

REPUBLIC
OF
SOUTH AFRICA



REPUBLIEK
VAN
SUID-AFRIKA

Government Gazette Staatskoerant

Regulation Gazette

No. 6867

Regulasiekoerant

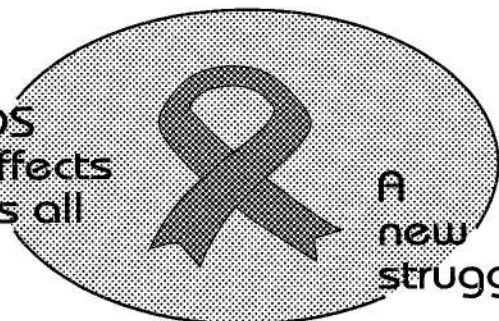
Vol. 422

PRETORIA, 25 AUGUST
AUGUSTUS 2000

No. 21486

We all have the power to prevent AIDS

AIDS
affects
us all



A
new
struggle

**AIDS
HELPLINE**

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DEPARTMENT OF HEALTH

Prevention is the cure

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DEPARTMENT OF AGRICULTURE DEPARTEMENT VAN LANDBOU

No. R. 835

25 August 2000

AGRICULTURAL PRODUCT STANDARDS ACT, 1990
(ACT No. 119 OF 1990)

REGULATIONS RELATING TO THE GRADING, PACKING AND MARKING OF HONEY AND MIXTURES OF BEE PRODUCTS INTENDED FOR SALE IN THE REPUBLIC OF SOUTH AFRICA

The Minister of Agriculture has in terms of section 15 of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990) –

- (a) made the regulations in the Schedule; and
- (b) read together with section 3(2) of the said Act, repealed the regulations published by Proclamation No. R. 69 of 16 March 1973 and Government Notice No. R. 2336 of 19 October 1979.

Definitions

1. In these regulations any word or expression to which a meaning has been assigned in the Act shall have that meaning and --

"additive" means a food additive as defined in the regulations made under the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act No. 54 of 1972);

"adulterants" means any non bee product added to (natural) bee products;

"bee products" means products produced or harvested by honey bees or stingless bees, such as honey, beeswax, propolis and royal jelly;

"beeswax" means the wax produced by honeybees or stingless bees;

"beeswax foundation" means a sheet of pure beeswax embossed on both sides with the bases of the cells of the comb;

"brood" means the immature stadia of bees, i.e. eggs, larvae or pupae;

"bulk honey" means honey that is sold in the trade in containers of 25 kg and more;

"business address" means (a) an address in the Republic and includes the street or road number (if a number has been allotted), the name of the street or road and the name of the town, village or suburb and, in the case of a farm, the name of the farm and of the magisterial district in which it is situated and (b) in the case of imported honey and mixtures of bee products means the address of the producer or supplier or importer or packer or seller or distributor, provided that in the case where the supplier or importer or packer or seller or distributor is based in the Republic, the address shall be the physical address as described in (a);

"cell" means one single hexagonal compartment on a comb;

"chunk honey" means chunks of cut comb honey suspended in a medium of extracted honey;

"clarity" means the measure of the absence in extracted honey of all visible and entrapped air bubbles, pollen or other particulate;

"comb" means the cellular wax structure in which bees store honey and/or pollen;

"comb honey" means honey still contained in the freshly built, broodless, sealed cells of the comb;

- "consignment"** means a quantity of honey or mixtures of bee products delivered at a given time under cover of the same document;
- "creamed honey"** means crystallised extracted honey purposely processed to be of a uniformly creamy consistency and of a smooth spreadable texture;
- "crystallised honey"** means extracted honey which has crystallised to a greater or lesser extent;
- "cut comb honey"** means comb honey which has been cut into appropriate sizes and packed in suitable containers;
- "date of packing"** means the date on which the honey or mixtures of bee products were packed into the containers thereof;
- "Department"** means the National Department of Agriculture;
- "Executive Officer"** means the officer designated under section 2(1) of the Act;
- "extracted honey"** means honey after separation from the comb;
- "filtered honey"** means honey that has been passed through a filter under pressure;
- "floral honey"** ("blossom honey") means any laevorotatory honey derived essentially from the nectar of flowers;
- "HMF content"** means the quantity (mg/kg) of hydroxymethylfurfural present in honey;
- "honey"** means the sweet foodstuff derived from the nectar of flowers, sugary excretions of insects, plant juices or sugary secretions of living plant parts other than flowers, after it has been gathered, partially converted and stored in the comb by honeybees or stingless bees;
- "honey bees"** means insects of genus Apis;
- "honeydew honey"** means any dextrorotatory honey derived essentially from the sugary secretions of plant parts other than flowers or from the sugary excretions of insects on living plant parts after it has been gathered, partially converted and stored in the comb by honeybees or stingless bees;
- "honey substitute"** means any foodstuff consisting of a food substance or a mixture of substances that have been made to resemble honey;
- "impurities"** means all substances which will detract from the appearance, acceptability or edibility, or the flavour or aroma appeal of the product;
- "inspector"** means the Executive Officer or an officer under his control;
- "irradiation"** means deliberate exposure to ionising radiation and "irradiated" has a corresponding meaning;
- "liquid honey"** means honey in a liquid state;
- "lot"** means a definite quantity of honey or mixtures of bee products packed essentially under the same conditions and identifiable by an unique number or the date of packing;
- "packer"** means any person who packs bee products;
- "pollen"** means the male fertilising germ seed of flora which appears in the anthers of blooms and is sometimes collected by bees and stored as a food;
- "ppm"** means parts per million;
- "producer"** means a person who keeps bees to produce honey and/or other bee products;

- "propolis" means the resinous material usually of plant origin used by bees to insulate, waterproof and sanitise the hive or nest;
- "raw honey" means unfiltered, unheated honey, i.e. honey which would conform to the specifications and requirements of Choice Grade liquid honey if so processed;
- "ripe honey" means honey containing the minimum moisture content and the maximum active enzymes, sealed in the cells;
- "royal jelly" means the secretions from the hypopharyngeal gland of the worker bee;
- "sieve size" means the following mesh size shall be equivalent to the corresponding standard metric measurement, 35 mesh = 420 micron or 0.42 mm;
- "stingless bees" means insects of the order Melliponinae;
- "strained honey" means honey that has been strained through a sieve by its own weight, i.e. gravity;
- "sugar cane honey" means honey produced from sugar cane;
- "the Act" means the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990); and
- "unheated honey" means honey of which the temperature has not been raised above 38 degrees Celsius by the producer or the packer.

Scope of regulations

2. (1) These regulations shall apply to the grading, packing and marking of honey and mixtures of bee products intended for sale in the Republic of South Africa to which and under circumstances in which a prohibition in terms of section 3 of the Act regarding the sale of honey and mixtures of bee products apply; and
- (2) all honey substitutes are specifically excluded from these regulations with the exception for the specifications of regulation 9.

Requirements for sale

3. (1) Honey and mixtures of bee products may in terms of section 3 of the Act be presented for sale if –
- (a) the honey and mixtures of bee products comply with the grade requirements referred to in regulation 5;
 - (b) the honey and mixtures of bee products comply with the standards for the grades referred to in regulation 6;
 - (c) the containers in which honey and mixtures of bee products are packed comply with the requirements for containers referred to in regulation 7;
 - (d) the containers concerned are marked in the manner prescribed in regulation 8;
 - (e) the containers concerned comply with the marking restrictions referred to in regulation 9;
 - (f) the honey and mixtures of bee products are free from impurities, additives and adulterants; and
 - (g) subject to the provisions of paragraphs (a), (b), (c), (d), (e) and (f), the honey and mixtures of bee products comply with the appropriate standards as set out in Tables 1-4 in Part II.
- (2) The Executive Officer may grant written exemption, entirely or partially, to any person on such conditions as he deems necessary, from the provisions of subregulation (1).

Offences and penalties

4. Any person who contravenes or fails to comply with the provisions of these regulations shall be guilty of an offence and upon conviction be liable to a fine or imprisonment in accordance with section 11 of the Act.

PART I**GENERAL STANDARDS AND REQUIREMENTS FOR HONEY AND MIXTURES OF BEE PRODUCTS*****Grades of honey and mixtures of bee products***

5. (1) There shall be two grades for liquid honey, creamed honey and comb honey, namely Choice Grade and Industrial Grade.

(2) There shall be one grade for chunk honey and mixtures of bee products, namely Choice Grade.

(3) Subject to the definition for raw honey there shall be no grading of raw honey.

(4) The crystallisation of liquid honey is a natural process and shall not result in the honey being down-graded.

(5) When any quality factor of the standards or specific standards for creamed or crystallised honey is in dispute, a sample shall be liquefied as described in regulation 10(3) and thereafter graded.

Standards for grades of honey

6. (1) Honey shall --

(a) be well ripened in the hive in order to contain the correct moisture content and enzyme activity; and

(b) be free from particles foreign to its composition (such as mould, insects or insect debris, sand, etc.).

(2) Honey shall not --

(a) have any foreign tastes or odours;

(b) have begun to ferment or effervesce; and

(c) have been treated in such a way that its natural enzymes are destroyed or made inactive.

(3) Any of the following relevant tests may be selected to determine the composition, quality and ripeness of honey and, if the honey does not comply with any one of these selected tests, then it shall be deemed as not complying with the standards for grades of honey:

(a) Maximum HMF content - shall not exceed 40 mg/kg.

(b) Maximum density - shall not be less than 1.40875 g at 20 degrees Celsius.

(c) Maximum ash content - shall not exceed 0.6 per cent.

(d) Maximum sucrose content - shall not exceed five per cent.

(e) Maximum reducing sugar content - shall not be less than 65 per cent in floral honey or 60 per cent in honeydew honey.

(f) Fructose : glucose ratio - shall not be less than 1.0:1.

(g) Diastase activity - shall be present and shall show a DN value not lower than DN 4 on the Gothe-Scale.

