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OF
SOUTH AFRICA



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VAN
SUID-AFRIKA

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PRETORIA, 19 MAY
MEI 2000

No. 21170

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

CONTENTS

| No. | | Page No. | Gazette No. |
|--------|---|-------------|----------------|
| | GOVERNMENT NOTICE | | |
| | Labour, Department of | | |
| | <i>Government Notice</i> | | |
| R. 478 | Labour Relations Act (66/1995): Commission for Conciliation, Mediation and Arbitration: Accreditation of certain bargaining councils | 3 | 21170 |

INHOUD

| No. | | Bladsy No. | Koerant No. |
|--------|---|---------------|----------------|
| | GOEWERMENTSKENNISGEWING | | |
| | Arbeid, Departement van | | |
| | <i>Goewermentskennisgewing</i> | | |
| R. 478 | Wet op Arbeidsverhoudinge (66/1995): Kommissie vir Versoening, Bemiddeling en Arbitrasie: Akkreditering van sekere bedingsraade..... | 3 | 21170 |

**GOVERNMENT NOTICE
GOEWERMENTSKENNISGEWING**

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 478

19 May 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. 478

19 Mei 2000

**WET OP ARBEIDSVERHOUDINGE, 1995
(WET NO. 66 VAN 1995)**

**KOMMISSIE VIR VERSOENING, BEMIDDELING EN
ARBITRASIE
AKKREDITERING VAN SEKERE BEDINGINGSRAADE**

Ingevolge artikel 127 (5)(a)(iv) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), publiseer die beheerliggaam 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

**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*

1st APRIL 2000

31st MARCH 2001

to



*Director, CCMA
Private Bag X94
Marshalltown
2107*

10th MARCH 2000

Date: _____

(Official stamp of CCMA)

Reference number:

0004



TERMS OF ACCREDITATION FOR CONCILIATION**TERMS OF ACCREDITATION FOR CONCILIATION****1. ACCREDITED FUNCTIONS**

The **BARGAINING COUNCIL FOR THE BUILDING INDUSTRY (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 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.

TERMS OF ACCREDITATION FOR CONCILIATION

- (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.

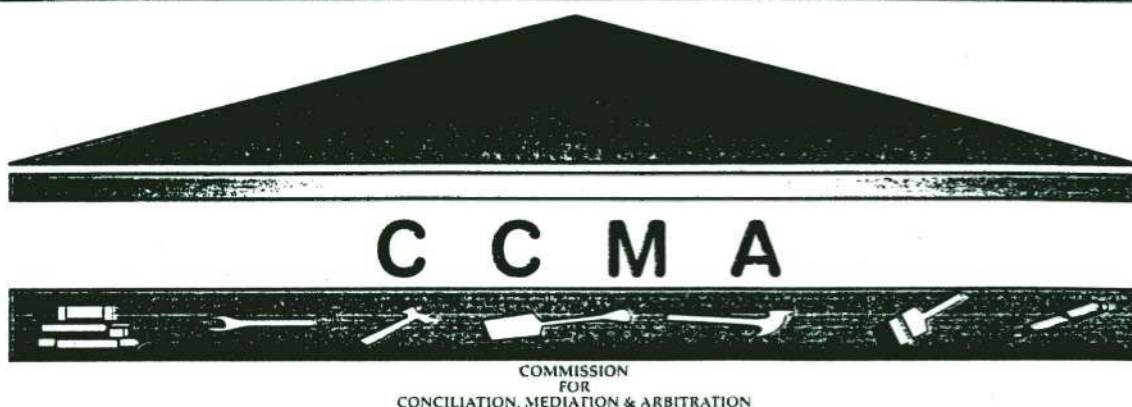
2.3 Extension of period of accreditation

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.

