labuschagne	J
50 Le Roux	F
51 Bono	L

SA WEATHER BUREAU SA WEERBURO

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LIVE IN HARMONY WITH NATURE

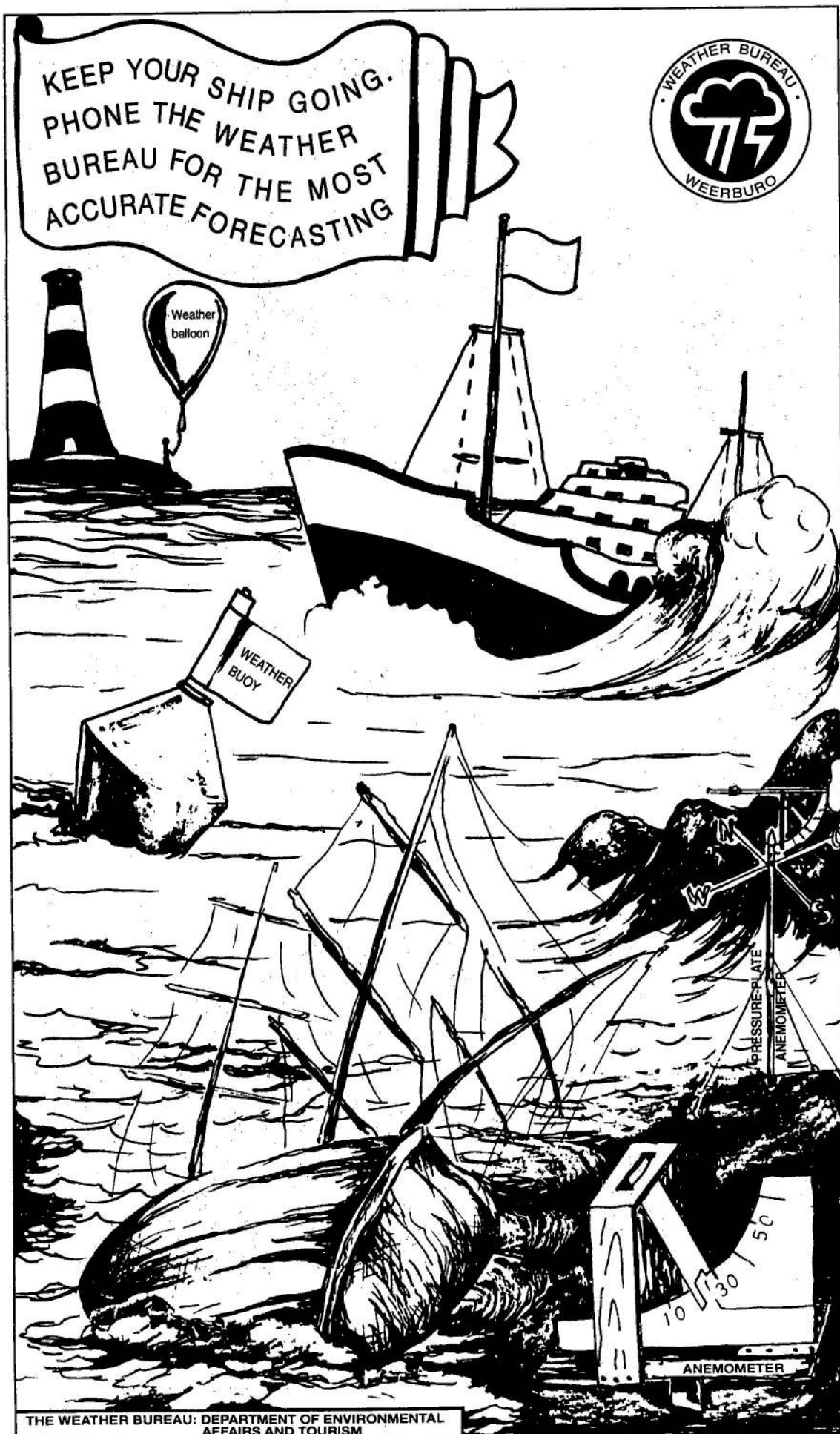


THE WEATHER BUREAU: DEPARTMENT OF ENVIRONMENTAL AFFAIRS AND TOURISM

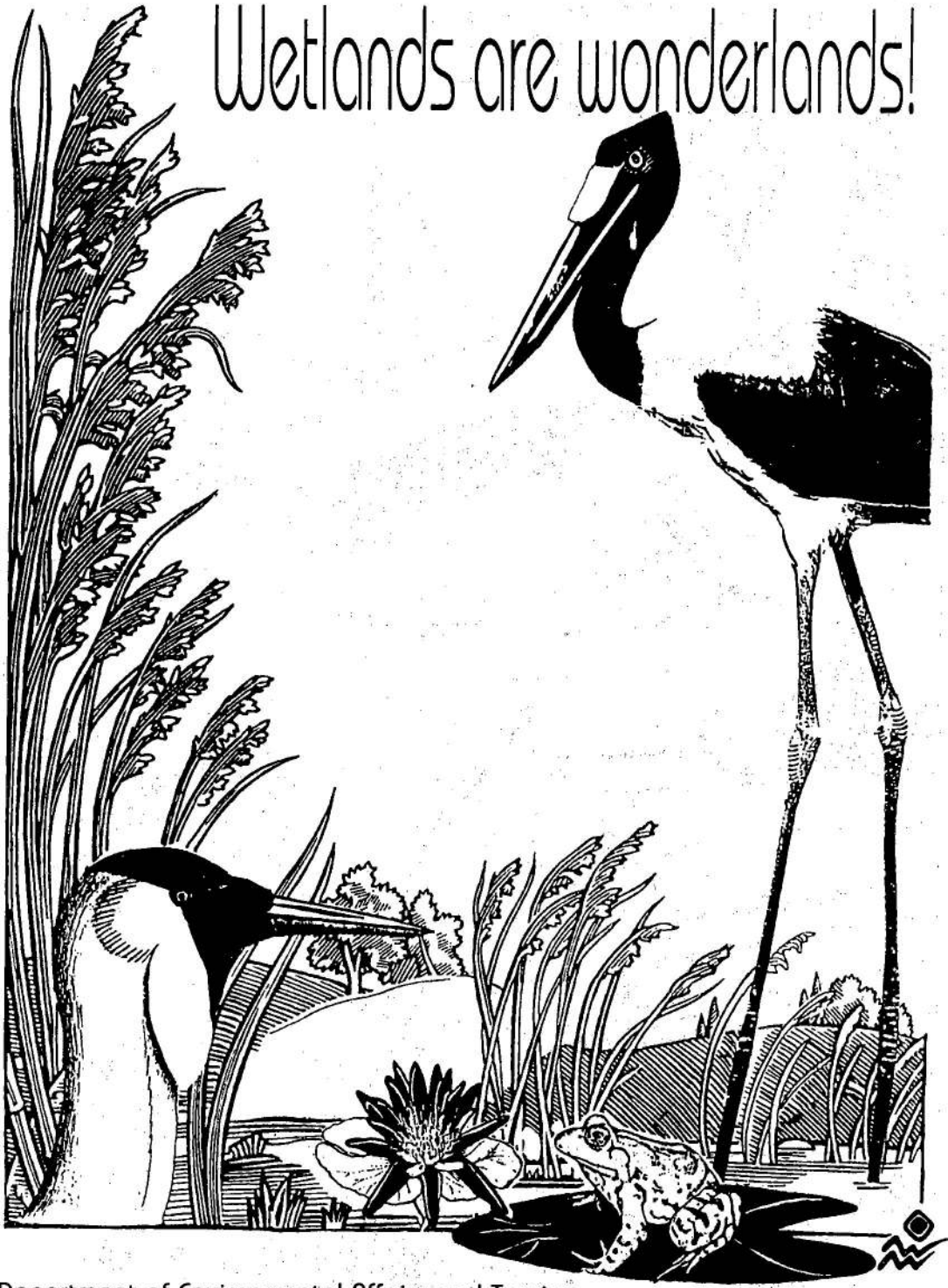
THE WEATHER BUREAU HELPS FARMERS TO PLAN THEIR CROP



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DIE WEERBURO: DEPARTEMENT VAN OMGEWINGSAKE EN TOERISME



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Department of Environmental Affairs and Tourism

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