- (h) Lund-test - a precipitate of not less than 0.6 cm³ shall be obtained within 24 hours.
- (i) Direct and immediate specific rotation - of an aqueous solution containing 26 g of floral honey in a total volume of 100 ml, shall be not less laevorotatory than minus 10 at 20 degrees Celsius.
- (j) Maximum acid content shall not be higher than 40 milli-equivalents acid per kg.
- (k) Amylo- and erythro-dextrine - test for their presence shall be negative.
- (l) Prolin - at least 200 mg per kg shall be present.
- (m) Amylase content - shall not be below 8 ppm.
- (n) Invertase content - shall not be below 4 ppm.
- (o) Moisture content - shall not exceed 20 per cent.
- (p) Water insoluble solids content in the liquid honey portion - shall not be more than 0.1 per cent
- (q) The difference between the stable isotope ratio delta 13C (‰) of the honey and the stable isotope ratio of its protein content shall not be less than 0.0.

Requirements for containers

7. A container containing honey or mixtures of bee products shall --

- (a) be made from material that --
 - (i) is suitable for this purpose;
 - (ii) will protect the contents thereof from contamination; and
 - (iii) will not contaminate the contents thereof in any way;
- (b) be so strong that it will not be damaged or deformed during normal storage, handling and transport practices;
- (c) be intact; and
- (d) be closed properly in a manner permitted by the nature thereof.

Marking requirements

8. (1) Subject to the provisions of these regulations, the required marking requirements shall appear in letters not less than 1 mm in height on any container containing honey or mixtures of bee products.

(2) Any container containing honey or mixtures of bee products, shall be clearly and legibly marked with the following particulars:

- (a) The name of the product in letters at least 4 mm high: Provided that a true reflection of the kind of honey contained therein, such as creamed or chunk, the floral or plant source such as sunflower, buckwheat, honeydew, or any other similar description such as the geographical or topographical origin in letters of at least 4 mm high, may be used additionally.
- (b) The name and business address of the producer or packer or seller of such a product.
- (c) The country of origin of the contents.

- (d) The grade of the contents in letters at least 2 mm high.
- (e) When containing raw honey, with the words "raw" or "unprocessed" in letters at least 2 mm high.
- (f) When containing sugar cane honey in any proportion, as containing sugar cane honey.
- (g) When containing mixtures of bee products, with the proportions of bee products contained therein.
- (h) The date of packing.
- (i) Lot identification in such a way that the producer, packer or seller whose name and address appears on the container, could identify or assist in identifying the premises where a product is finally combined as well as the lot: Provided that the date of packing can be used for lot identification, where applicable.
- (j) The word "irradiated" or "radurised" in letters at least 3 mm high in the vicinity of the name of the product, when the contents consist totally or partially of honey that has been subjected to irradiation: Provided that the indication of the radura symbol is optional.
- (k) The net mass in accordance with the Trade Metrology Act, 1973 (Act No. 77 of 1973) as applied by the SABS.

(3) Any container containing honey or mixtures of bee products which is sold in bulk other than retail, shall be exempted from the marking requirements if the container is accompanied by relevant trade documents reflecting all particulars required by these regulations, with the following exceptions:

- (a) The name and business address of the producer or packer or seller of such honey shall appear on the container.
- (b) The grade of the contents may be omitted from the trade documents if such honey has not been graded.
- (c) Lot identification of a container in such a way that the producer, packer or seller whose name and address appears on the container, could identify or assist in identifying the premises where a product is finally combined as well as the lot.
- (d)
 - (i) The word "irradiated" or "radurised"; and
 - (ii) the country of origin of the contents shall appear in letters at least 3 mm high on containers, the contents of which consist totally or partially of honey that has been subjected to irradiation: Provided that the indication of the radura symbol is optional.

(4) Labels on containers containing honey or mixtures of bee products shall be clean, neat and shall be securely pasted thereon and shall not be pasted over other labels, unless as an additional label referring to the same product in the same container.

Restricted particulars on containers

9. (1) No wording, illustration or other means of expression which constitutes a misrepresentation or which, directly or by implication, may create a misleading impression of the contents, shall appear on any container containing honey or mixtures of bee products.

- (2)
 - (a) The word "honey" or any representation thereof may not appear anywhere on any honey substitute, its label or packaging; and
 - (b) should a honey substitute contain any honey, then the word "honey" shall only appear within the list of ingredients of such honey substitute.

(3) Except for honey and mixtures of bee products, no other product may have its label, packaging, trade name, trade mark or pictorial illustrations, so designed as to imply that honey is a main ingredient.

(4) Except for the trade name, radura symbol, pictorial illustrations, logo or registered mark, marking requirements prescribed in regulation 8, additional marking requirements allowed by regulation 11, information in respect of crystallisation and the liquefaction of crystallised honey and chemical composition or nutritive value, no other name, mark, description, advertisement, or claim as to the qualitative properties or otherwise of honey, shall appear on the container of honey or mixtures of bee products, on its lid, cap or stopper, or on the label or any leaflet, however attached to the container, unless directly relevant to the marketing or production of the product, and scientifically and factually verifiable.

Inspection and handling of samples

10. (1) An inspector may in any consignment of honey or mixtures of bee products open as many containers and inspect the contents thereof and remove samples of such contents for the purpose of further inspection or analysis, as he may deem necessary, for which he must issue a receipt.

(2) An inspector shall satisfy himself that the samples so extracted are representative of the product in the consignment concerned.

(3) Samples of honey and the honey in mixtures of bee products shall be prepared as follows for analysis:

(a) In the case of non-heat sensitive tests --

- (i) if free from crystallisation, mix thoroughly by stirring;
- (ii) if crystallised, place closed container in a water-bath without submerging and heat for 30 minutes at 60 degrees Celsius, then if necessary heat at 65 degrees Celsius until liquefied. Occasional stirring during heating is essential. Mix thoroughly and cool rapidly to room temperature as soon as sample liquefies;
- (iii) if still in comb, separate from comb by carefully crushing the comb and straining the honey through sieve of 35 mesh. If portions of comb or beeswax pass through sieve, heat sample to 40 degrees Celsius in a water bath and strain through cheese cloth in a hot water funnel; and
- (iv) if honey is granulated in the comb, heat at 65 degrees Celsius until beeswax is liquefied, cool and remove beeswax, then stir.

(b) In the case of heat sensitive tests --

- (i) samples are prepared without heating;
- (ii) if free from crystallisation, mix thoroughly by stirring; and
- (iii) if still in comb, separate from the comb by carefully crushing the comb and straining the honey through a sieve of 35 mesh.

Additional requirements

11. Subject to the provisions of these regulations, honey and mixtures of bee products, and any other foodstuff containing honey and/or bee products shall --

- (a) comply with the applicable requirements prescribed by the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act No. 54 of 1972), as applied by the Department of Health; and
- (b) in the case of imported products, comply with the conditions as stipulated by the prescribed permit issued in terms of the Agricultural Pests Act, 1983 (Act No. 36 of 1983), as applied by the Department.

PART II
SPECIFIC STANDARDS FOR HONEY AND MIXTURES OF BEE PRODUCTS

Table 1: Liquid Honey and Creamed Honey

Quality Factor	Choice Grade	Industrial Grade
(a) Colour and clarity	Uniform in colour and clear or, for creamed honey, uniform and creamy	*
(b) Taste	A taste typical of that of honey derived from the predominant source or sources. It shall be well ripened and free from any foreign taint or objectionable aroma or flavour, such as is caused by overheating, smoke or other unnatural taints	As for Choice Grade
(c) Visible insoluble particles	Free from visible particles which at 55 degrees Celsius will not pass through a sieve of 35 mesh	*

* Not to Choice Grade specifications in one or more respects.

Table 2: Comb Honey

Quality Factor	Choice Grade	Industrial Grade
(a) Appearance	Shall be undamaged and uniform	*
(b) Beeswax foundation (if used)	The comb shall be drawn out on light mass beeswax foundation	*
(c) Cells containing pollen	Not more than 25 per cent	*
(d) Uncapped cells	At least 85 per cent of the cells must be capped	*
(e) Cells containing brood	None	None
(f) Cells in which brood has been reared/brown or black cells	None	*
(g) Taste	A taste typical of that of honey derived from the predominant source or sources. It shall be well ripened and free from any foreign taint or objectionable aroma or flavour, such as is caused by over-heating, smoke or other unnatural taints	As for Choice Grade

* Not to Choice Grade specifications in one or more respects.

Table 3: Chunk Honey

Quality Factor	Choice Grade
(a) Appearance of comb	The chunks of comb honey shall be suspended in liquid honey and at least 85 per cent of the cells of the comb must be capped
(b) Chunk of comb	Choice Grade comb honey shall be used
(c) Added liquid honey to produce the nett mass	Choice Grade liquid honey shall be used to completely immerse the piece of comb
(d) Taste	A taste typical of that of honey derived from the predominant source or sources. It shall be well ripened and free from any foreign taint or objectionable aroma or flavour, such as is caused by over-heating, smoke or other unnatural taints

Table 4: Mixtures of Bee Products

Quality Factor	Choice Grade
(a) Added honey	Choice Grade honey shall be used

No. R. 835

25 Augustus 2000

WET OP LANDBOUPRODUKSTANDAARDE, 1990
(WET No. 119 VAN 1990)

**REGULASIES BETREFFENDE DIE GRADERING, VERPAKKING EN
MERK VAN HEUNING EN MENGSELS VAN BYPRODUKTE BESTEM VIR
VERKOOP IN DIE REPUBLIEK VAN SUID-AFRIKA**

Die Minister van Landbou het kragtens artikel 15 van die Wet op Landbouproduktstandaarde, 1990 (Wet No. 119 van 1990)-

- (a) die regulasies in die Bylae uitgevaardig; en
- (b) saamgelees met artikel 3(2) van die genoemde Wet, die regulasies gepubliseer by Proklamasie No. R. 69 van 16 Maart 1973 en Goewermentskennisgewing No. R. 2336 van 19 Oktober 1979 herroep.