| | |
|---|--------------------|
| Schedule of the names of the persons to perform the Conciliation functions of the: | |
| Building Industry (Cape of Good Hope) | |
| No | Conciliation Panel |
| 1 | Ralph Dennis |
| 2 | Isaac Fredericks |
| 3 | Patience Mshumpela |
| 4 | Kacobus Kitshoff |
| 5 | Mongameli Mjijwa |
| 6 | Johan Rossouw |
| 7 | Ashley Thabane |
| 8 | Darryl Whitaker |
| 9 | Stephan Cloete |
| 10 | Arnold Williams |
| 11 | Ria Pedlar |
| 12 | Yolinda Rossa |
| 13 | Clyde Henney |



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*

1st APRIL 2000 to 31st MARCH 2001



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 10th MARCH 2000

Reference number:

0020



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**TERMS OF ACCREDITATION FOR CONCILIATION & ARBITRATION****1. ACCREDITED FUNCTIONS**

The **BARGAINING COUNCIL FOR THE BUILDING INDUSTRY (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 disputes through conciliation:
 - (iv) disputes about unfair dismissals (s191)
 - (v) disputes about severance pay (s196), and
 - (vi) 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:-

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

| | |
|----------------|---|
| '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 accreditation 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.

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

- 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.

| | |
|--|------------------------------------|
| Schedule of the names of the persons to perform the Conciliation and Arbitration functions of the: | |
| Building Industry (East London) | |
| No | Conciliation Panel |
| 1 Johan Brown 2 Kevin Price 3 Barbara Groep 4 Lungelo F Madonono | |
| No | Conciliation and Arbitration Panel |
| 1 Frank Knox 2 Frans Lubbe | |



Certificate of Accreditation of Council

This is to certify that

**BUILDING
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*

1st APRIL 2000 to 31st MARCH 2001



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 10th MARCH 2000

Reference number:

0005



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**TERMS OF ACCREDITATION FOR CONCILIATION & ARBITRATION****1. ACCREDITED FUNCTIONS**

The **BARGAINING COUNCIL FOR THE BUILDING INDUSTRY (NORTH & 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 disputes through conciliation:
 - (iv) disputes about unfair dismissals (s191)
 - (v) disputes about severance pay (s196), and
 - (vi) 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:-

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

| | |
|----------------|---|
| '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 accreditation 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.

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**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.

| | |
|---|------------------------------------|
| Schedule of the names of the persons to perform the Conciliation and Arbitration functions of the: Building Industry (North and West Boland) | |
| No | Conciliation Panel |
| <ul style="list-style-type: none">1 Isak A.K Strauss2 Gerrit Bal3 Dano Charl Esterhuyse4 Michael Jacobus Olifanger5 Andro Juan Du Preez6 Sipho Melvin Kroti7 Aubrey John Willemse8 Peter Edgar Matthysen | |
| No | Conciliation and Arbitration Panel |
| <ul style="list-style-type: none">1 Kruger Nicolaas Jacobus2 Mervin Dowries | |



Certificate of Accreditation of Council

This is to certify that

**BUILDING INDUSTRY
BARGAINING COUNCIL
(SOUTHERN & 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*

1st APRIL 2000

31st MARCH 2001

to



*Director, CCMA
Private Bag X94
Marshalltown
2107*

10th MARCH 2000

Date: _____

Reference number:

0019



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**TERMS OF ACCREDITATION FOR CONCILIATION & ARBITRATION****1. ACCREDITED FUNCTIONS**

The **BARGAINING COUNCIL FOR THE BUILDING INDUSTRY (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 disputes through conciliation:
 - (iv) disputes about unfair dismissals (s191)
 - (v) disputes about severance pay (s196), and
 - (vi) 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:-

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

| | |
|----------------|---|
| '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 accreditation 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.

