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OF  
SOUTH AFRICA



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VAN  
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**We all have the power to prevent AIDS**

AIDS  
affects  
us all



A  
new  
struggle

**Prevention is the cure**

**AIDS  
HELPLINE**

**0800 012 322**

DEPARTMENT OF HEALTH

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# GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

## DEPARTMENT OF FINANCE DEPARTEMENT VAN FINANSIES

No. R. 373

14 April 2000

### AMENDMENT OF REGULATIONS MADE UNDER THE CUSTODY AND ADMINISTRATION OF SECURITIES ACT, 1992

The Minister of Finance has, under section 14 of the Custody and Administration of Securities Act, 1992 (Act No. 85 of 1992), made the regulations in the Schedule.

#### SCHEDULE

##### Definition

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 904 of 21 May 1993, as amended by Government Notice No. R. 1651 of 3 September 1993, Government Notice No. R. 595 of 12 April 1996 and Government Notice No. R. 1329 of 23 October 1998.

##### Amendment of regulation 6 of Regulations

2. Regulation 6 of the Regulations is amended by the substitution for subregulation (1) of the following subregulation:

"(1) The fees set out in the second column of the following table, which include VAT, are payable in respect of the item mentioned opposite thereto in the first column:

<i>Item</i>	<i>Fees</i>
(a) Authorisation to act as depository institution	R 4 000
(b) Application for registration as central securities depository	R 270 000
(c) Registration of change of name of a depository institution or a central securities depository	R 500
(a) Certified copy of a document evidential of the authorisation, registration or change of name of a depository institution or central securities depository	R 500"

##### Commencement

3. These regulations come into operation on 2 May 2000.

**No. R. 373****14 April 2000****WYSIGING VAN REGULASIES UITGEVAARDIG KRAGTENS DIE WET OP DIE BEWARING EN ADMINISTRASIE VAN EFFEKTE, 1992**

Die Minister van Finansies het kragtens artikel 14 van die Wet op die Bewaring en Administrasie van Effekte, 1992 (Wet No. 85 van 1992), die regulasies in die Bylae uitgevaardig.

**BYLAE****Woordomskrywing**

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 904 van 21 Mei 1993, soos gewysig deur Goewermentskennisgewing No. R. 1651 van 3 September 1993, Goewermentskennisgewing No. R. 595 van 12 April 1996 en Goewermentskennisgewing No. R. 1329 van 23 Oktober 1998.

**Wysiging van regulasie 6 van die Regulasies**

2. Regulasie 6 van die Regulasies word gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) Die gelde in die tweede kolom van die volgende tabel uiteengesit, wat BTW insluit, is betaalbaar ten opsigte van die item daarteenoor in die eerste kolom vermeld:

<i>Item</i>	<i>Gelde</i>
(a) Magtiging om as bewaarnemende instelling op te tree	R 4 000
(b) Aansoek om registrasie as sentrale effektebewaarnemer	R 270 000
(c) Registrasie van naamsverandering van 'n bewaarnemende instelling of 'n sentrale effektebewaarnemer	R 500
(d) Gesertifiseerde afskrif van dokument as bewys van die magtiging, registrasie of naamsverandering van 'n bewaarnemende instelling of sentrale effektebewaarnemer	R 500"

**Inwerkingtreding**

3. Hierdie regulasies tree op 2 Mei 2000 in werking.

No. R. 374

14 April 2000

## AMENDMENT OF REGULATIONS MADE UNDER THE STOCK EXCHANGES CONTROL ACT, 1985

The Minister of Finance has, under section 51 of the Stock Exchanges Control Act, 1985 (Act No. 1 of 1985), made the regulations in the Schedule.

## SCHEDULE

## Definition

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 594 of 12 April 1996, as amended by Government Notice No. R. 1269 of 26 September 1997, Government Notice No. R. 1065 of 28 August 1998 and Government Notice No. R. 1327 of 23 October 1998.

## Amendment of regulation 7 of Regulations

2. Regulation 7 of the Regulations is amended by the substitution for subregulation (1) of the following subregulation:

"(1) The fees set out in the second column of the following table, which include VAT, are payable in respect of the item mentioned opposite thereto in the first column:

<i>Item</i>	<i>Fees</i>
(a) Application for the issue of a stock exchange licence	R 270 000
(b) Application for the renewal of a stock exchange licence	R 14 000
(c) Application for the approval of a person as an investment manager of securities and units in a collective investment scheme, excluding an application by a linked investment services provider	R 14 000
(d) Application for the approval of a person as an investment manager solely of units in a collective investment scheme, excluding an application by a linked investment services provider	R 7 800
(e) Application for the approval of a category of persons as an investment manager of securities and units in a collective investment scheme, excluding an application by a linked investment services provider	R 16 800
(f) Application for the approval of a category of persons as an investment manager solely of units in a collective investment scheme, excluding an application by a linked investment services provider	R 9 400
(g) Application for the approval of a person to conduct the business of a discretionary or non-discretionary linked investment services provider	R 33 000



(h)	Application for the approval of a category of persons to conduct the business of a discretionary or non-discretionary linked investment services provider	R 39 600
(i)	Application for the extension of the approval of an investment manager so as to allow it to also conduct the business of a discretionary or non-discretionary linked investment services provider	R 11 000
(j)	Application for the extension of the approval as an investment manager of a category of persons so as to allow it to also conduct the business of a discretionary or non-discretionary linked investment services provider	R 13 700
(k)	Application for the extension of the approval of a non-discretionary linked investment services provider so as to allow it to also conduct the business of a discretionary linked investment services provider	R 6 700
(l)	Application for the extension of the approval as a non-discretionary linked investment services provider of a category of persons so as to allow it to also conduct the business of a discretionary linked investment services provider	R 8 000
(m)	Addition to the list of persons who fall within a category of persons referred to in section 4(1)(a) of the Act	R 2 500
(n)	Application for approval in terms of section 39(2A) of the Act	R 6 500
(o)	Application for approval of a change in directors or management of an investment manager as contemplated in condition 2.1(b) of the Conditions	R 700
(p)	Application by an investment manager for exemption from any Condition, excluding an application for exemption which accompanies an application for approval in terms of section 4 of the Act	R 700
(q)	Registration of change of name of a stock exchange or investment manager	R 500
(r)	Certified copy of a document evidential of the registration, approval or change of name of a stock exchange or an investment manager	R 500"

### Commencement

3. These regulations come into operation on 2 May 2000.

No. R. 374

14 April 2000

# WYSIGING VAN REGULASIES UITGEVAARDIG KRAGTENS DIE WET OP BEHEER VAN AANDELEBEURSE, 1985

Die Minister van Finansies het kragtens artikel 51 van die Wet op Beheer van Aandelebeurse, 1985 (Wet No. 1 van 1985), die regulasies in die Bylae uitgevaardig.

## BYLAE

### Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 594 van 12 April 1996, soos gewysig deur Goewermentskennisgewing No. R. 1269 van 26 September 1997, Goewermentskennisgewing No. R. 1065 van 28 Augustus 1998 en Goewermentskennisgewing No. R. 1327 van 23 Oktober 1998.