Woordomskrywing

1. In hierdie regulasies het enige woord of uitdrukking waaraan 'n betekenis in die Wet geheg is, daardie betekenis, en beteken --

"additief" 'n voedseladditief soos omskryf in die regulasies uitgevaardig kragtens die Wet op Voedingsmiddels, Skoonheidsmiddels en Ontsmettingsmiddels, 1972 (Wet No. 54 van 1972);

"angellose bye" insekte van die Melliponinae orde;

"besending" 'n hoeveelheid van heuning of mengsels van byprodukte wat op 'n gegewe tydstop onder dekking van dieselfde dokument afgelewer word;

"besigheidsadres" (a) 'n adres in die Republiek, wat die straat- of wegnummer (indien 'n nommer toegeken is), die naam van die straat of weg en die naam van die stad, dorp of voorstad en, in die geval van 'n plaas, die naam van die plaas en die landdrostdistrik waarin dit geleë is insluit en, (b) in die geval van ingevoerde heuning en mengsels van byprodukte, die adres van die produsent of verskaffer of invoerder of verpakker of verkoper of verspreider, met dien verstande dat in die geval waar die verskaffer of invoerder of verpakker of verkoper of verspreider in die Republiek gestasioneer is, die adres die fisiese adres, soos in (a) beskryf, sal wees;

"bestraling" doelbewuste blootstelling aan ioniserende straling en het "bestraalde" 'n ooreenstemmende betekenis;

"blomheuning" ("bloeiselheuning") enige linksdraaiende heuning uitsluitlik afkomstig van die nektar van blomme;

"broed" die onvolwasse stadiums van bye, d.w.s. eiers, larwes of papies;

"byprodukte" produkte geproduseer of ge-oes deur heuningbye of angellose bye, soos heuning, byewas, bywerk (stopwas/propolis) en koninginjellie;

"byewas" die was deur heuningbye of angellose bye geproduseer;

"byewasvel" 'n vel suiwer byewas, op albei kante gebosseleer met die basisse van die selle van die koek;

"bywerk" (propolis/stopwas) die harsagtige materiaal gewoonlik van plantaardige oorsprong wat deur bye gebruik word om die korf of nes te isoleer, waterdig en higiënies te maak;

"datum van verpakking" die datum waarop die heuning of mengsels van byprodukte in die houers daarvan verpak is;

"Departement" die Nasionale Departement van Landbou;

"die Wet" die Wet op Landbouprodukstandaarde, 1990 (Wet No. 119 van 1990);

"dpm" dele per miljoen;

"gefiltreerde heuning" heuning wat onder druk deur 'n filter gestuur is;

"gekristalliseerde heuning" stroopheuning wat tot 'n meerdere of mindere mate gekristalliseer is;

"gesnyde koekheuning" koekheuning wat in toepaslike groottes gesny en in geskikte houers verpak is;

"grootmaatheuning" heuning wat in die handel verkoop word in houers van 25 kg en meer;

"helderheid" die mate van afwesigheid in stroopheuning van alle sigbare en vasgevangne lugblasies, stuifmeel of ander deeltjies;

"heuning" die soet voedingsmiddel afkomstig van die nektar van blomme, suikeragtige uitskeidings van insekte, plantsappe of suikeragtige uitskeidings van lewende plantdele anders as blomme, nadat dit deur heuningbye of angellose bye versamel, gedeeltelik verander en in die koek opgegaar is;

"heuningbye" insekte van die genus *Apis*;

"heuningdouheuning" enige regsdraaiende heuning hoofsaaklik afkomstig van die suikeragtige uitskeidings van lewende plantdele anders as blomme of van die suikeragtige uitskeidings van insekte op lewende plantdele, nadat dit deur heuningbye of angellose bye versamel, gedeeltelik verander en in die koek opgegaar is;

"HMF-inhoud" die hoeveelheid (mg/kg) hidroksimetielfurfural aanwesig in heuning;

"inspekteur" die Uitvoerende Beampte of 'n beampte onder sy beheer;

"koek" die sellulêre wasstruktuur waarin bye heuning en/of stuifmeel opgaar;

"koekheuning" heuning wat nog in die vars geboude, broedlose selle van die koek verseël is;

"koninginjellie" die afskeidings van die hipofaringeale klier van die werkerby;

"lot" 'n bepaalde hoeveelheid heuning of mengsels van bye produkte hoofsaaklik onder dieselfde toestand verpak en identifiseerbaar deur 'n unieke nommer of die datum van verpakking;

"onsuiwerhede" alle stowwe wat aan die voorkoms, aanvaarbaarheid of eetbaarheid, of geur of aroma van die produk, afbreuk sal doen;

"onverhitte heuning" heuning waarvan die temperatuur nie bo 38 grade Celsius deur die produsent of die verpakker verhoog is nie;

"produsent" 'n persoon wat bye aanhou ten einde heuning en/of ander bye produkte te produseer;

"rou heuning" ongefiltreerde, onverhitte heuning, d.w.s. heuning wat sal voldoen aan die spesifikasies en vereistes van Keurgraad vloeibare heuning indien so verwerk;

"ryp heuning" heuning met die minimum voginhoud en die maksimum aktiewe ensieme, verseël in die selle;

"sel" een enkele seskantige kompartement van 'n koek;

"sifgrootte" dat die volgende maasgrootte gelykstaande sal wees aan die ooreenkomstige standaard metrieke afmeting, 35 maas = 420 mikron of 0.42 mm;

"stroopheuning" heuning na skeiding van die koek;

"stuifmeel" die manlike bevrugtingsaad van flora wat in die helmknoppe van bloeisel voorkom en somtyds deur bye versamel en gestoor word as voedsel;

"stukheuning" stukke gesnyde koekheuning wat in 'n medium van stroopheuning dryf;

"suikerrietheuning" heuning geproduseer van suikerriet;

"surrogaatheuning" enige voedingsmiddel bestaande uit 'n voedingstof of mengsel van stowwe wat gemaak is om na heuning te aard;

"Uitvoerende Beampte" die beampte kragtens artikel 2(1) van die Wet aangewys;

"vergietie heuning" heuning wat deur 'n sif vergiet is deur middel van sy eie gewig, d.w.s. swaartekrag;

"verpakker" enige persoon wat byeprodukte verpak;

"verroomde heuning" gekristalliseerde stroopheuning doelbewus verwerk tot 'n egalig-romerige bestandheid met 'n gladde smeerbare tekstuur;

"vervalsingsmiddels" enige nie-byeproduk, bygevoeg by (natuurlike) byeprodukte; en

"vloeibare heuning" heuning in 'n vloeibare toestand.

Bestek van regulasies

2. (1) Hierdie regulasies is van toepassing op die gradering, verpakking en merk van heuning en mengsels van byeprodukte bedoel vir verkoop in die Republiek van Suid-Afrika, waartoe en onder omstandighede waarin 'n verbod in terme van artikel 3 van die Wet betreffende die verkoop van heuning en mengsels van byeprodukte toepasbaar is; en

(2) alle surrogaatheuning is spesifiek uitgesluit van hierdie regulasies met die uitsondering van die spesifikasies van regulasie 9.

Vereistes vir verkoop

3. (1) Heuning en mengsels van byeprodukte mag in terme van artikel 3 van die Wet vir verkoop aangebied word indien --

- (a) die heuning en mengsels van byeprodukte aan die graadvereistes in regulasie 5 bedoel, voldoen;
- (b) die heuning en mengsels van byeprodukte aan die standaarde vir die grade in regulasie 6 bedoel, voldoen;
- (c) die houers waarin heuning en mengsels van byeprodukte verpak is aan die vereistes vir houers soos in regulasie 7 bedoel, voldoen;
- (d) die houers betrokke op die wyse soos in regulasie 8 voorgeskryf, gemerk is;
- (e) die houers betrokke aan die merkbeperkings soos in regulasie 9 bedoel, voldoen;
- (f) die heuning en mengsels van byeprodukte van onsuiverhede, additiewe en vervalsingsmiddels vry is; en
- (g) onderworpe aan die bepalings van paragrawe (a), (b), (c), (d), (e), en (f), die heuning en mengsels van byeprodukte aan die toepaslike standaarde soos uiteengesit in Tabelle 1-4 in Deel II, voldoen.

(2) Die Uitvoerende Beamppte kan iemand skriftelik, in die geheel of gedeeltelik, op die voorwaardes wat hy nodig ag, van die bepalings van subregulasie (1) vrystel.

Oortredings en strawwe

4. Iemand wat die bepalings van hierdie regulasies ootree of versuim om daaraan te voldoen is aan 'n misdryf skuldig en by skuldigbevinding strafbaar met 'n boete of gevangenisstraf volgens Artikel 11 van die Wet.

DEEL I

ALGEMENE STANDAARDE EN VEREISTES VIR HEUNING EN MENGSELS VAN BYEPRODUKTE

Grade van heuning en mengsels van byeprodukte

5. (1) Daar sal twee grade vir vloeibare heuning, verroomde heuning en koekheuning wees, naamlik Keurgraad en Nywerheidsgraad.

(2) Daar sal een graad vir stukheuning en vir mengsels van byeprodukte wees, naamlik Keurgraad.

(3) Onderworpe aan die woordskrywing vir rou heuning sal daar geen gradering van rou heuning wees nie.

(4) Die kristallisasie van vloeibare heuning is 'n natuurlike proses en sal nie tot gevolg hê dat die heuning afgegradeer word nie.

(5) Wanneer enige gehaltfaktor by die standaardde of spesifieke standaardde vir verroomde of gekristalliseerde heuning in dispuut verkeer, moet 'n monster soos in regulasie 10(3) beskryf vloeibaar gemaak en daarna gegradeer word.

Standaardde vir grade van heuning

6. (1) Heuning moet --

- (a) deeglik in die korf rypgemaak wees ten einde die korrekte voggehalte en ensiemaktiwiteit te bevat; en
- (b) vry wees van deeltjies vreemd tot die samestelling daarvan (soos skimmel, insekte of insek oorblyfsels, sand, ensovoorts).

(2) Heuning mag nie --

- (a) enige vreemde smake of geure hê nie;
- (b) gefermenteer of bruis wees nie; en
- (c) op so 'n wyse behandel wees dat die natuurlike ensieme vernietig of onaktief gemaak is nie.