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**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.

| | |
|--|---|
| Schedule of the names of the persons to perform the Conciliation and Arbitration functions of the: | |
| Building Industry (Southern and Eastern Cape) | |
| No | Conciliation Panel |
| | <ul style="list-style-type: none">1 Martin Geduld2 Rollan Mbambosi3 Eric Mabuto4 Peter Roberts5 Wiseman Mdeyide |
| No | Conciliation and Arbitration Panel |
| | <ul style="list-style-type: none">1 Cecil Domingo2 Theodurus D Du Plessis3 Va Heerden Le Roux4 Theo Verschuur |



Certificate of Accreditation of Council

This is to certify that

**CLOTHING INDUSTRY BARGAINING
COUNCIL (FREE STATE
AND 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*

1st APRIL 2000

31st MARCH 2001

to



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

10th MARCH 2000

Date: _____

Reference number:

0010



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**TERMS OF ACCREDITATION FOR CONCILIATION & ARBITRATION****1. ACCREDITED FUNCTIONS**

The **BARGAINING COUNCIL FOR THE CLOTHING INDUSTRY (FREE STATE AND 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 disputes through conciliation:
 - (iv) disputes about unfair dismissals (s191)
 - (v) disputes about severance pay (s196), and
 - (vi) 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:-

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

| | |
|----------------|---|
| '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 accreditation 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.

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

- 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.

| | |
|--|------------------------------------|
| Schedule of the names of the persons to perform the Conciliation and Arbitration functions of the: | |
| Clothing Industry (Free State and Northern Cape) | |
| No | Conciliation Panel |
| 1 Emmanuel M Makwakwa 2 Ivan Scharnick 3 Norman Ratshidi | |
| No | Conciliation and Arbitration Panel |
| 1 Madeleine Loyson 2 Athol Margolis 3 Chris Leeuw | |



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*

1st APRIL 2000

to

31st MARCH 2001



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: **10th MARCH 2000**

Reference number:

0008



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**TERMS OF ACCREDITATION FOR CONCILIATION & ARBITRATION****1. ACCREDITED FUNCTIONS**

The **BARGAINING COUNCIL FOR THE CLOTHING INDUSTRY (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:
 - (iv) disputes about unfair dismissals (s191)
 - (v) disputes about severance pay (s196), and
 - (vi) 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:-

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

| | |
|----------------|---|
| '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 accreditation 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.

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**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.

| | |
|--|---|
| Schedule of the names of the persons to perform the Conciliation and Arbitration functions of the: | |
| Clothing Industry (Kwa-Zulu Natal) | |
| No | Conciliation Panel |
| | 1 Ezra Bulose 2 Deepnath M Seocharan 3 Roshin Ramsumer 4 Karrim Kassim |
| No | Conciliation and Arbitration Panel |
| | 1 Chris Brunton 2 Richard Lyster 3 Bruce Robertson 4 Patrick Stone |



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*

1st APRIL 2000

31st MARCH 2001

to



(Official stamp of CCMA)

*Director, CCMA
 Private Bag X94
 Marshalltown
 2107*

10th MARCH 2000

Date: _____

Reference number:

0002



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**TERMS OF ACCREDITATION FOR CONCILIATION & ARBITRATION****1. ACCREDITED FUNCTIONS**

The **BARGAINING COUNCIL FOR THE CLOTHING INDUSTRY (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 disputes through conciliation:
 - (iv) disputes about unfair dismissals (s191)
 - (v) disputes about severance pay (s196), and
 - (vi) 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:-

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

| | |
|----------------|---|
| '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 accreditation 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.

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

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.

Schedule of the names of the persons to perform the Conciliation and Arbitration functions of the:

Clothing Industry (Northern Areas)

| No | Conciliation Panel |
|----|--------------------|
|----|--------------------|

- | | |
|--|--|
| | 1 Emmanuel M Makwakwa 2 Ivan Scharnick 3 Norman Ratshidi |
|--|--|

| No | Conciliation and Arbitration Panel |
|----|------------------------------------|
|----|------------------------------------|

- | | |
|--|---|
| | 1 Madeleine Loyson 2 Athol Margolis 3 Chris Leeuw |
|--|---|



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*

1st APRIL 2000

to

31st MARCH 2001



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: _____

10th MARCH 2000

Reference number:

0007



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**TERMS OF ACCREDITATION FOR CONCILIATION & ARBITRATION****1. ACCREDITED FUNCTIONS**

The **BARGAINING COUNCIL FOR THE CLOTHING INDUSTRY (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 disputes through conciliation:
 - (iv) disputes about unfair dismissals (s191)
 - (v) disputes about severance pay (s196), and
 - (vi) 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:-

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

| | |
|----------------|---|
| '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 accreditation 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.