### Wysiging van regulasie 7 van die Regulasies

2. Regulasie 7 van die Regulasies word gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) Die gelde in die tweede kolom van die volgende tabel uiteengesit, wat BTW insluit, is betaalbaar ten opsigte van die item daarteenoor in die eerste kolom vermeld:

<i>Item</i>	<i>Gelde</i>
(a) Aansoek om die uitreiking van 'n aandelebeurslisensie	R 270 000
(b) Aansoek om die hernuwing van 'n aandelebeurslisensie	R 14 000
(c) Aansoek om die goedkeuring van 'n persoon as 'n beleggingsbestuurder van aandele en onderaandele in 'n kollektiewe beleggingskema, uitgesonderd 'n aansoek deur 'n diensverskaffer vir gekoppelde beleggings	R 14 000
(d) Aansoek om die goedkeuring van 'n persoon as 'n beleggingsbestuurder van slegs onderaandele in 'n kollektiewe beleggingskema, uitgesonderd 'n aansoek deur 'n diensverskaffer vir gekoppelde beleggings	R 7 800
(e) Aansoek om die goedkeuring van 'n kategorie persone as 'n beleggingsbestuurder van aandele en onderaandele in 'n kollektiewe beleggingskema, uitgesonderd 'n aansoek deur 'n diensverskaffer vir	

	gekoppelde beleggings	R 16 800
(f)	Aansoek om die goedkeuring van 'n kategorie persone as 'n beleggingsbestuurder slegs van onderaandeel in 'n kollektiewe beleggingskema, uitgesonderd 'n aansoek deur 'n diensverskaffer vir gekoppelde beleggings	R 9 400
(g)	Aansoek om goedkeuring van 'n persoon om die besigheid van 'n diskresionêre of nie-diskresionêre diensverskaffer vir gekoppelde beleggings te bedryf	R 33 000
(h)	Aansoek om goedkeuring van 'n kategorie persone om die besigheid van 'n diskresionêre of nie-diskresionêre diensverskaffer vir gekoppelde beleggings te bedryf	R 39 600
(i)	Aansoek om die uitbreiding van die goedkeuring van 'n beleggingsbestuurder ten einde die beleggingsbestuurder toe te laat om ook die besigheid van 'n diskresionêre of nie-diskresionêre diensverskaffer vir gekoppelde beleggings te bedryf	R 11 000
(j)	Aansoek om die uitbreiding van die goedkeuring as 'n beleggingsbestuurder van 'n kategorie persone ten einde die beleggingsbestuurder toe te laat om ook die besigheid van 'n diskresionêre of nie-diskresionêre diensverskaffer vir gekoppelde beleggings te bedryf	R 13 700
(k)	Aansoek om die uitbreiding van die goedkeuring van 'n nie-diskresionêre diensverskaffer vir gekoppelde beleggings ten einde sodanige diensverskaffer toe te laat om ook die besigheid van 'n diskresionêre diensverskaffer vir gekoppelde beleggings te bedryf	R 6 700
(l)	Aansoek om die uitbreiding van die goedkeuring as 'n nie-diskresionêre diensverskaffer vir gekoppelde beleggings van 'n kategorie persone ten einde sodanige diensverskaffer toe te laat om ook die besigheid van 'n diskresionêre diensverskaffer vir gekoppelde beleggings te bedryf	R 8 000
(m)	Byvoeging tot die lys van persone wat in 'n kategorie persone val, bedoel in artikel 4(1)(a) van die Wet	R 2 500
(n)	Aansoek om goedkeuring ingevolge artikel 39(2A) van die Wet	R 6 500
(o)	Aansoek om goedkeuring van 'n verandering in direkteur of bestuur van 'n beleggingsbestuurder soos beoog in voorwaarde 2.1(b) van die Voorwaardes	R 700



- |     |  |        |
|-----|--|--------|
| (p) | Aansoek deur 'n beleggingsbestuurder om vrystelling van enige van die Voorwaardes, uitgesonderd 'n aansoek om vrystelling wat 'n aansoek om goedkeuring ingevolge artikel 4 van die Wet vergesel | R 700  |
| (q) | Registrasie van naamsverandering van 'n aandeelbeurs of beleggingsbestuurder   | R 500  |
| (r) | Gesertifiseerde afskrif van dokument as bewys van registrasie, goedkeuring of naamsverandering van 'n aandeelbeurs of beleggingsbestuurder   | R 500" |

**Inwerkingtreding**

3. Hierdie regulasies tree op 2 Mei 2000 in werking.

**No. R. 375****14 April 2000****AMENDMENT OF REGULATIONS MADE UNDER THE FINANCIAL MARKETS CONTROL ACT, 1989**

The Minister of Finance has, under section 37 of the Financial Markets Control Act, 1989 (Act No. 55 of 1989), made the regulations in the Schedule.

**SCHEDULE****Definition**

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 619 of 25 April 1997, as amended by Government Notice No. R. 1270 of 26 September 1997, Government Notice No. R. 1066 of 28 August 1998 and Government Notice No. R. 1328 of 23 October 1998.

**Amendment of regulation 13 of Regulations**

2. Regulation 13 of the Regulations is amended by the substitution for subregulation (1) of the following subregulation:

"(1) The fees set out in the second column of the following table, which include VAT, are payable in respect of the item mentioned opposite thereto in the first column:

<i>Item</i>	<i>Fees</i>
(a) Application for the issue of a financial market licence	R 270 000
(b) Application for the renewal of a financial market licence	R 14 000
(c) Application for the approval of a person as an investment manager of futures, options, loan stock and units in a collective investment scheme, excluding an application by a linked investment services provider	R 14 000
(d) Application for the approval of a person as an investment manager solely of units in a collective investment scheme, excluding an application by a linked investment services provider	R 7 800
(e) Application for the approval of a category of persons as an investment manager of futures, options, loan stock and units in a collective investment scheme, excluding an application by a linked investment services provider	R 16 800
(f) Application for the approval of a category of persons as an investment manager solely of units in a collective investment scheme, excluding an application by a linked investment services provider	R 9 400
(g) Application for the approval of a person to conduct the business of a discretionary or non-discretionary linked	

	investment services provider	R 33 000
(h)	Application for the approval of a category of persons to conduct the business of a discretionary or non-discretionary linked investment services provider	R 39 600
(i)	Application for the extension of the approval of an investment manager so as to allow it to also conduct the business of a discretionary or non-discretionary linked investment services provider	R 11 000
(j)	Application for the extension of the approval as an investment manager of a category of persons so as to allow it to also conduct the business of a discretionary or non-discretionary linked investment services provider	R 13 700
(k)	Application for the extension of the approval of a non-discretionary linked investment services provider so as to allow it to also conduct the business of a discretionary linked investment services provider	R 6 700
(l)	Application for the extension of the approval as a non-discretionary linked investment services provider of a category of persons so as to allow it to also conduct the business of a discretionary linked investment services provider	R 8 000
(m)	Addition to the list of persons who fall within a category of persons referred to in section 5(1)(a) of the Act	R 2 500
(n)	Application for approval in terms of section 21A(2A) of the Act	R 6 500
(o)	Application for approval of a change in directors or management of an investment manager as contemplated in condition 2.1(b) of the Conditions	R 700
(p)	Application by an investment manager for exemption from any Condition, excluding an application for exemption which accompanies an application for approval in terms of section 5 of the Act	R 700
(q)	Registration of change of name of a financial exchange or investment manager	R 500
(r)	Certified copy of a document evidential of the registration, approval or change of name of a financial exchange or an investment manager	R 500
(s)	Application for exemption from any of the provisions of the Act	R 500
(t)	Amalgamation of financial exchanges, or of a financial exchange and a stock exchange	