(3) Enige van die volgende toepaslike toetse mag gekies word om die samestelling, gehalte en rypheid van heuning te bepaal, en as die heuning nie voldoen aan enige van die geselekteerde toetse nie, sal dit geag word as nie te voldoen aan die standaardde vir grade van heuning nie:

- (a) Maksimum HMF inhoud - mag nie 40 mg/kg oorskry nie.
- (b) Maksimum digtheid - mag nie minder as 1.40875 g by 20 grade Celsius wees nie.
- (c) Maksimum as-inhoud - mag nie 0.6 persent oorskry nie.
- (d) Maksimum suikrose-inhoud - mag nie vyf persent oorskry nie.

- (e) Maksimum reduserende suiker-inhoud - mag nie minder as 65 persent in blomheuning of 60 persent in heuningdouheuning wees nie.
- (f) Fruktose : glukose verhouding - mag nie minder as 1.0:1 wees nie.
- (g) Diastase aktiwiteit - moet teenwoordig wees en moet 'n DN-waarde van nie minder as DN 4 wys op die Gothe-skaal nie.
- (h) Lund-toets - 'n neerslag van nie minder as 0.6 cm^3 moet binne 24 uur verkry word.
- (i) Direkte en onmiddellike soortlike draaiing - van 'n waterige oplossing bevattende 26 g blomheuning in 'n totale volume van 100ml, mag nie minder linksdraaiend as minus 10 by 20 grade Celsius wees nie.
- (j) Maksimum suurinhoud mag nie hoër as 40 milli-ekwivalente suur per kg wees nie.
- (k) Amilo- en eritrodekstriene - toets vir die aanwesigheid daarvan moet negatief wees.
- (l) Prolien - ten minste 200 mg per kg moet teenwoordig wees.
- (m) Amilase inhoud - mag nie minder as 8 dpm wees nie.
- (n) Invertase inhoud - mag nie minder as 4 dpm wees nie.
- (o) Voginhoud - mag nie 20 persent oorskry nie.
- (p) Water onoplosbare vastestowwe inhoud in die vloeibare heuninggedeelte - mag nie meer as 0.1 persent wees nie.
- (q) Die verskil tussen die stabiele isotoop verhouding delta ^{13}C (%) van die heuning en die stabiele isotoop verhouding van die proteïeninhoud daarvan mag nie minder as 0.0 wees nie.

Vereistes vir houers

7. 'n Houer wat heuning of mengsels van byeprodukte bevat moet --

- (a) gemaak wees van materiaal wat --
 - (i) geskik is vir die doel;
 - (ii) die inhoud daarvan teen besoedeling sal beskerm; en
 - (iii) nie die inhoud daarvan op enige wyse sal besoedel nie;
- (b) so sterk wees dat dit nie gedurende normale bergings-, hanterings- en vervoerpraktyke beskadig of vervorm sal word nie;
- (c) ongeskonde wees; en
- (d) deeglik toegemaak wees op 'n wyse deur die aard daarvan toegelaat.

Merkvereistes

8. (1) Behoudens die bepalings van hierdie regulasies moet die vereiste merkvereistes in letters wat minstens 1 mm hoog is op enige houer wat heuning of mengsels van byeprodukte bevat, verskyn.

(2) Enige houer wat heuning of mengsels van byeprodukte bevat, moet duidelik en leesbaar met die volgende besonderhede gemerk wees:

- (a) Die naam van die produk in letters ten minste 4 mm hoog: Met dien verstande dat 'n ware beskrywing van die tipe heuning daarin bevat, soos verroomde of koek, die blom- of plantbron soos sonneblom, bokwiet, heuningdou of enige ander soortgelyke beskrywing soos die geografiese of topografiese oorsprong in letters van ten minste 4 mm hoog, bykomstiglik gebruik kan word.
- (b) Die naam en die besigheidsadres van die produsent of verpakker of verkoper van so 'n produk.
- (c) Die land van herkoms van die inhoud.
- (d) Die graad van die inhoud in letters ten minste 2 mm hoog.
- (e) Wanneer rou heuning bevat word, met die woorde "rou" of "onverwerk" in letters ten minste 2 mm hoog.
- (f) Wanneer suikerrietheuning in enige verhouding bevat word, dat dit suikerrietheuning bevat.
- (g) Wanneer mengsels van byeprodukte bevat word, met die verhouding van byeprodukte daarin bevat.
- (h) Die datum van verpakking.
- (i) Lot identifikasie op so 'n wyse dat die produsent, verpakker of verkoper wie se naam en adres op die houer verskyn die perseel waar die produk finaal saamgestel is, asook die lot, kan identifiseer of behulpzaam wees met identifikasie: Met dien verstande dat die datum van verpakking as lot identifikasie gebruik kan word, waar nodig.
- (j) Die woord "bestraal" of "geraduriseerd" in letters ten minste 3 mm hoog in die omgewing van die naam van die produk, wanneer die inhoud totaal of gedeeltelik bestaan uit heuning wat onderworpe was aan bestraling: Met dien verstande dat die aanduiding van die radura teken opsioneel is.
- (k) Die netto massa ooreenkomstig die Wet op Handelsmetrologie, 1973 (Wet No. 77 van 1973) soos toegepas deur die SABS.

(3) Enige houer wat heuning of mengsels van byeprodukte in grootmaat bevat, maar nie in kleinhandel verkoop word nie, sal van die merkvereistes vrygestel wees indien die houer vergesel word van die betrokke handelsdokumente wat al die besonderhede soos vereis deur hierdie regulasies, weergee, met die volgende uitsonderings:

- (a) Die naam en besigheidsadres van die produsent of verpakker of verkoper van sodanige heuning moet op die houer verskyn.
- (b) Die graad van die inhoud mag van die handelsdokumente weggelaat word indien sodanige heuning nie gegradeer is nie.
- (c) Lot identifikasie van 'n houer op so 'n wyse dat die produsent, verpakker of verkoper wie se naam en adres op die houer verskyn die perseel waar die produk finaal saamgestel is, asook die lot, kan identifiseer of behulpzaam wees met identifikasie.
- (d) (i) Die woord "bestraal" of "geraduriseerd"; en
 - (ii) die land van oorsprong van die inhoud moet in letters ten minste 3 mm in hoogte op die houer, waarvan die inhoud totaal of gedeeltelik bestaan uit heuning wat onderworpe was aan bestraling, verskyn: Met dien verstande dat die aanduiding van die radura teken opsioneel is.

(4) Etiket op houters wat heuning of mengsels van byeprodukte bevat moet skoon en netjies wees, moet deeglik daarop geplak wees en mag nie oor ander etikette geplak wees nie, behalwe as 'n bykomstige etiket wat verwys na dieselfde produk in dieselfde houer.

Beperkte besonderhede op houters

9. (1) Geen bewoording, afbeelding of ander metode van begripsuitdrukking wat 'n wanvoorstelling uitmaak of wat, regstreeks of deur veronderstelling, 'n misleidende indruk kan skep van die inhoud, mag op enige houer wat heuning of mengsels van byeprodukte bevat, verskyn nie.

(2) (a) Die woord "heuning" of enige verteenwoordiging daarvan, mag nie enige plek op enige surrogaatheuning, etiket of verpakking daarvan, verskyn nie; en

(b) sou 'n surrogaatheuning enige heuning bevat, sal die woord "heuning" slegs voorkom in die lys van bestanddele van so 'n surrogaatheuning.

(3) Met uitsondering van heuning en mengsels van byeprodukte, mag geen ander produk se etiket, verpakking, handelsnaam, handelsmerk of prentevoorstellings so ontwerp wees dat dit veronderstel dat heuning die hoofbestanddeel is.

(4) Met uitsondering van die handelsnaam, radura teken, prentevoorstelling, logo of geregistreerde merk, merkvereistes voorgeskryf in regulasie 8, aanvullende merkvereistes toegelaat deur regulasie 11, inligting ten opsigte van kristallisering en die vloeibaarmaking van gekristalliseerde heuning en chemiese samestelling of voedingswaarde, mag geen ander naam, merk, beskrywing, advertensie of aanspraak op die gehalte eienskappe of andersins van heuning, op die houer, die deksel, dop of prop, of op die etiket of enige pamflet, enigsins aan die houer van heuning of mengsels van byeprodukte geheg, verskyn nie, tensy dit direk verband hou met die bemarking of produksie van die produk en wetenskaplik en feitlik kontroleerbaar is.

Inspeksie en hantering van monsters

10. (1) 'n Inspekteur mag in enige besending van heuning of mengsels van byeprodukte soveel houters oopmaak en die inhoud daarvan inspekteer, en monsters van die inhoud verwyder vir die doel van verdere ondersoek of ontleding, soos hy nodig ag, waarvoor hy 'n ontvangsbewys moet uitreik.

(2) 'n Inspekteur moet oortuig wees dat die monsters geneem verteenwoordigend is van die produk in die betrokke besending.

(3) Monsters van heuning en die heuning in mengsels van byeprodukte moet as volg vir ontleding voorberei word:

(a) In die geval van hitte-onsensitiewe toetse --

(i) indien vry van kristallisering, meng deeglik deur te roer;

(ii) indien gekristalliseer, plaas geslote houer sonder onderdompeling in 'n waterbad en verhit vir 30 minute teen 60 grade Celsius, dan, indien nodig, verhit teen 65 grade Celsius totdat vloeibaar is. Ongereelde roering tydens verhitting is noodsaaklik. Meng deeglik en verkoel vinnig tot kamertemperatuur sodra die monster vervloei;

(iii) indien nog in die koek, skei van die koek deur die koek versigtig fyn te druk en die heuning deur 'n sif met 35 maas te vergiet. Indien stukkies van die koek of byewas deur die sif gaan, verhit die monster in 'n waterbad tot 40 grade Celsius en vergiet deur kaasdoek in 'n warm water tregter; en

(iv) indien die heuning in die koek gekristalliseer het, verhit teen 65 grade Celsius totdat die byewas gesmelt het, verkoel en verwyder die byewas en roer dan.

(b) In die geval van hittesensitiewe toetse --

- (i) word die monsters voorberei sonder verhitting;
- (ii) indien vry van kristallisasie, meng deeglik deur te roer; en
- (iii) indien nog in die koek, skei van die koek deur die koek versigtig fyn te druk en die heuning deur 'n sif met 35 maas te vergiet.