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

- 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.

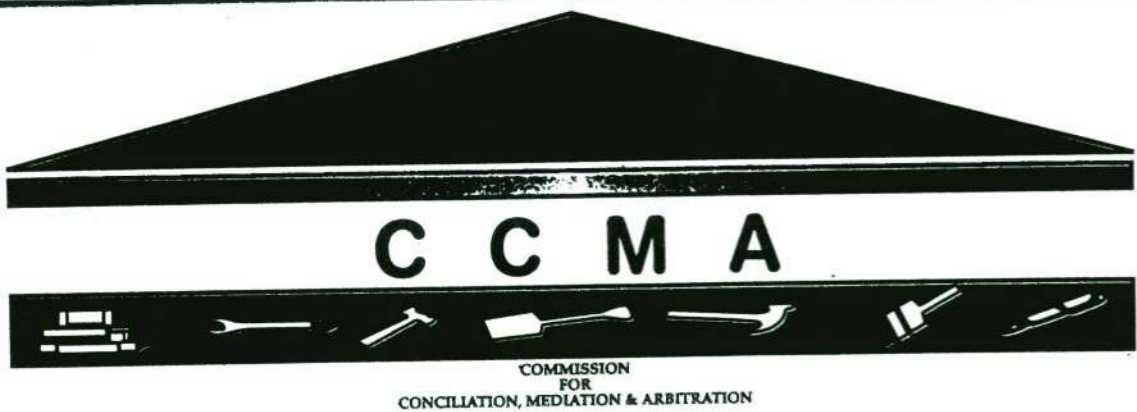
2.3 Extension of period of accreditation

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.

| | |
|--|------------------------------------|
| Schedule of the names of the persons to perform the Conciliation and Arbitration functions of the: | |
| Clothing Industry (Western Cape) | |
| No | Conciliation and Arbitration Panel |
| 1 | Jennifer Adams |
| 2 | Charmaine Ryan |
| 3 | Ronald Bernikow |
| 4 | Gregory Smith |
| 5 | Mark Bukenjohn |
| 6 | Paul Cyster |
| 7 | Sharon Florence |
| 8 | Jakobus Groenewald |
| 9 | Maureen LeRoux |
| 10 | James O'Brein |
| 11 | Caroline Parker |
| 12 | David Rodgers |
| 13 | Robert Rohner |
| 14 | Marguerite Sacco |
| 15 | Ursula Tomoer |
| 16 | Francois van den Berg |
| 17 | Joseph Williams |
| 18 | Angela Andrews |
| 19 | Lee Bozalek |
| 20 | Jeremy Chennels |
| 21 | Frank Horwitz |
| 22 | Barney Jordaan |
| 23 | Steve Kahanowitz |
| 24 | Hilary Mofsowitz |
| 25 | Alex Twigg |



Certificate of Accreditation of Council

This is to certify that
**FURNITURE, BEDDING & UPHOLSTERY
 INDUSTRY 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*

1st APRIL 2000

31st MARCH 2001

to



(Official stamp of CCMA)

**Director, CCMA
 Private Bag X94
 Marshalltown
 2107**

10th MARCH 2000

Date: _____

Reference number:

0015



TERMS OF ACCREDITATION FOR CONCILIATION**TERMS OF ACCREDITATION FOR CONCILIATION****1. ACCREDITED FUNCTIONS**

The **BARGAINING COUNCIL FOR THE FURNITURE, BEDDING AND UPHOLSTERY INDUSTRY (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 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.

TERMS OF ACCREDITATION FOR CONCILIATION

- (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.