Fees to be  
calculated on

an hourly basis  
at R 560 per  
hour

- (u) Transfer of the business of a financial exchange  
or part of its business to another financial  
exchange or a stock exchange

Fees to be  
calculated on  
an hourly basis  
at R 560 per  
hour

### **Commencement**

3. These regulations come into operation on 2 May 2000.

No. R. 375

14 April 2000

## WYSIGING VAN REGULASIES UITGEVAARDIG KRAGTENS DIE WET OP BEHEER VAN FINANSIËLE MARKTE, 1989

Die Minister van Finansies het kragtens artikel 37 van die Wet op Beheer van Finansiële Markte, 1989 (Wet No. 55 van 1989), die regulasies in die Bylae uitgevaardig.

## BYLAE

## Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 619 van 25 April 1997, soos gewysig deur Goewermentskennisgewing No. R. 1270 van 26 September 1997, Goewermentskennisgewing No. R. 1066 van 28 Augustus 1998 en Goewermentskennisgewing No. R. 1328 van 23 Oktober 1998.

## Wysiging van regulasie 13 van die Regulasies

2. Regulasie 13 van die Regulasies word gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) Die gelde in die tweede kolom van die volgende tabel uiteengesit, wat BTW insluit, is betaalbaar ten opsigte van die item daarteenoor in die eerste kolom vermeld:

<i>Item</i>	<i>Gelde</i>
(a) Aansoek om uitreiking van 'n finansiële marklisensie	R 270 000
(b) Aansoek om die hernuwing van 'n finansiële marklisensie	R 14 000
(c) Aansoek om die goedkeuring van 'n persoon as 'n beleggingsbestuurder van termynkontrakte, opsiekontrakte, leningseffekte en onderaandeel in 'n kollektiewe beleggingskema, uitgesonderd 'n aansoek deur 'n diensverskaffer vir gekoppelde beleggings	R 14 000
(d) Aansoek om die goedkeuring van 'n persoon as 'n beleggingsbestuurder van slegs onderaandeel in 'n kollektiewe beleggingskema, uitgesonderd 'n aansoek deur 'n diensverskaffer vir gekoppelde beleggings	R 7 800
(e) Aansoek om die goedkeuring van 'n kategorie persone as 'n beleggingsbestuurder van termynkontrakte, opsiekontrakte, leningseffekte en onderaandeel in 'n kollektiewe beleggingskema,	



	uitgesonderd 'n aansoek deur 'n diensverskaffer vir gekoppelde beleggings	R 16 800
(f)	Aansoek om die goedkeuring van 'n kategorie persone as 'n beleggingsbestuurder slegs van onderaandeel in 'n kollektiewe beleggingskema, uitgesonderd 'n aansoek deur 'n diensverskaffer vir gekoppelde beleggings	R 9 400
(g)	Aansoek om goedkeuring van 'n persoon om die besigheid van 'n diskresionêre of nie-diskresionêre diensverskaffer vir gekoppelde beleggings te bedryf	R 33 000
(h)	Aansoek om goedkeuring van 'n kategorie persone om die besigheid van 'n diskresionêre of nie-diskresionêre diensverskaffer vir gekoppelde beleggings te bedryf	R 39 600
(i)	Aansoek om die uitbreiding van die goedkeuring van 'n beleggingsbestuurder ten einde die beleggingsbestuurder toe te laat om ook die besigheid van 'n diskresionêre of nie-diskresionêre diensverskaffer vir gekoppelde beleggings te bedryf	R 11 000
(j)	Aansoek om die uitbreiding van die goedkeuring as 'n beleggingsbestuurder van 'n kategorie persone ten einde die beleggingsbestuurder toe te laat om ook die besigheid van 'n diskresionêre of nie-diskresionêre diensverskaffer vir gekoppelde beleggings te bedryf	R 13 700
(k)	Aansoek om die uitbreiding van die goedkeuring van 'n nie-diskresionêre diensverskaffer vir gekoppelde beleggings ten einde sodanige diensverskaffer toe te laat om ook die besigheid van 'n diskresionêre diensverskaffer vir gekoppelde beleggings te bedryf	R 6 700
(l)	Aansoek om die uitbreiding van die goedkeuring as 'n nie-diskresionêre diensverskaffer vir gekoppelde beleggings van 'n kategorie persone ten einde sodanige diensverskaffer toe te laat om ook die besigheid van 'n diskresionêre diensverskaffer vir gekoppelde beleggings te bedryf	R 8 000
(m)	Byvoeging tot die lys van persone wat in 'n kategorie persone val, bedoel in artikel 5(1)(a) van die Wet	R 2 500
(n)	Aansoek om goedkeuring ingevolge artikel 21A(2A) van die Wet	R 6 500
(o)	Aansoek om goedkeuring van 'n verandering in direkteur of bestuur van 'n beleggingsbestuurder soos beoog in voorwaarde 2.1(b) van die Voorwaardes	R 700

- |     |  |   |
|-----|--|---|
| (p) | Aansoek deur 'n beleggingsbestuurder om vrystelling van enige van die Voorwaardes, uitgesonderd 'n aansoek om vrystelling wat 'n aansoek om goedkeuring ingevolge artikel 5 van die Wet vergesel | R 700   |
| (q) | Registrasie van naamsverandering van 'n finansiële beurs of beleggingsbestuurder   | R 500   |
| (r) | Gesertifiseerde afskrif van dokument as bewys van registrasie, goedkeuring of naamsverandering van 'n finansiële beurs of beleggingsbestuurder   | R 500   |
| (s) | Aansoek om vrystelling van enige van die bepalings van die Wet   | R 500   |
| (t) | Amalgamasie van finansiële beurse, of van 'n finansiële beurs en 'n aandeelbeurs   | Gelde word<br>bereken op 'n<br>uurlikse basis teen<br>R 560 per uur |
| (u) | Oordrag van die besigheid van 'n finansiële beurs of 'n gedeelte van sodanige besigheid aan 'n ander finansiële beurs of 'n aandeelbeurs   | Gelde word<br>bereken op 'n<br>uurlikse basis teen<br>R 560 per uur |

### **Inwerkingtreding**

3. Hierdie regulasies tree op 2 Mei 2000 in werking.

**DEPARTMENT OF LABOUR  
DEPARTEMENT VAN ARBEID****No. R. 367****14 April 2000****LABOUR RELATIONS ACT, 1995****BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY, KWAZULU-NATAL: EXTENSION OF PROVIDENT FUND AND MORTALITY BENEFIT ASSOCIATION COLLECTIVE RE-ENACTING AND AMENDING AGREEMENT TO NON-PARTIES**