Aanvullende Vereistes

11. Onderworpe aan die bepalings van hierdie regulasies moet heuning en mengsels van byeprodukte en enige ander voedingsmiddel, bevattende heuning en/of byeprodukte --

- (a) aan die toepaslike vereistes voorgeskryf deur die Wet op Voedingsmiddels, Skoonheidsmiddels en Ontsmettingsmiddels, 1972 (Wet No. 54 van 1972), soos toegepas deur die Departement van Gesondheid, voldoen; en
- (b) in die geval van ingevoerde produkte aan die bepalings soos gestipuleer deur die voorgeskrewe permit, uitgereik in terme van die Wet op Landbouplae, 1983 (Wet No. 36 van 1983), soos toegepas deur die Departement, voldoen.

DEEL II

SPESIFIEKE STANDAARDE VIR HEUNING EN MENGSELS VAN BYEPRODUKTE

Tabel 1: Vloeibare Heuning en Verroomde Heuning

Gehaltefaktor	Keurgraad	Nywerheidsgraad
(a) Kleur en helderheid	Eenvormig van kleur en helder of vir verroomde heuning, eenvormig en romerig	*
(b) Smaak	'n Smaak tipies van heuning verkry van 'n dominante bron of bronne. Dit moet behoorlik ryk wees en vry van enige vreemde bysmaak of aanstootlike aroma of geur, soos veroorsaak deur oorverhitting, rook of ander onnatuurlike bysmake Vry van sigbare deeltjies wat teen 55 grade Celsius nie deur 'n sif van 35 maas sal gaan nie	Soos vir Keurgraad
(c) Sigbare onoplosbare deeltjies		*

* Nie volgens Keurgraad spesifikasies ten opsigte van een of meer aspek.

Tabel 2: Koekheuning

Gehaltefaktor	Keurgraad	Nywerheidsgraad
(a) Voorkoms	Moet onbeskadig en eenvormig wees	*
(b) Byewasvel (indien gebruik)	Die koek moet uitgebou wees op 'n ligte massa byewasvel	*
(c) Stuifmeel bevattende selle	Nie meer as 25 persent nie	*
(d) Onverseëde selle	Ten minste 85 persent van die selle moet verseël wees	*
(e) Selle wat broed bevat	Geen	Geen
(f) Selle waarin broed uitgebrou is/bruin of swart selle	Geen	*
(g) Smaak	'n Smaak tipies van heuning verkry van 'n dominante bron of bronne. Dit moet behoorlik ryp wees en vry van enige vreemde bysmaak of aanstootlike aroma of geur, soos veroorsaak deur oorverhitting, rook of ander onnatuurlike bysmake	Soos vir Keurgraad

* Nie volgens keurgraad spesifikasies ten opsigte van een of meer aspek.

Tabel 3: Stukheuning

Gehaltefaktor	Keurgraad
(a) Voorkoms van koek	Die stukke koekheuning moet volledig in vloeibare heuning dryf en ten minste 85 persent van die selle van die koek moet verseël wees
(b) Koekstuk	Keurgraad koekheuning moet gebruik word
(c) Bygevoegde vloeibare heuning om die netto massa te berei	Keurgraad vloeibare heuning sal gebruik word om die stuk koek ten volle onder te dompel
(d) Smaak	'n Smaak tipies van heuning verkry van 'n dominante bron of bronne. Dit moet behoorlik ryp wees en vry van enige vreemde bysmaak of aanstootlike aroma of geur, soos veroorsaak deur oorverhitting, rook of ander onnatuurlike bysmake

Tabel 4: Mengsels van Byeprodukte

Gehaltefaktor	Keurgraad
(a) Bygevoegde heuning	Keurgraad heuning sal gebruik word

**DEPARTMENT OF HEALTH
DEPARTEMENT VAN GESONDHEID**

No. R. 836

25 August 2000

FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT, 1972 (ACT NO. 54 OF 1972)

**REGULATIONS GOVERNING THE MAXIMUM LIMITS FOR PESTICIDE RESIDUES
THAT MAY BE PRESENT IN FOODSTUFFS: AMENDMENT**

The Minister of Health intends, in terms of section 15(1) of the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act No. 54 of 1972), to make the regulations in the Schedule.

Interested persons are invited to submit any substantiated comments or make any representations on the proposed regulations to the Director-General of Health, Private Bag X828, Pretoria, 0001 (for the attention of the Director: Food Control), within two months of the date of publication of this notice.

SCHEDULE

Definitions

1. In these regulations "**the Regulations**" means the regulations published under Government Notice No. R. 246 of 11 February 1994, as corrected by Government Notice No. R. 1448 of 26 August 1994.

Amendment of the Regulations

2. Regulation 2 of the Regulations is hereby amended by –

- (1) the insertion in subparagraph (b) of the expression "opposite thereto" after the expression "not listed" and by the substitution for the expression "0,05 mg/kg" of the expression "0,01 mg/kg";
- (2) inserting the following paragraph after paragraph (b):

"(c) that is not imported and that is not listed in the Annex and that contains a chemical substance listed in column I shall be sold or manufactured for sale if such foodstuff exceeds a maximum residue limit of 0,01 mg/kg;"
- (3) renumbering paragraph (c) as paragraph (d);
- (4) renumbering the former paragraph (d) as paragraph (e) and the substitution in such paragraph for the expressions "paragraph (c)" and "0,05 mg/kg" of the expressions "paragraph (d)" and "0,01 mg/kg"; and
- (5) the insertion of the following paragraph after paragraph (e):

"(f) that is imported and that is not listed in publications referred to in paragraph (d) or in the Annex and that contains a chemical substance listed in column I shall be sold or manufactured for sale if such foodstuff exceeds a maximum residue limit of 0,01 mg/kg."

Amendment of the Annex of the Regulations

3. The Annex of the Regulations is hereby amended by –

- (1) the insertion of the following particulars in the correct alphabetical order:

I Chemical Substance	II Foodstuff	III Maximum residue limit (mg/kg)
Abamectin.....	"Apples.....	0,01"
"Acetamiprid.....	Citrus.....	0,5" ¹
Acrinathrin.....	"Hops (dry)	10,0
	Tomatoes.....	0,1"
Aldicarb (sum of aldicarb, its sulphoxide and sulphone, expressed as aldicarb).....	"Fodder (hay).....	1,0
	Hops (dry).....	2,0
	Sweet potatoes and groundnuts.....	0,1"
Amitraz [sum of amitraz, calculated as N-(2,4- dimethylphenyl)-N ¹ - methylformamidine, and N- (2,4-dimethylphenyl)-N ¹ - methylformamidine]	"Tomatoes.....	0,5"
Azocyclotin (sum of azocyclotin, cyhexatin and dicyclohexyltin oxide, expressed as cyhexatin).....	"Hops (dry).....	175,0"
Azoxystrobin.....	"Citrus.....	0,5
	Grapes (table).....	1,0
	Potatoes.....	0,02"
Benalaxyl.....	"Grapes (table and wine).....	2,0"
"Bromuconazole.....	Apples.....	0,2
	Barley and wheat.....	0,02"
Carbendazim.....	"Chicory.....	0,05
	Peas.....	0,2"
"Cartap hydrochloride.....	Cabbage.....	150,0
	Tomatoes.....	10,0"
"Chlorphenapyr.....	Citrus.....	0,01
	Apples, grapes (table), nectarines, pears and tomatoes.....	0,5"
Chlorpyrifos.....	"Bananas.....	1,0
	Grapes (wine).....	0,5"
Clofentezine.....	"Tomatoes.....	0,2"
Cyhexatin (sum of cyhexatin and dicyclohexyltin oxide, expressed as cyhexatin).....	"Citrus.....	2,0
	Hops (dry).....	105,0"
Cypermethrin (sum of isomers).....	"Rooibos (green).....	0,5
	Rooibos (dry).....	2,0 ²
	Wheat.....	0,5 ³ "

¹ Was 0,2 mg/kg. A changed maximum residue limit is proposed as the agricultural use has been extended to be applied somewhat later in season and also more than once to control certain pests in citrus.

² Was 0,05 mg/kg

³ Was 1,0 mg/kg

I Chemical Substance	II Foodstuff	III Maximum residue limit (mg/kg)
	Grapes (table and wine).....	0,5"
Cyromazine (sum of cyromazine and melamine).....	"Beans (green).....	5,0"
Deltamethrin.....	"Hops (dry)..... Mangoes..... Paprika..... Stored grain (wheat).....	5,0 0,05 0,2 1,0"
"Difenaconazole.....	Citrus..... Grapes.....	0,05 0,2"
"Dimethyl didecyl ammonium chloride	Apples and pears.....	<20,0"
"Dimethomorph	Grapes (table and wine).....	5,0"
"Diofenolan.....	Citrus.....	1,0"
Endosulfan (sum of alpha- and beta-endosulfan and endosulfan sulphate).....	"Hops (dry)..... Paprika (dry).....	20,0 1,0"
Esfenvalerate (sum of isomers).....	"Hops (dry)..... Mealies (green)..... Wheat.....	15,0 0,5 0,05"
"Etoxazole (etoxazole).....	Apples..... Pears.....	0,2 0,1"
"Fenazaquin.....	Apples, citrus and tomatoes..... Pears.....	0,05 0,5"
"Fenbuconazole (sum of fenbuconazole and its lactone metabolites RH-9129 and RH-9130).....	Apples and pears..... Apricots and peaches..... Barley and wheat..... Plums.....	0,1 1,0 0,05 0,5"
Fenbutatin oxide.....	"Beans..... Peppers and tomatoes.....	0,5 0,2"
"Fenhexamide	Grapes.....	5,0"
"Fenitrothion.....	Stored grain (wheat).....	10,0"
"Fenoxycarb.....	Apples and pears.....	1,0"
Fenpropathrin (sum of isomers)	"Hops (dry).....	40,0"
Fenpyroximate.....	"Tomatoes.....	0,05"
Fenthion (sum of fenthion, its oxygen analogue and their sulphoxides and sulphones, expressed as fenthion).....	"Kiwi fruit.....	1,0"
Fenvalerate.....	"Hops (dry)..... Wheat.....	15,0 0,05"
"Fludioxonil.....	Grapes (table and wine).....	0,5"
Flusilazole.....	"Peas.....	0,02"
"Fluquinconazole.....	Grapes(wine).....	0,2"