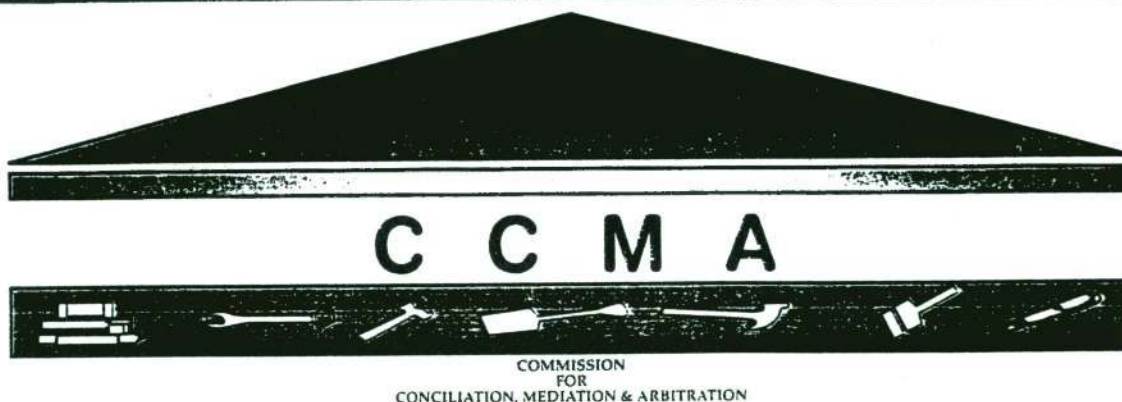
| |
|---|
| 3. Transgression of terms of accreditation |
|---|

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

Schedule of the names of the persons to perform the Conciliation
functions of the:

Furniture, Bedding and Upholstery Industry (Greater Northern Region)

| No | Conciliation Panel |
|----|--------------------------|
| 1 | Andre Badenhorst |
| 2 | Tania Jordan |
| 3 | Joseph Frieslaar |
| 4 | Jonathan Kekana |
| 5 | Mary Magdalene Masters |
| 6 | Frederick Van Tonder |
| 7 | Derrick Watson |
| 8 | Zharudien Griffin |
| 9 | Esther Thokozile Mtshali |
| 10 | Leon Willem Meyer |
| 11 | Johan David Stapelberg |
| 12 | Ernest Maposa |
| 13 | Bennet Nkabinde |



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*

1st APRIL 2000 to 31st MARCH 2001



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 10th MARCH 2000

Reference number:

0014



TERMS OF ACCREDITATION FOR CONCILIATION**TERMS OF ACCREDITATION FOR CONCILIATION****1. ACCREDITED FUNCTIONS**

The **BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY (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 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.

TERMS OF ACCREDITATION FOR CONCILIATION

- (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.

| | |
|--|--------------------|
| Schedule of the names of the persons to perform the Conciliation functions of the: | |
| Furniture Manufacturing Industry (Free State) | |
| No | Conciliation Panel |
| 1 | T C Solomon |



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*

1st APRIL 2000

31st MARCH 2001

to



(Official stamp of CCMA)

**Director, CCMA
Private Bag X94
Marshalltown
2107**

10th MARCH 2000

Date: _____

Reference number:

0017



TERMS OF ACCREDITATION FOR CONCILIATION**TERMS OF ACCREDITATION FOR CONCILIATION****1. ACCREDITED FUNCTIONS**

The **BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY (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.

TERMS OF ACCREDITATION FOR CONCILIATION

- (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.

| | |
|--|--------------------------|
| Schedule of the names of the persons to perform the Conciliation- functions of the: | |
| Furniture Manufacturing Industry (Kwa-Zulu Natal) | |
| No | Conciliation Panel |
| 1 | Alvin Ralph |
| 2 | Paul John Sharpe |
| 3 | Daniel Christiaan LeRoux |
| 4 | Ganas Moonsamy |
| 5 | James Tippet |
| 6 | Mduduzi Emmanuel Zondi |



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*

1st APRIL 2000 to 31st MARCH 2001



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 10th MARCH 2000

Reference number:

0021



TERMS OF ACCREDITATION FOR CONCILIATION**TERMS OF ACCREDITATION FOR CONCILIATION****1. ACCREDITED FUNCTIONS**

The **BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY (SOUTH 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 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.