Under section 32 (2) of the Labour Relations Act, 1995 (Act No. 66 of 1995), I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby declare that, from 24 April 2000 to 31 July 2001, the Collective Agreement in the Schedule, which was concluded in the Bargaining Council for the Furniture Manufacturing Industry, KwaZulu-Natal, is binding on other employers and employees in that Industry, not parties to that Agreement, in the areas known as—

- (a) Area A in the Province of Natal, which consists of the Magisterial Districts of Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown, in the Province of Natal as it existed on 3 July 1954 and the Magisterial District of Mount Currie as it existed on 3 July 1954;
- (b) Area B, which consists of the Magisterial Districts of Umvoti (Greytown), Lions River, Port Shepstone, Richmond, Lower Tugela and Umzinto and the municipal areas of Estcourt, Ladysmith, and Newcastle, as it existed on 3 July 1954;
- (c) Area C, which consists of the remainder of the Province of KwaZulu-Natal,

excluding any portion of those areas which fell within the self-governing territory of KwaZulu and the Republic of Transkei immediately prior to the commencement of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993).

**M. M. S. MDLADLANA**  
Minister of Labour

**No. R. 367****14 April 2000****WET OP ARBEIDSVARHOUDINGE, 1995****BEDINGINGSRAAD VIR DIE MEUBELNYWERHEID, KWAZULU-NATAL: UITBREIDING VAN VOORSORGFONDS EN STERFTEBYSTANDSVARENIGING KOLLEKTIEWE HERBEKRAGTIGINGS- EN WYSIGINGSOOREENKOMS NA NIE-PARTYE**

Ingevolge artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), verklaar ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, hierby, dat, vanaf 24 April 2000 tot 31 Julie 2001, die Kollektiewe Ooreenkoms in die Bylae, wat in die Meubelnywerheidsbedingingsraad, KwaZulu-Natal aangegaan is, bindend op die ander werkgewers en werknemers in daardie nywerheid, wat nie partye tot die Ooreenkoms is nie, in die gebiede bekend as—

- (a) Gebied A in die provinsie Natal, wat bestaan uit die landdrostdistrikte Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown, in die provinsie Natal soos dit bestaan het op 3 Julie 1954 en die landdrostdistrik Mount Currie soos dit bestaan het op 3 Julie 1954;
- (b) Gebied B, wat bestaan uit die Landdrostdistrikte Umvoti (Greytown), Lions River, Port Shepstone, Richmond, Lower Tugela en Umzinto en die munisipale gebiede van Estcourt, Ladysmith, en Newcastle, soos dit bestaan het op 3 Julie 1954;
- (c) Gebied C, wat bestaan uit die restant van die provinsie KwaZulu-Natal,

uitgesluit enige gedeelte wat in die selfregerende gebied van KwaZulu en die Republiek van die Transkei geval het direk voor die inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993).

**M. M. S. MDLADLANA**  
Minister van Arbeid

**Nota:** 'n Afrikaanse vertaling van die Ooreenkoms by die Engelse kennisgewing is beskikbaar by die Raad.

**SCHEDULE****BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY, KWAZULU-NATAL****PROVIDENT FUND AND MORTALITY BENEFIT ASSOCIATION COLLECTIVE AMENDING AGREEMENT**

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

**KwaZulu-Natal Furniture Manufacturers' Association**

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

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

and the

**Chemical, Energy, Paper, Printing, Wood and Allied Workers, Union**

(hereinafter referred to as the "employees" or the trade unions) of the other part,  
being the parties to the Bargaining Council for the Furniture Manufacturing Industry, KwaZulu-Natal,  
to amend the Provident Fund and Mortality Benefit Association Collective Agreement published under Government Notice No. R. 749 of 5 June 1998, as amended by Government Notice No. R. 1690 of 24 December 1998.

**1. SCOPE OF APPLICATION OF AGREEMENT**

- (1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry, KwaZulu-Natal—
  - (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union and who are engaged or employed in the Furniture Manufacturing Industry;
  - (b) in Area A, which consists of the Magisterial Districts of Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown and Mount Currie;
  - (c) in Area B which consists of the Magisterial Districts of Greytown, Lions river, Port Shepstone, Richmond, Lower Tugela and Umzinto and the municipal areas of Estcourt, Ladysmith and Newcastle; and
  - (d) in Area C, which consists of the remainder of the Province of KwaZulu-Natal.
- (2). Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall—
  - (a) only apply in respect of employees for whom minimum wages as prescribed in the Main Agreement and to working employers as defined in the Main Agreement;
  - (b) apply to apprentices in so far as they are not inconsistent with provisions of the Manpower Training Act, 1981, R/W The Skills Development Act, No. 97 of 1998 or any contracts entered into or any conditions fixed there-under;
  - (c) nor apply to any employee or working employer who at the date of the coming into operation of this agreement is or thereafter becomes, a participant in and member of any part other of any other fund providing pension and/or provident benefits, which is in existence on the said date and in which the employer of that employee is on the said date a participant, or to the employer of such employee, during such period only as such other funds continues to operate and both employer and employee are participants therein, if in the opinion of the Council the benefits which the other fund provides are on the whole not less favourable than the benefits provided by the Council's fund;
  - (d) not apply to an employer who carries on not more than one business within the scope of application of this Agreement and who employs less than five employees at all times in or in connection with such business: Provided that working employers shall be regarded as employees for the purposes of establishing the number of employers in such business: Provided further that an employer who excluded by virtue of this paragraph and his employees may elect to participate in the funds provided for on a voluntary basis;
  - (e) the provisions of subclause (2)(d) shall not apply where an employer has more than four employees in his employ at the date of the coming into operation of this Agreement, and subsequently reduces his number of employees to less than five;
  - (f) notwithstanding the provisions contained in subclause (2) (d), an employer who has taken advantage of and enjoyed the exclusion contained therein may continue to do so for a period not exceeding three years and upon expiry of the three years period all the provisions of this Agreement shall apply to such employer and his employees.
  - (g) the terms of this Agreement shall not apply to non-parties in respect of clause 1(1)(a) clauses.

**2. PERIOD OF OPERATION OF AGREEMENT**

This Agreement shall come into operation on such a date as may be fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and the agreement shall remain in force for the period ending 31 July 2001.

**3. GENERAL PROVISIONS**

The provisions contained in clauses 3 to 27 of the Former Agreement published under Government Notice No. R. 749 of 5 June 1998, as amended by Government Notice No. R1690 of 24 December 1998, shall apply to employers and employees.

**2. CLAUSE 6: RESOLUTION OF DISPUTES**

Substitute the following for the existing clause 6:

- (1) The Council may appoint one or more specified persons and may nominate them for appointment by the Minister as designated agents in terms of section 33 (1) of the Act to attempt to resolve a dispute or to investigate any alleged contravention, and for purposes of routine to carry out any inspection to enforce compliance with this Agreement.