I Chemical Substance	II Foodstuff	III Maximum residue limit (mg/kg)
Formetanate.....	"Apples..... Citrus..... Grapes (table and wine)..... Peaches (nectarines).....	0,1 0,5 0,05 0,02"
Fosetyl-Al (phosphorous acid).....	"Potatoes.....	15,0"
"Fosthiazate.....	Potatoes.....	0,05"
"Haloxypop (haloxypop esters, haloxypop and its conjugates, expressed as haloxypop).....	Apples, apricots, citrus, grapes, peaches, pears, pineapples and plums..... Cotton seed..... Dry beans, soya beans and sugar cane..... Groundnuts..... Lucerne.....	0,05 0,5 0,1 2,0 1,0"
Imidacloprid.....	"Apples..... Cucurbits and cotton seed.....	0,2 0,05"
Iprodione.....	"Apples..... Citrus..... Pears.....	2,5 1,0 2,0"
"Kresoxim-methyl.....	Apples and pears..... Grapes (table) and citrus.....	0,1 0,5"
"Metalaxyl-m.....	Avocados..... Citrus..... Pineapples and tomatoes.....	0,05 1,0 0,5"
Methamidophos.....	"Mangoes.....	1,0"
"Methyl-parathion.....	Citrus.....	1,0"
Myclobutanil (sum of myclobutanil and its alcohol metabolite)	"Cucurbits.....	0,5"
Ofurace.....	"Potatoes..... Tomatoes.....	0,01 0,1 ⁴ "
Oxydemeton-methyl (sum of oxydemeton-methyl and its sulphone, expressed as oxydemeton-methyl).....	"Brinjals, mealies (green), peas and peppers..... Cotton seed, groundnuts, onions and rooibos tea Sorghum.....	0,2 0,1 0,02"
Parathion.....	"Beans, castor-oil seed, cotton seed, groundnuts and onions.....	0,05"
"Pencycuron.....	Potatoes.....	0,05"
Permethrin (sum of isomers)..	"Soya beans..... Wheat.....	0,1 2,0"
"Phosphorous acid.....	Citrus.....	50,0"
Pirimiphos-methyl.....	"Wheat.....	10,0"
Prochloraz (sum of prochloraz and its metabolites containing the 2,4,6-trichlorophenol moiety, expressed as prochloraz).....	"Potatoes.....	0,1"

I Chemical Substance	II Foodstuff	III Maximum residue limit (mg/kg)
moiety, expressed as prochloraz).....		
Propamocarb hydrochloride...	"Potatoes.....	0,5"
Propargite.....	"Citrus.....	2,0"
Propiconazole.....	"Bananas.....	0,1"
"Pymetrozine.....	Cabbage.....	0,02"
Pyrazophos.....	"Tomatoes.....	0,5"
"Pyrimethanil.....	Grapes (table and wine).....	5,0"
Pyriproxyfen.....	"Mangoes.....	0,05"
"Spiroxamine	Grapes.....	1,0"
Sulphur (elemental sulphur)...	"Litchis (peel). ⁴	1 000,0
	Litchis (pulp).....	55,0"
Tebuconazole.....	"Citrus.....	0,02"
"Tebufenozide.....	Apples and pears.....	1,0"
Thiram (mg CS ₂ /kg).....	"Grapes.....	5,0"
Triflumuron.....	"Mangoes.....	0,2"
"Trifloxystrobin.....	Apples.....	0,1
	Grapes.....	0,5"

(2) the deletion of -

- (a) the expression ", grapes" in column II opposite the chemical substance "Chlorpyrifos" in column I;
- (b) the expressions "Citrus (whole fruit)" and "Citrus (pulp)" in column II and opposite thereto in column III the expressions "0,05" and "0,02" opposite the chemical substance "Formetanate";
- (c) the chemical substance "Haloxypop-ethoxyethyl (as haloxypop)" in column I and the foodstuffs opposite thereto in column II and the maximum residue limits opposite thereto in column III; and

⁴ Was only litchis with maximum residue limit of 100,0 mg/kg

- (d) the expression "and pears" in column II opposite the chemical substance "Iprodione" in column I.
- (3) the substitution -
- (a) in column II opposite the chemical substance "Iprodione" in column I for the expression "Ginger," of the expression "Ginger and";
 - (b) in column II opposite the chemical substance "Parathion" in column I for the expression "Beans, beetroot, carrots, castor-oil seed, cotton seed, groundnuts, onions, sweet potatoes and turnips" of the expression "Beetroot, carrots, sweet potatoes and turnips";
 - (c) in column III opposite the foodstuff "Citrus" in column II and the chemical substance "Pyriproxyfen" in column I for the expression "0,05" of the expression "0,2"; and
 - (d) in column III opposite the foodstuff "Grapes" in column II and the chemical substance "Tebuconazole" in column I for the expression "5,0" of the expression "2,0".

M. E. TSABALALA-MSIMANG
Minister of Health
Date 13 August 2000

No. R. 836

25 Augustus 2000

**WET OP VOEDINGSMIDDELS, SKOONHEIDSMIDDELS EN ONTSMETTINGSMIDDELS, 1972
(WET NO. 54 VAN 1972)**

**REGULASIES BETREFFENDE DIE MAKSIMUM PERKE VIR PLAAGDODERRESIDU'S
WAT IN VOEDINGSMIDDELS AANWESIG MAG WEES: WYSIGING**

Die Minister van Gesondheid is voornemens om kragtens artikel 15(1) van die Wet op Voedingsmiddels, Skoonheidsmiddels en Ontsmettingsmiddels, 1972 (Wet No. 54 van 1972), die regulasies in die Bylae uit te vaardig.

Belanghebbendes word versoek om binne twee maande na die datum van publikasie van hierdie kennisgewing gemotiveerde kommentaar oor of verhoë in verband met die voorgestelde regulasies in te dien by die Direkteur-generaal van Gesondheid, Privaat Sak X828, Pretoria, 0001 (vir die aandag van die Direkteur: Voedselbeheer).

BYLAE

Definisies

1. In hierdie regulasies beteken "**die Regulasies**" die regulasies afgekondig by Goewermentskennisgewing No. R. 246 van 11 Februarie 1994, soos gekorrigeer by Goewermentskennisgewing No. R. 1448 van 26 Augustus 1994.

Wysiging van die Regulasies

2. Regulasie 2 van die Regulasies word hierby gewysig deur -
 - (1) die invoeging in subparagraaf (b) van die uitdrukking "daarteenoor" voor die uitdrukking "gelys" en deur die vervanging van die uitdrukking "0,05 mg/kg"

met die uitdrukking "0,01 mg/kg";

(2) die invoeging van die volgende paragraaf na paragraaf (b):

"(c) wat nie ingevoer is nie en wat nie in die Aanhangsel gelys is nie en 'n chemiese stof gelys in kolom I bevat, verkoop of vir verkoop vervaardig indien sodanige voedingsmiddel die maksimum residuperk van 0,01 mg/kg oorskry";

(3) die hernoemering van paragraaf (c) as paragraaf (d);

(4) die hernoemering van die voormalige paragraaf (d) as paragraaf (e) en die vervanging van die uitdrukkings "paragraaf (c)" en "0,05 mg/kg" deur die uitdrukkings "paragraaf (d)" en "0,01 mg/kg"; en

(5) die invoeging van die volgende paragraaf na paragraaf (e):

"(f) wat ingevoer is en wat nie in die publikasie bedoel in paragraaf (d) of in die Aanhangsel gelys is nie en wat 'n chemiese stof gelys in kolom I bevat, verkoop of vir verkoop vervaardig indien sodanige voedingsmiddel die maksimum residuperk van 0,01 mg/kg oorskry";

Wysiging van die Aanhangsel van die Regulasies

3. Die Aanhangsel van die Regulasies word hierby gewysig deur -

(1) die invoeging van die volgende besonderhede in die korrekte alfabetiese posisie:

I Chemiese stof	II Voedingsmiddel	III Maksimum residuperk (mg/kg)
Abamektien.....	"Appels.....	0,01"

I Chemiese stof	II Voedingsmiddel	III Maksimum residuperk (mg/kg)
Akrinatrien.....	"Hops (droog)..... Tamaties.....	10,0 0,1"
Aldikarb (som van aldikarb, sy sulfoksied en sulfoon, uitgedruk as aldikarb).....	"Hops (droog)..... Grondbone en soet patats Veevoer (hooi).....	2,0 0,1 1,0"
Amitras [som van amitras, bereken as N-(2,4-dimetielfeniel)-N ¹ -metiel- formamidien, en N-(2,4-dimetielfeniel)- N ¹ -metielformamidien].....	"Tamaties.....	0,5"
"Asetamipried.....	Sitrus.....	0,5" ¹
Asosiklotin (som van asosiklotin, siheksatin en disikloheksatinoksied, uitgedruk as siheksatin).....	"Hops (droog).....	175,0"
"Asoksistrobin.....	Aartappels..... Druie (tafel-)..... Sitrus.....	0,02 1,0 0,5"
Benalaksiel.....	"Druie (tafel- en wyn-).....	2,0"
"Broomukonasool	Appels..... Gars en koring.....	0,2 0,02"
"Chloorfenapir.....	Appels, druie (tafel), nektariene, pere en tamaties Sitrus.....	0,5 0,01"
Chloorpirifos.....	"Druie (wyn-) Piesangs.....	0,5 1,0"
Deltametrien.....	"Gebergde graan (koring)..... Hops (droog)..... Mango's..... Paprika.....	1,0 5,0 0,05 0,2"
"Difenokonasool.....	Druie..... Sitrus.....	0,2 0,05"
"Dimetomorf	Druie (tafel- en wyn-)	5,0"
"Dimetiel didesiel ammonium chloried.....	Appels en pere.....	<20,0"
"Diofenolaan.....	Sitrus.....	1,0"
Endosulfaan (som van alfa- en beta-endosulfaan en endosulfaansulfaat).....	"Hops (droog)..... Paprika (droog).....	20,0 1,0"

¹ Was 0,2 mg/kg. Die maksimum residuperk is verander omdat die landbou gebruik uitgebrei is om later in die seisoen en meer as een maal aangewend te word, om sekere plaie in sitrus te beheer.