TERMS OF ACCREDITATION FOR CONCILIATION

- (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.

| | |
|--|--------------------|
| Schedule of the names of the persons to perform the Conciliation functions of the: | |
| Furniture Manufacturing Industry (South Western Districts) | |
| No | Conciliation Panel |
| 1 | Mike Hemsley |



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*

1st APRIL 2000

to

31st MARCH 2001



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: 10th MARCH 2000

Reference number:

0006



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**TERMS OF ACCREDITATION FOR CONCILIATION & ARBITRATION****1. ACCREDITED FUNCTIONS**

The **BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY (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 disputes through conciliation:
 - (iv) disputes about unfair dismissals (s191)
 - (v) disputes about severance pay (s196), and
 - (vi) 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:-

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

| | |
|----------------|---|
| '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 accreditation 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.

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**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.

| |
|--|
| Schedule of the names of the persons to perform the Conciliation and Arbitration functions of the: |
|--|

| |
|--|
| Furniture Manufacturing Industry (Western Cape) |
|--|

| | |
|----|--------------------|
| No | Conciliation Panel |
|----|--------------------|

1 Anthony Carsten

| | |
|----|------------------------------------|
| No | Conciliation and Arbitration Panel |
|----|------------------------------------|

1 Terry Owen Miles

2 Martinus van Renssen



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*

1st APRIL 2000

31st MARCH 2001

to



*Director, CCMA
Private Bag X94
Marshalltown
2107*

10th MARCH 2000

Date: _____

(Official stamp of CCMA)

Reference number:

0009



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**TERMS OF ACCREDITATION FOR CONCILIATION & ARBITRATION****1. ACCREDITED FUNCTIONS**

The **BARGAINING COUNCIL FOR THE KNITTING INDUSTRY (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 disputes through conciliation:
 - (iv) disputes about unfair dismissals (s191)
 - (v) disputes about severance pay (s196), and
 - (vi) 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:-

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

| | |
|----------------|---|
| '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 accreditation 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.

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION**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.

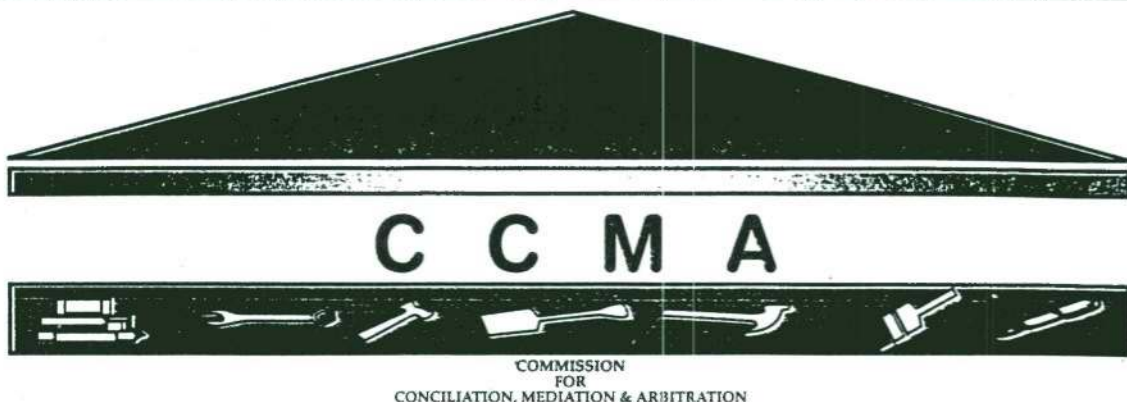
2.3 Extension of period of accreditation

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.