- (2) If there is a dispute about the interpretation of the application and enforcement, of any provision of the Agreement, any party to the dispute may refer the dispute in writing to the Council.
- (3) The party who refers the dispute must satisfy the Council that a copy of the referral has been served on all other parties to the dispute.
- (4) The Council must attempt to resolve the dispute through conciliation.
- (5) The Secretary of the Council may require a designated agent to investigate the dispute.
- (6) The designated agent may investigate the facts surrounding the dispute and if the designated agent has reason to believe that there has been a contravention of the Agreement, the designated agent may endeavour to secure compliance with the Agreement through conciliation.
- (7) The designated agent shall submit to the Secretary a written report on the steps taken to secure compliance and the outcome thereof.
- (8) Should a party to such dispute, at date set down for conciliation, object to the designated agent acting as conciliator, the Council may, on request of any such party to the Secretary of the Council, refer the dispute to conciliation by—
  - (a) a conciliator experienced in labour conciliation; or
  - (b) the Commission for Conciliation Mediation and Arbitration; subject to there being an, agreement with commission in terms of section 51 (6) of the Act; or
  - (c) an accredited agency,who shall endeavour to secure compliance with the Collective Agreement through conciliation.
- (9) On the failure of any party to attend a scheduled conciliation meeting, the Council may—
  - (a) postpone proceedings to a date not more than 14 days from the initial scheduled conciliation meeting; or
  - (b) issue a certificate declaring the dispute unresolved.
- (10) If the dispute referred to under subclauses (8) and (9) above has been certified as unresolved, any party to the dispute may request the Secretary of the Council to refer the dispute to arbitration by—
  - (a) an arbitrator experienced in labour arbitrations; or
  - (b) the Commission for Conciliation, Mediation and Arbitration; or
  - (c) an accredited agency,and the issued certificate shall describe the dispute in terms which shall constitute the terms of reference of the arbitration to be conducted.
- (11) If, during the course of performing his duties, a designated agent discovers what appears to be a contravention of the Agreement, the designated agent shall—
  - (a) investigate the alleged contravention;
  - (b) endeavour to secure compliance with the Agreement through conciliation;
  - (c) submit a report to the Secretary on the investigation, the steps taken to secure compliance and the outcome thereof, and describe the issues in dispute; and
  - (d) certify that the matter is either resolved or unresolved.
- (12) Should a party to such alleged contravention, as contemplated under subclause (11) above, at a date set down for conciliation, object to the designated agent as conciliator, the Council, may on the request of any such party to the Secretary of the Council, refer the alleged contravention to conciliation by—
  - (a) a conciliator experienced in labour conciliation; or
  - (b) the Commission for Conciliation, Mediation and Arbitration; or
  - (c) an accredited agency,who shall endeavour to secure compliance with the Agreement through conciliation, and certify that the matter is either resolved or unresolved.
- (13) On receipt of the report, as contemplated in (11) above, the Secretary may—
  - (a) require a designated agent to conduct further investigations; or
  - (b) if further conciliation is indicated, refer the alleged contravention to the Dispute Settling Committee of the Council; or
  - (c) issue a compliance order; or
  - (d) refer the alleged contravention for arbitration by—
    - (i) an arbitrator experienced in labour arbitrations;
    - (ii) or an accredited agency; or
    - (iii) the Commission for Conciliation, Mediation and Arbitration.



The description of the dispute set out in the certificate issued in terms of clause 6 (11) (d) shall constitute the terms of reference of the arbitration to be conducted.

(14) On receipt of the certificate issued under subclause (12), the Secretary may—

- (a) take such steps as are necessary to give effect to any such agreement reached in the event of the contravention issue having been resolved; or
- (b) refer the alleged contravention to arbitration by—
  - (i) an arbitrator experienced in labour arbitrations;
  - (ii) or an accredited agency; or
  - (iii) the Commission for Conciliation, Mediation and Arbitration.

The description of the dispute set out in the certificate issued in terms of Clause 6 (11) (d) shall constitute the terms of reference of the arbitration to be conducted.

(15) The Secretary may apply to make the arbitration award an order of the Labour Court under section 158 (1) of the Act."

### 3. CLAUSE 7: EXEMPTIONS

(1) Substitute the following for the existing subclause (2) (c):

"(a) **Establishment:** In terms of section 32 of the Act the Council hereby establishes an independent body, to be known as the Exemptions Appeal Board, to hear and decide, as soon as possible, any appeal brought against the Council's refusal of a non-party's application for exemption from the provisions of the Collective Agreement or the withdrawal of such an exemption by the Council."

(2) Substitute the following for the existing subclause (2) (b):

"(b) **Composition of the Board:** The Exemptions Appeal Board (the Board) shall consist of a chairperson and two members, each of whom may have an alternate and who are all independent of the Council."

(3) In the first line of subclause (2) (h), substitute the expression "any appeal brought against the Council's refusal of a non-party's application for exemption or the withdrawal of such an exemption by the Council."

Signed at Durban this 9th day of December 1999.

**M. H. GIBBS**

Chairman

**G. MOONSAMY**

Vice-Chairman

**G. J. P. BLIGNAUT**

Secretary

**No. R. 368**

**14 April 2000**

### LABOUR RELATIONS ACT, 1995

#### CANCELLATION OF GOVERNMENT NOTICES

#### FURNITURE MANUFACTURING INDUSTRY, KWAZULU-NATAL: PROVIDENT FUND AND MORTALITY BENEFIT ASSOCIATION COLLECTIVE AGREEMENT

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of section 32 (7) of the Labour Relations Act, 1995, cancel Government Notices Nos. R. 749 of 5 June 1998 and R. 1690 of 24 December 1998, with effect from 4 April 2000.

**M. M. S. MDLADLANA**

Minister of Labour

**No. R. 368**

**14 April 2000**

### WET OP ARBEIDSVERHOUDINGE, 1995

#### INTREKKING VAN GOEWERMENSKENNISGEWINGS

#### MEUBELNYWERHEID KWAZULU-NATAL: VOORSORGFONDS EN STERFTEBYSTANDSVERENIGING KOLLEKTIEWE OOREENKOMS

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, trek hierby, kragtens artikel 32 (7) van die Wet op Arbeidsverhoudinge, 1995, Goewermentskennisgewings No. R. 749 van 5 Junie 1998 en R. 1690 van 24 Desember 1998 in, met ingang van 4 April 2000.

**M. M. S. MDLADLANA**

Minister van Arbeid

No. R. 369

14 April 2000

## LABOUR RELATIONS ACT, 1995

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

Under section 32 (2) of the Labour Relations Act, 1995 (Act No. 66 of 1995), I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby declare that, from 24 April 2000 to 30 June 2005, the Collective Amending Agreement in the Schedule, which was concluded in the Bargaining Council for the Furniture Manufacturing Industry, KwaZulu-Natal, is binding on other employers and employees in that Industry, not parties to that Agreement, in the areas known as—

- (a) Area A in the Province of Natal, which consists of the Magisterial Districts of Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown, in the Province of Natal as it existed on 3 July 1954 and the Magisterial District of Mount Currie as it existed on 3 July 1954;
- (b) Area B, which consists of the Magisterial Districts of Umvoti (Greytown), Lions River, Port Shepstone, Richmond, Lower Tugela and Umzinto and the municipal areas of Estcourt, Ladysmith, and Newcastle, as it existed on 3 July 1954;
- (c) Area C, which consists of the remainder of the Province of KwaZulu-Natal,

excluding any portion of those areas which fell within the self-governing territory of KwaZulu and the Republic of Transkei immediately prior to the commencement of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993).