I Chemiese stof	II Voedingsmiddel	III Maksimum residuperk (mg/kg)
Esfenvaleriaat (som van isomere).....	"Hops (droog)..... Koring..... Mielies (groen-).....	15,0 0,05 0,5"
"Etoksasool (etoksasool).....	Appels..... Pere.....	0,2 0,1"
"Fenasakien.....	Appels, sitrus en tamaties..... Pere.....	0,05 0,5"
"Fenbukonasool (som van fenbuko- nasool en sy laktoon metaboliete RH-9129 en RH-9130).....	Appels, pere..... Appelkose en perskes..... Gars en koring..... Pruime.....	0,1 1,0 0,05 0,5"
Fenbutatinoksied.....	"Bone..... Soetrissies/rissies en tamaties.....	0,5 0,2"
"Fenheksmied.....	Druive.....	5,0"
"Fenitrotioon.....	Gebergde graan (koring).....	10,0"
"Fenoksikarb.....	Appels en pere.....	1,0"
Fenpropatrien (som van isomere).....	"Hops (droog).....	40,0"
"Fenpiroksimaat.....	Tamaties.....	0,05"
Fention (som van fention, sy suurstofanalooë en hul sulfoksiede en sufone, uitgedruk as fention).....	"Kiwivrugte.....	1,0"
Fenvaleriaat.....	"Hops (droog)..... Koring.....	15,0 0,05"
"Fludioksonil.....	Druive (tafel- en wyn-).....	0,5"
"Flukwinakonasool.....	Druive (wyn).....	0,2"
Flusilasool.....	"Ertjies.....	0,02"
Formetanaat.....	"Appels..... Druive (tafel-)..... Perskes (nektariene)..... Sitrus.....	0,1 0,05 0,02 0,5"
Fosetiel-Al (fosforigsuur).....	"Aartapples.....	15,0"
"Fosforigsuur.....	Sitrus.....	50,0"
"Fostiasaat.....	Aartapples.....	0,05"
"Haloksifop (haloksifop esters, haloksifop en sy konjugate, uitgedruk as haloksifop)	Appelkose, appels, druiwe, pere, perskes, pruime, pynappels en sitrus..... Droëbone, sojabone en suikerriet..... Grondbone..... Katoensaad..... Lusern.....	0,05 0,1 2,0 0,5 1,0"

I Chemiese stof	II Voedingsmiddel	III Maksimum residuperk (mg/kg)
Imidaklopried.....	"Appels..... Pampoengewasse en katoensaad.....	0,2 0,05"
Iprodion.....	"Appels..... Pere..... Sitrus.....	2,5 2,0 1,0"
Karbendasiem.....	"Ertjies..... Sigorei.....	0,2 0,05"
"Kartap hidrochloried.....	Kopkool..... Tamaties.....	150,0 10,0"
Klofentesien.....	"Tamaties.....	0,2"
"Kresoksime-metiel.....	Appels en pere..... Druwe (tafel-) en sitrus	0,1 0,5"
"Metalaksime-m.....	Avokadopere..... Pynapples en tamaties..... Sitrus	0,05 0,5 1,0"
Metamidofos.....	"Mango's.....	1,0"
"Metilparation.....	Sitrus.....	1,0"
Miklobutaniel (som van miklobutaniel en sy alkohol metabool).....	"Pampoengewasse.....	0,5"
Ofurase.....	"Aartappels..... Tamaties.....	0,01 0,12"
Oksidemetonmetiel (som van oksidemetonmetiel en sy sulfoon, uitgedruk as oksidemetonmetiel).....	"Eiervrug, mielies (groen-), ertjies en soetrissies/rissies..... Katoensaad, grondbone, uie en rooibostee	0,2 0,1 0,02"
Paration.....	"Bone, grondbone, kasteroliesaad, katoensaad en uie.....	0,05"
"Pensikuron.....	Aartappels.....	0,05"
Permetrien (som van isomere).....	"Koring..... Sojabone.....	2,0 0,1"
"Pimetrosien.....	Kopkool.....	0,02"
Pirasofos.....	"Tamaties.....	0,5"
"Pirimetaniel.....	Druwe (tafel- en wyn-)	5,0"
Pirimifosmetiel.....	"Koring.....	10,0"

I Chemiese stof	II Voedingsmiddel	III Maksimum residuperk (mg/kg)
Piriproksifeen.....	"Mango's.....	0,05"
Prochlooras (som van prochlooras en sy metaboliete wat die 2,4,6-trichloorfenol-gedeelte bevat, uitgedruk as prochlooras).....	"Aartappels.....	0,1"
Propamokarbhidrochloried.....	"Aartappels.....	0,5"
Propargiet.....	"Sitrus.....	2,0"
Propikonasool.....	"Piesangs.....	0,1"
Siheksatien (som van siheksatien en disikloheksieltienoksied, uitgedruk as siheksatien).....	"Hops (droog)..... Sitrus.....	105,0 2,0"
Sipermetrien (som van isomere).....	"Koring..... Rooibos (groen)..... Rooibos (droog).....	0,5 ³ 0,5 2,0 ⁴
"Siprodinieel.....	Druife (tafel- en wyn-) Gars..... Appels.....	0,5 0,05 0,1"
Siromasien (som van siromasien en melamien).....	"Bone (groen-)	5,0"
"Spiroksamien.....	Druife.....	1,0"
Swawel (die element swawel).....	"Lietjies (skil) ⁵ Lietjies (pulp).....	1 000,0 55,0"
"Tebufenosied.....	Appels en pere.....	1,0"
Tebukonasool.....	"Sitrus.....	0,02"
Tiraam (mg CS ₂ /kg).....	"Druife.....	5,0"
"Trifloksistrobien.....	Apples..... Druife.....	0,1 0,5"
Triflumuroon.....	"Mango's.....	0,2"

³ Was 1,0 mg/kg

⁴ Was 0,05 mg/kg

⁵ Was net lietjies met maksimum residuperk van 100,0 mg/kg

(2) die skrapping van -

- (a) die uitdrukking "Druwe" in kolom II teenoor die chemiese stof "Chloorpyrifos" in kolom I;
- (b) die uitdrukkings "Sitrus (heel vrug)" en "Sitrus (pulp)" in kolom II en daarteenoor in kolom III die uitdrukkings "0,05" en "0,02" teenoor die chemiese stof "Formetanaat" in kolom I;
- (c) die uitdrukking ", pere" in kolom II teenoor die chemiese stof "Iprodion" in kolom I; en
- (d) die chemiese stof "Haloksifop-etoksi-etiel (as haloksifop)" in kolom I en die voedingsmiddels daarteenoor in kolom II en die maksimum residuperke daarteenoor in kolom III;

(3) die vervanging van -

- (a) die uitdrukking "Gemmer," deur die uitdrukking "Gemmer en" in kolom II teenoor die chemiese stof "Iprodion";
- (b) die uitdrukking "Beet, bone, geelwortels, grondbone, kasteroliesaad, katoensaad, patats, rape en uie" deur die uitdrukking "Beet, geelwortels, patats en rape" in kolom II teenoor die chemiese stof "Paration" in kolom I;
- (c) die uitdrukking "0,05" deur die uitdrukking "0,2" in kolom III teenoor die voedingsmiddel "Sitrus" in kolom II en die chemiese stof "piriproksifeen" in kolom I; en

- (d) die uitdrukking "5,0" deur die uitdrukking "2,0" in kolom III teenoor die voedingsmiddel "Druive" in kolom II en die chemiese stof "Tebukonasool" in kolom I.

M. E. TSABALALA-MSIMANG

Minister van Gesondheid

Datum 13 Augustus 2000

No. R. 837**25 August 2000****FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT, 1972 (ACT No. 54 OF 1972)****REGULATIONS RELATING TO MILK AND DAIRY PRODUCTS: AMENDMENT**

The Minister of Health has, in terms of section 15 (1) of the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act No. 54 of 1972), made the regulations in the Schedule.

SCHEDULE**Definitions**

1. In these regulations "the Regulations" means the regulations published by Government Notice No. R. 1555 of 21 November 1997, as corrected by Government Notice No. R. 1278 of 29 October 1999 and amended by Government Notice No. R. 53 of 28 January 2000.

Amendment of Annexure C of the Regulations

2. The Regulations are hereby amended by the insertion in the correct alphabetical order of the following names of local authorities in Annexure C:

"De Aar

Ladysmith

Malmesbury

Paul Roux

Richmond

West Coast

Winelands".

M. E. TSABALALA-MSIMANG**Minister of Health****No. R. 837****25 Augustus 2000****WET OP VOEDINGSMIDDELS, SKOONHEIDSMIDDELS EN ONTSMETTINGSMIDDELS, 1972 (WET No. 54 VAN 1972)****REGULASIES BETREFFENDE MELK EN SUIWELPRODUKTE: WYSIGING**

Die Minister van Gesondheid het kragtens artikel 15 (1) van die Wet op Voedingsmiddels, Skoonheidsmiddels en Ontsmettingsmiddels, 1972 (Wet No. 54 van 1972), die regulasies in die Bylae uitgevaardig.

BYLAE**Woordomskrywings**

1. In hierdie regulasies beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 1555 van 21 November 1997, soos verbeter by Goewermentskennisgewing No. R. 1278 van 29 Oktober 1999 en gewysig by Goewermentskennisgewing No. R. 53 van 28 Januarie 2000.

Wysiging van Aanhangel C van die Regulasies

2. Die Regulasies word hierby gewysig deur die invoeging in Aanhangel C in die korrekte alfabetiese volgorde van die volgende name van plaaslike owerhede:

"De Aar

Ladysmith

Malmesbury

Paul Roux

Richmond

Weskus

Wynland".