| | |
|---|------------------------------------|
| Schedule of the names of the persons to perform the Conciliation and Arbitration functions of the: Knitting Industry (Northern Areas) | |
| No | Conciliation Panel |
| 1 Emmanuel M Makwakwa 2 Ivan Scharnick 3 Norman Ratshidi | |
| No | Conciliation and Arbitration Panel |
| 1 Madeleine Loyson 2 Athol Margolis 3 Chris Leeuw | |



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*

1st APRIL 2000

to

31st MARCH 2001



(Official stamp of CCMA)

*Director, CCMA
Private Bag X94
Marshalltown
2107*

Date: **10th MARCH 2000**

Reference number:

0003



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

**TERMS OF ACCREDITATION FOR CONCILIATION &
ARBITRATION**

1. ACCREDITED FUNCTIONS

The **MOTOR INDUSTRY BARGAINING COUNCIL (NATIONAL)** 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:
 - (iv) disputes about unfair dismissals (s191)
 - (v) disputes about severance pay (s196), and
 - (vi) 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:-

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

| | |
|----------------|---|
| '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 accreditation 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.

TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

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

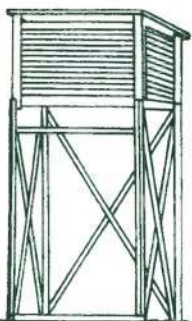
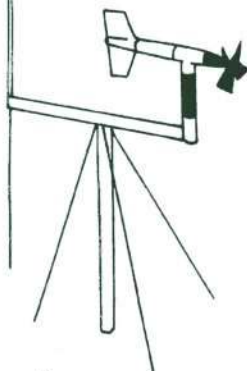
If the accredited Bargaining Council fails to comply with the terms of their accreditation, the CCMA Governing Body may revoke accreditation.