**M. M. S. MDLADLANA**  
Minister of Labour

No. R. 369

14 April 2000

## WET OP ARBEIDSVERHOUDINGE, 1995

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

Ingevolge artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), verklaar ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, hierby, dat, vanaf 24 April 2000 tot 30 Junie 2005, die Kollektiewe Wysigingsooreenkoms in die Bylae, wat in die Meubelnywerheidsbedingingsraad, KwaZulu-Natal aangegaan is, bindend op die ander werkgewers en werknemers in daardie nywerheid, wat nie partye tot die Ooreenkoms is nie, in die gebiede bekend as—

- (a) Gebied A in die provinsie Natal, wat bestaan uit die landdrostdistrikte Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown, in die provinsie Natal soos dit bestaan het op 3 Julie 1954 en die landdrostdistrik Mount Currie soos dit bestaan het op 3 Julie 1954;
- (b) Gebied B, wat bestaan uit die Landdrostdistrikte Umvoti (Greytown), Lions River, Port Shepstone, Richmond, Lower Tugela en Umzinto en die munisipale gebiede van Estcourt, Ladysmith, en Newcastle, soos dit bestaan het op 3 Julie 1954;
- (c) Gebied C, wat bestaan uit die restant van die provinsie KwaZulu-Natal,

uitgesluit enige gedeelte wat in die selfregerende gebied van KwaZulu en die Republiek van die Transkei geval het direk voor die inwerkingtreding van die Grondwet van die Republiek van Suid-Afrika, 1993 (Wet No. 200 van 1993).

**M. M. S. MDLADLANA**  
Minister van Arbeid

**Nota:** 'n Afrikaanse vertaling van die Ooreenkoms by die Engelse kennisgewing is beskikbaar by die Raad.

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

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

**KwaZulu-Natal Furniture Manufacturers' Association**

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

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

and the

**Chemical, Energy, Paper, Printing, Wood and Allied Workers' Union**

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

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

to amend the Main Collective Agreement published under Government Notice No. R. 685 of 18 May 1998 [as amended and re-enacted by Government Notices Nos.], R. 1660 of 18 December 1998, R. 312 of 12 March 1999 and R. 1217 of 22 October 1999.

### 1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry, KwaZulu-Natal—
  - (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions, and who are engaged and employed therein, respectively;
  - (b) in Area A, which consists of the Magisterial Districts of Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown and Mount Currie;
  - (c) in Area B, which consists of the Magisterial Districts of Umvoti (Greytown), Lions River, Port Shepstone, Richmond, Lower Tugela and Umzinto and the municipal areas of Estcourt, Ladysmith and Newcastle;
  - (d) in Area C, which consists of the remainder of the Province of KwaZulu-Natal.
- (2) Notwithstanding the provisions of subclause (1), the provisions of this Agreement shall—
  - (a) apply only in respect of employees for whom minimum wages are prescribed in this Agreement;
  - (b) apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, read with the Skills Development Act No. 97 of 1998 or any contracts entered into or any conditions fixed thereunder;
  - (c) not apply to professional, technical, administrative, sales and office staff: Provided that such employees are in receipt of regular remuneration in excess of the maximum rate prescribed in Schedule A of the Agreement, published under Government Notice No. R. 1217 of 22 October 1999, excluding clause XXI, plus R35,00;
  - (d) not apply to managers, submanagers, foremen and supervisory staff if such employees are in receipt of regular remuneration of not less than R40 920 per annum, or where the employer of such staff does not provide or maintain a registered pension or registered provident fund and a registered medical aid fund, R48 140 per annum. These limits shall be increased from year to year by the same percentages as the increases granted to employees earning the highest rate set out in Schedule A of the Agreement, published under Government Notice No. R. 1217 of 22 October 1999.
- (3) Notwithstanding the provisions of subclauses (1) and (2), the provisions of the Agreement published under Government Notice No. R. 685 of 18 May 1998, excluding those contained in clauses 13 (1) and (2), 16, 17 (1), (2), (3), (4), (5) and (9), 20 and 23, shall not apply to an employer who carries on not more than one business within the scope of application of this Agreement and who employs fewer than five employees at all times in or in connection with such business and who complies with the relevant provisions of the Basic Conditions of Employment Act, 1997: Provided that working employers shall be regarded as employees for the purpose of establishing the number of employees in such business: Provided further that where such an employer elects voluntarily to contribute to any of the funds administered by the Council, he shall be deemed to have five employees in his employ.
- (4) The provisions of subclause (3) shall not apply where an employer has more than four employees in his employ at the date of coming into operation of this Agreement, and subsequently reduces his number of employees to fewer than five.
- (5) Notwithstanding the provisions contained in subclause (3), no employer who has taken advantage of and enjoyed the exclusion contained therein shall continue to do so for a period exceeding three years and upon expiry of the three-year period all the provisions of the Agreement shall apply to such employer and his employees.
- (6) The terms of this Agreement shall not apply to non-parties in respect of clauses 1(1)(a), and 2.

### 2. PERIOD OF OPERATION OF AGREEMENT

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

### 3. CLAUSE 15: EXEMPTIONS

- (1) Substitute the following for the existing subclause (2) (a):
  - "(a) **Establishment:** In terms of section 32 of the Act the Council hereby establishes an independent body, to be known as the Exemptions Appeal Board, to hear and decide, as soon as possible, any appeal brought against the Council's refusal of a non-party's application for exemption from the provisions of the Collective Agreement or the withdrawal of such an Exemption by the Council."
- (2) Substitute the following for the existing subclause (2) (b):
  - "(a) **Composition of the Board:** The Exemptions Appeal Board (the Board) shall consist of a chairperson and two members each of whom may have an alternate, and who are all independent of the Council."
- (3) In the first line of subclause (2)(h), substitute the expression "any appeal brought against the Council's refusal of a non-party's application for the expression "each application".

### 3. CLAUSE 23: ENFORCEMENT OF AGREEMENT AND RESOLUTION OF DISPUTES

Substitute the following for the existing clause 23:

- "(1) The Council may appoint one or more specified persons and may nominate them for appointment by the Minister as designated agents in terms of section 33(1) of the Act to attempt to resolve a dispute or to investigate any alleged contravention, and for purposes of routine, to carry out any inspection to enforce compliance with this Agreement.