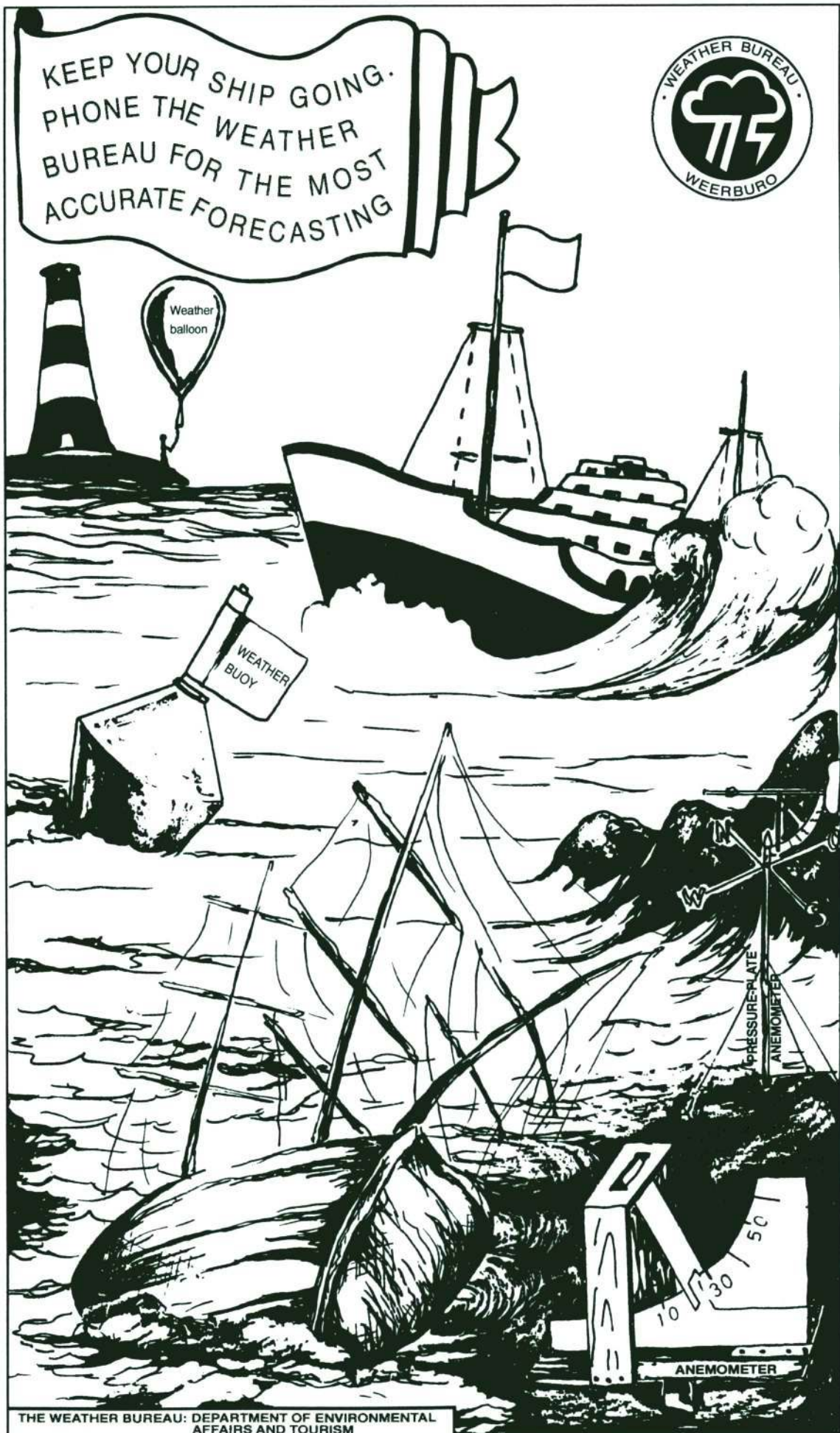
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|--|------------------------------------|
| Schedule of the names of the persons to perform the Conciliation and Arbitration functions of the: | |
| Motor Industry (National) | |
| No | Conciliation and Arbitration Panel |
| 1 Lebea | Justice |
| 2 Fadal | Mahmood Hoosen |
| 3 Hutchinson | Wayne |
| 4 Carrim | Abdul Majeed |
| 5 Daniel | Ian |
| 6 Van Zyl | Corne |
| 7 Dormand | Brian |
| 8 Khumalo | Bheki |
| 9 Masote | Bonge Theodore |
| 10 Louw | Eric |
| 11 Hlokwe | Reuben |
| 12 Balora | John |
| 13 Matime | Solly |
| 14 Nagdee | Yusuf |
| 15 Kirstein | Paul |
| 16 Dell | Charles Miles |
| 17 Osler | Anthony |
| 18 Gunase | Kaushilla |
| 19 Tubani | Thando |
| 20 Mdlala | Ntombi Zodwa |
| 21 Harilall | Narini |
| 22 Nzimande | Smartie |
| 23 Ngocobo | Aubrey |
| 24 Sosibo | Mduduzi |
| 25 Dayal | Leigh-Anne |
| 26 Deyzel | Almeiro |
| 27 Pillay | Dhayanithie |
| 28 Burwana | Naledi |
| 29 Bolton | Charmaine |
| 30 Judgath | Anand |
| 31 Van Zyl | Phillip |
| 32 Jugdeo | Premjith |
| 33 Crisp | Oswald |
| 34 Riekert | Wikus |
| 35 Bulbring | Ursula |
| 36 Prins | Wendy |
| 37 Van Staden | Piet |
| 38 Preller | Lambertus |

| | |
|----------------|-----------|
| 39 Twigg | Alex |
| 40 Mofsowitz | Hilary |
| 41 Phatudi | George |
| 42 Woolfrey | David |
| 43 Jordaan | Barney |
| 44 Du Plessis | Botha |
| 45 Snyman | Garth |
| 46 Koortz | Martin |
| 47 Slater | Henry |
| 48 Labuschagne | Jacques |
| 49 Le Roux | Franscois |
| 50 Bono | Luvuyo |

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