- (2) If there is a dispute about the interpretation of the application and enforcement, of any provision of the Agreement, any party to the dispute may refer the dispute in writing to the Council.
- (3) The party who refers the dispute must satisfy the Council that a copy of such referral has been served on all other parties to the dispute.
- (4) The Council must attempt to resolve the dispute through conciliation.
- (5) The Secretary of the Council may require a designated agent to investigate the dispute.
- (6) The designated agent may investigate the facts surrounding the dispute and if the designated agent has reason to believe that there has been a contravention of the Agreement, the designated agent may endeavour to secure compliance with the Agreement through conciliation.
- (7) The designated agent shall submit to the Secretary a written report on the steps taken to secure compliance and the outcome thereof.
- (8) Should a party to such dispute, at a date set down for conciliation, object to the designated agent acting as a conciliator, the Council may, on request of any such party to the Secretary of the Council, refer the dispute to conciliation by—
  - (a) a conciliator experienced in labour conciliation; or
  - (b) the Commission for Conciliation, Mediation and Arbitration subject to there being an agreement with the Commission in terms of section 51 (6) of the Act; or
  - (c) an accredited agency;who shall endeavour to secure compliance with the Collective Agreement through conciliation.
- (9) On the failure of any party to attend a scheduled conciliation meeting, the Council may—
  - (a) postpone proceedings to a date not more than 14 days from the initial scheduled conciliation meeting; or
  - (b) issue a certificate declaring the dispute unresolved.
- (10) If the dispute referred to under subclauses (8) and (9) above has been certified as unresolved, any party to the dispute may request the Secretary of the Council to refer the dispute to arbitration by—
  - (a) an arbitrator experienced in labour arbitrations; or
  - (b) the Commission for Conciliation, Mediation and Arbitration, subject to there being an agreement with the Commission in terms of section 51 (6) of the Act; or
  - (c) an accredited agency,and the issued certificate shall describe the dispute in terms which shall constitute the terms of reference of the arbitration to be conducted.
- (11) If, during the course of performing his duties, a designated agent discovers what appears to be a contravention of the Agreement, the designated agent shall—
  - (a) investigate the alleged contravention;
  - (b) endeavour to secure compliance with the Agreement through conciliation;
  - (c) submit a report to the Secretary on the investigation, the steps taken to secure compliance and the outcome thereof and describe the issues in dispute; and
  - (d) certify that the matter is either resolved or unresolved.
- (12) Should a party to such alleged contravention, as contemplated under subclause (11) above, at a date set down for conciliation, object to the designated agent as conciliator, the Council may, on the request of any such party to the Secretary of the Council, refer the alleged contravention to conciliation by—
  - (a) a conciliator experienced in labour conciliation; or
  - (b) the Commission for Conciliation, Mediation and Arbitration; subject to there being an agreement with the Commission in terms of section 51 (6) of the Act; or
  - (c) an accredited agency;who shall endeavour to secure compliance with the Agreement through conciliation, and certify that the matter is either resolved or unresolved.
- (13) On receipt of the report, as contemplated in Subclause (11) above, the Secretary may—
  - (a) require a designated agent to conduct further investigations; or
  - (b) if further conciliation is indicated, refer the alleged contravention to the Dispute Settling Committee of the Council; or
  - (c) issue a compliance order; or



(d) refer the alleged contravention for arbitration by—

- (i) an arbitrator experienced in labour arbitrations;
- (ii) or an accredited agency; or
- (iii) the Commission for Conciliation, Mediation and Arbitration, subject to there being an Agreement with the Commission in terms of section 51 (6) of the Act;

The description of the dispute set out in the certificate issued in terms of Clause 23 (11) (d) shall constitute the terms of reference of the arbitration to be conducted.

(14) On receipt of the certificate issued under Subclause (12), the Secretary may—

- (a) take such steps as are necessary to give effect to any such agreement reached in the event of the contravention issue having been resolved; or
- (b) refer to alleged contravention to arbitration by—
  - (i) an arbitrator experienced in labour arbitrations;
  - (ii) or an accredited agency; or
  - (iii) the Commission for Conciliation, Mediation and Arbitration, subject to there being an Agreement with the Commission in terms of section 51 (6) of the Act;

The description of the dispute set out in the certificate issued in terms of Clause 23 (11) (d) shall constitute the terms of reference of the arbitration to be conducted.

(15) The Secretary may apply to make the arbitration award an order of the Labour Court under section 158 (1) of the Act."

Signed at Durban on this 9th day of December 1999.

**M. H. GIBBS**

Chairman

**G. MOONSAMY**

Vice-Chairman

**G. J. P. BLIGNAUT**

Secretary

**No. R. 371**

**14 April 2000**

BASIC CONDITIONS OF EMPLOYMENT ACT, No. 75 OF 1997

**EMPLOYMENT CONDITIONS COMMISSION INVESTIGATION CIVIL ENGINEERING SECTOR,  
REPUBLIC OF SOUTH AFRICA**

In terms of section 52 (1) of the Basic Conditions of Employment Act, No. 75 of 1997, I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby direct the Director-General to investigate the conditions of employment and rates of remuneration in the Civil Engineering Sector of the Republic of South Africa.

I give notice in terms of section 52 (3) of the Basic Conditions Act, 1997, of the commencement of said investigation and invite written representation by members of the public.

The terms of reference shall be to investigate conditions of employment and rates of remuneration in the Civil Engineering Sector of the Republic of South Africa.

Interested persons are hereby given the opportunity of making written representations to the Employment Conditions Commission. Such representations should reach the Directorate: Minimum Standards, Department of Labour, Private Bag X117, Pretoria, 0001, within 30 days of the publication of this notice.

**M. M. S. MDLADLANA**

Minister of Labour

**No. R. 378**

**14 April 2000**

LABOUR RELATIONS ACT, 1995

**CLOTHING INDUSTRY BARGAINING COUNCIL (NORTHERN AREAS): EXTENSION OF THE PERIOD OF OPERATION  
OF COLLECTIVE FUND AGREEMENT**

I, Dennis van der Walt, Director: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32 (6) (a) (i) of the Labour Relations Act, 1995, extend the period of fixed in Government Notice No. R. 828 of 23 July 1999, by a further period ending 30 June 2001.

**D. VAN DER WALT**

Director: Collective Bargaining



**No. R. 378****14 April 2000****WET OP ARBEIDSVIRHOUDINGE, 1995****BEDINGINGSRAAD VIR DIE KLERASIENYWERHEID (NOORDELIKE GEBIEDE): VERLENGING VAN TYDPERK VAN GELDIGHEIDSDUUR VAN KOLLEKTIEWE FONDSOOREENKOMS**

Ek, Dennis van der Walt, Direkteur: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 32 (6) (a) (i) van die Wet op Arbeidsverhoudinge, 1995, die tydperk vasgestel in Goewermentskennisgewing No. R. 828 van 23 Julie 1999, met 'n verdere tydperk wat op 30 Junie 2001 eindig.

**D. VAN DER WALT****Direkteur: Kollektiewe Bedinging**

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**DEPARTMENT OF MINERALS AND ENERGY  
DEPARTEMENT VAN MINERALE EN ENERGIE****No. R. 370****14 April 2000****MINE HEALTH AND SAFETY ACT, 1996 (ACT No. 29 OF 1996)****NOTICE OF THE NOMINATIONS FOR MEMBERS OF TRIPARTITE INSTITUTIONS**

In terms of regulation 18.1 (1) and (2) of the Mine Health and Safety Act, 1996 (Act No. 29 of 1996), all registered trade unions with members who are employed or working at a mine and all employers' organisations with owners of mines as members are hereby invited to nominate persons for appointment as members of the Mine Health and Safety Council and its permanent committees, namely the Mining Regulation Advisory Committee, the Mining Occupational Health Advisory Committee and Safety in Mines Research Advisory Committee.

Every nomination must be submitted in writing within 30 days of the publication of this notice to the Chief Inspector of Mines: Department of Minerals and Energy, Private Bag X59, Pretoria, 0001, and must contain—

- (a) the name, address and short curriculum vitae of the nominee;
- (b) the tripartite institution for which the person is nominated; and
- (c) if submitted by—
  - (i) a registered trade union, a statement of the number of persons employed or working at mines who are members of the union; or
  - (ii) an employer's organisation, a statement of the number of employees employed by owners of mines who are members of the organisation.

**P. MLAMBO-NGCUKA****Minister of Minerals and Energy**

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

No. R. 379

14 April 2000

CUSTOMS AND EXCISE ACT, 1964

**IMPOSITION OF PROVISIONAL PAYMENT (VB/82)**

Under section 57A of the Customs and Excise Act, 1964, a provisional payment in relation to anti-dumping duty is imposed up to and including 13 October 2000, to the extent and on the goods set out in the Schedule hereto.

**P. GORDHAN**

Commissioner for the South African Revenue Service

**SCHEDULE**

Heading	Description of Goods	Provisional Payment	Originating in
28.03	Carbon (carbon blacks and other forms of carbon not elsewhere specified or included)	97%	Australia
28.03	Carbon (carbon blacks and other forms of carbon not elsewhere specified or included)	27,6%	Thailand

No. R. 379

14 April 2000

DOEANE- EN AKSYNSWET, 1964

**OPLEGGING VAN VOORLOPIGE BETALING (VB/82)**

Kragtens artikel 57A van die Doeane- en Aksynswet, 1964, word 'n voorlopige betaling met betrekking tot anti-dumpingreg tot en met 13 Oktober 2000 opgelê in die mate en op die goedere in die mate in die Bylae hierby aangetoon.

**P. GORDHAN**

Kommissaris van die Suid-Afrikaanse Inkomstediens

**BYLAE**

Pos	Beskrywing van Goedere	Voorlopige Betaling	Afkomstig van
28.03	Koolstof (koolswart en ander vorms van koolstof nie elders vermeld of ingesluit nie)	97%	Australië
28.03	Koolstof (koolswart en ander vorms van koolstof nie elders vermeld of ingesluit nie)	27,6%	Thailand



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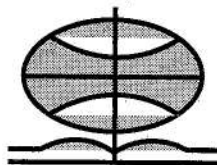
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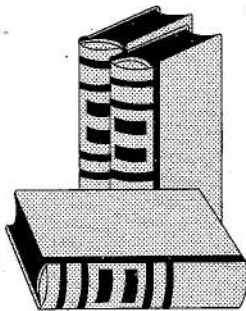
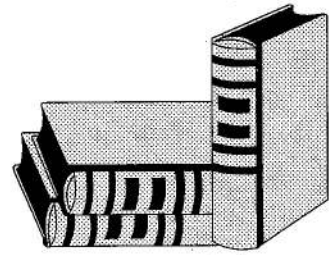
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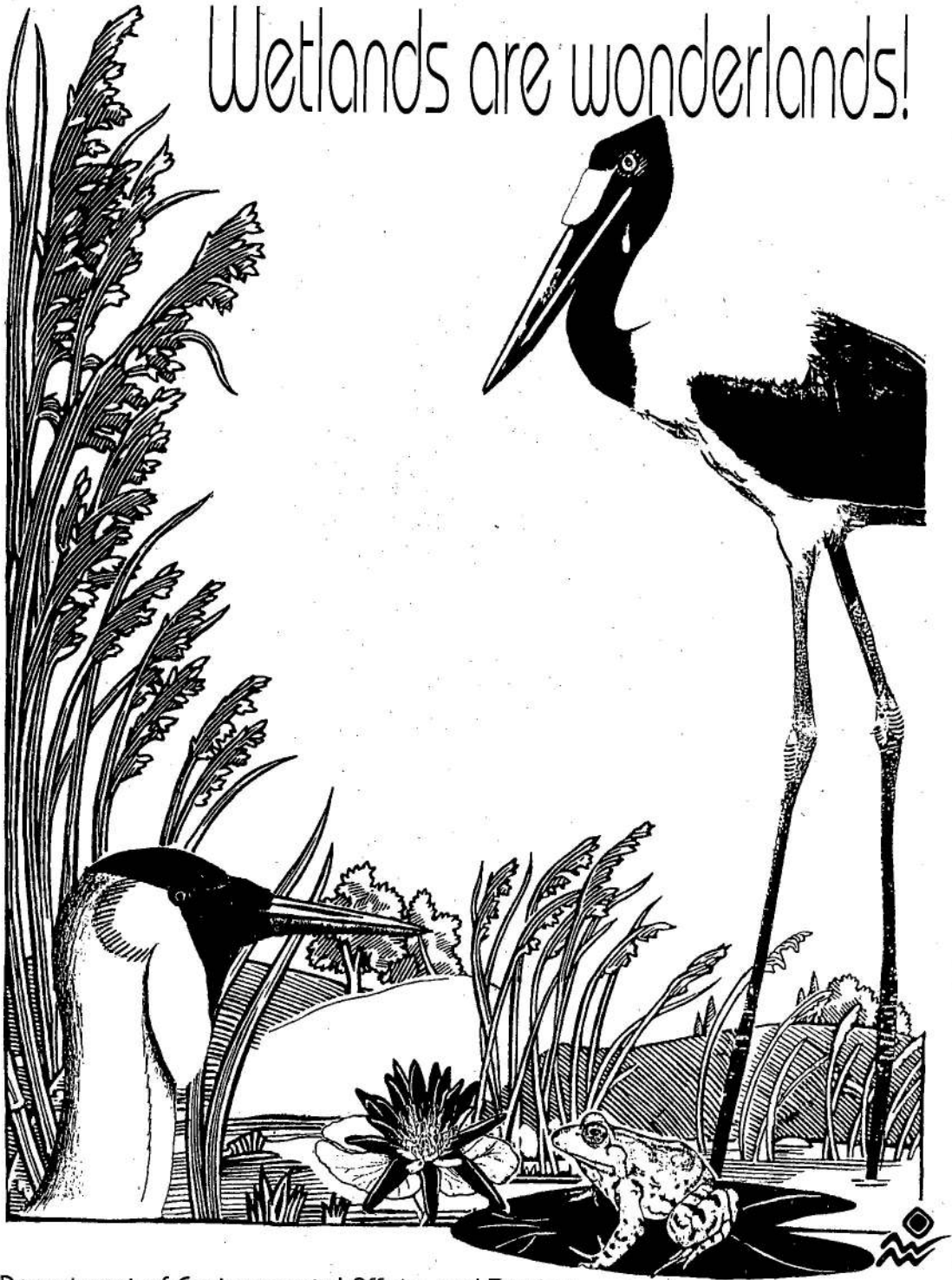
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