M. E. TSABALALA-MSIMANG**Minister van Gesondheid**

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 821**25 August 2000**

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION OF THE
FOOTWEAR SECTION COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council of the Leather Industry of South Africa and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 4 September 2000 and for the period ending 30 June 2001.

M. M. S. MDLADLANA, Minister of Labour

UMNYANGO WEZOKUSEBENZA

No. R. 821**25 August 2000**

UMTHETHO WOBUDLELWANO KWEZEMISEBENZI, KA 1995

**UMKHANDLU WOKUXOXISANA KUZWELONKE ZWIMBONI ENINGIZIMU AFRIKA: UKWELULWA KWESIVULMELWANO
SIKAWONKEWONKE NESICHIBIYELAYO KWINGXENYE YOKUGQOKWA EZINYAWENI SELULELWA KUBALO
ABANGESIWONA AMALUNGA**

Mina Membathisi Mphumzi Shepherd Mdladlana uNgqongqoshe wezeMisebenzi, ngokwesigaba 32 (2) soMthetho wobuDlelwano kwezemi Sebenzi, ka 1995, (Labour Relations Act) ngiyamemezela ukuti isivumelwano sikawonkewonke esiphinda ukumiswa nesichibiyelayo futhi esikhona kwiSheduli exhunyelwe lapha, esahlanganiswa kuMkhandlu wokuXoxisana kuZwelonke kwiMboni yeziKhumba eNingizimu Afrika futhi esiyisibhopho ngokwesigaba 31 somthetho weZokusebenza, kia 1995, kulawo maqembu ahlengisa isivumelwano siyisibhopho nakwabanye abaqashi nabaqashwa abakulowo mkhamkha wezibomi, kusekela ngomhlaka 4 uSeptemba 2000 nangesikhathi sonke esiyophela mhla ziwu 30 Juni 2001.

M. M. S. MDLADLANA, Ungqongooshe Wezemisebenzi

SCHEDULE

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

FOOTWEAR SECTION COLLECTIVE AGREEMENT

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

Southern African Footwear & Leather Industries Association

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

National Union of Leather & Allied Workers

and

Southern African Clothing and Textile Workers' Union

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

being parties to the National Bargaining Council of the Leather Industry of South Africa, to renew and amend the Agreement published under Government Notice No. R. 1317 of 6 November 1998, as amended and extended by Government Notices Nos. R. 313 of 12 March 1999, R. 1094 of 17 September 1999 and R. 1261 of 5 November 1999.

1. CLAUSE 1: SCOPE OF APPLICATION

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

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

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to all employees for whom wages are prescribed in the Annexures to this Agreement.

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

2. CLAUSE 8: REMUNERATION

Substitute the figure "R410,92" for the figure "R338,54" in subclauses 8.4 (1) (a) and (2).

3. ANNEXURE D: WAGE RATES

Substitute the following for Annexure D:

"ANNEXURE D**WAGES: GENERAL**

	Column A Per week	Column B Per week
A. Watchman.....	410,92	452,01
B. Storeman and/or warehouseman, despatch clerk.....	422,60	464,86
C. Boiler attendant	410,92	452,01
D. Motor vehicle driver driving a vehicle authorised to carry or haul a payload of—		
(i) under 2 722 kg	416,78	458,46
(ii) 2 722 kg	422,60	464,86
(iii) over 2 722 kg but not exceeding 4 546 kg	449,81	494,79
(iv) over 4 546 kg but not exceeding 6 350 kg	534,14	587,55
E. Minors employed in occupations for which rates have not been prescribed in this Agreement:		
First six months	256,11	281,72
Second six months	288,56	317,42
Third six months	322,49	354,74
Thereafter	410,92	452,01
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
F. Cardboard box-making operations:		
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by—		
(a) power.....	610,33	671,36
(b) hand	492,02	541,22
(ii) Cardboard box-makers	410,92	452,01
(iii) Making cardboard boxes, according to experience:		
First six months.....	286,09	314,70
Second six months	288,56	317,42
Thereafter	410,92	452,01
Provided that an adult employee who has less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
G. Employees employed on hand typesetting and printing labels on a printing machine	552,41	607,65
H. Employees employed on welt-making:		
(i) Splitting, skiving, cutting, grooving and bevelling	410,92	452,01
(ii) All other operators	410,92	452,01
I. Packers.....	410,92	452,01
J. Employees employed on currying	476,12	523,73
K. Employees employed on spraying of leather	551,32	606,45
L. Employees employed on knife-making:		
(i) Welding and/or brazing and/or silver soldering	664,06	730,47
(ii) Finishing of joints after welding	431,84	475,02
(iii) Track and/or spot welding.....	410,92	452,01
(iv) Bending to templet and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding	410,92	452,01
(Note: For the purpose of par. L, welding means continuous drawing of weld on seams or joints but excludes track and/or spot welding)		

WAGES: FOOTWEAR NOT ELSEWHERE SPECIFIED

	Column A Per week	Column B Per week
(A) PATTERN DEPARTMENT		
(i) Qualified employees employed as pattern cutter producing original standards and hand grading to restrictions, and/or shoe draughtsman.....	691,27	760,40
(ii) Qualified employees—		
(a) employed on hand grading but not restrictions and not producing original standards.....	584,21	642,63
(b) employed on grading machines.....	584,21	642,63
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced.....	462,37	506,61
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof.....	462,37	508,61
(B) CLICKING DEPARTMENT		
Qualified employees on:		
(i) Clicking and cutting uppers by hand or machine:		
(b) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins.....	684,99	753,49
White full chrome kip for the production of whole-cuts, bluchers and veldskoens only, but excluding miners' and miners' type footwear (all South African tannage).....	684,99	753,49
Children's work, any material, all sizes up to and including size 1 1/2, and all leather slippers (mens's, women's and children's).....	684,99	753,49
(b) Any other materials		
<i>[Ratio: for every four or part of four qualified clickers there may be employed not more than one learner Part of four means a remainder of not less than one after the total number of qualified clickers has been divided by four.]</i>		
(c) Upper leather sorter grading and/or sorting for quality for issue to clickers.....	691,27	760,40
(d) Examining of cut leather components for quality.....	691,27	760,40
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press eccentric press or mallet.....	476,12	523,73
<i>Note: A trimming is a decoration which is not an essential part of the shoe upper. In the event of any disputes as to what comprises a 'small trimming', the Council's decision shall, after investigation, be final.</i>		
Cutting from offal of inside tongues and narrow backstraps from children's, youth's and maids' stitchdowns of Oxford and Derby patterns.....	476,12	523,73
All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof.		
Strap cutting to length from continuous rolls or hanks of pre-prepared material.....	476,12	523,73
<i>[Ratio: For every qualified employee in this section there may be employed not more than two learners at wages in accordance with the scale laid down or learners in subclause (N) (i) of this Annexure.]</i>		
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching.....	422,60	464,86
(iv) Giving out patterns.....	462,37	508,61
Operating splitting machine.....	462,37	508,61
(v) Size stamping and/or painting.....	410,92	452,01
Applying acme backing.....	410,92	452,01
(C) CLOSING DEPARTMENT		
Qualified employees on:		
(i) Puritan machining.....	506,68	557,35
(ii) Stitching aprons on uppers on out-sole stitching machine.....	506,68	557,35
(iii) Pilot machining.....	479,22	527,14

	Column A Per week	Column B Per week
(iv) Other machining:		
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining	413,58	454,94
White full chrome kip for the production only of the whole-cuts, bluchers and veldskoens, but excluding miners' and miners' type footwear (all in South African tannage)	413,58	454,94
(b) Operations on leathers other than those specified in (a):		
Vamping	434,64	478,10
Flat binding by machine	434,64	478,10
Machining additional rows of stitching on the vamp, parallel to the vamp stitching	434,64	478,10
Golosh machining (whole goloshes)	434,64	478,10
Fancy shoes on the held-together system, machined through (all classes)	434,64	478,10
Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers)	434,64	478,10
Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derbysides	434,64	478,10
Vamping shoes with quarters over vamps	434,64	478,10
Conveyor belt console operator feeding individual operators	434,64	478,10
(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality	434,64	478,10
(d) All operations on children's work up to size 1½	413,58	454,94
All leather slippers (men's, women's and children's)	413,58	454,94
All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type footwear)	413,58	454,94
(v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine	434,64	478,10
(vi) Bagging	410,92	452,01
Turning of binding	410,92	452,01
Button fastening	410,92	452,01
Buttonholding	410,92	452,01
Lacing	410,92	452,01
Handpunching	410,92	452,01
Portuguese seaming	410,92	452,01
Staying and taping	410,92	452,01
Seam rubbing	410,92	452,01
Seam hammering	410,92	452,01
Sewing on bows and buckles by hand or machine	410,92	452,01
Silk screen printing	410,92	452,01
Table-hands	410,92	452,01
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators)		
(D) ROUGH STUFF DEPARTMENT		
Class I Operations		
Qualified employees:		
(i) On cutting sole from leather	657,97	723,77
On sorting, examining and fitting up ungraded and unstamped stock	657,97	723,77
On sorting and examining graded and stamped stock	657,97	723,77
(ii) On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather	578,87	636,76
On reducing shaped rubber soles on the press	578,87	636,76
[Ratio: See subclause P.]		

	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
(i) Channelling:		
Welted insoles	476,12	523,73
Other work	476,12	523,73
(ii) Press cutting operations, other than those in Class I	489,56	538,52
(iii) Assembling from stock, whether or not sorted and or graded	462,37	508,61
Attaching ribs to welted insoles	462,37	508,61
Flap splitting	462,37	508,61
Gemming and taping	462,37	508,61
Heel breasting	462,37	508,61
Heel building	462,37	508,61
Heel compressing	462,37	508,61
Slugging	462,37	508,61
Sole and insole rounding	462,37	508,61
Sole grooving, sole roughening and reducing on automatic machine	462,37	508,61
Tip filling	462,37	508,61

[Ratio: See subclause P.]

Class III Operations

Qualified employees on:		
Channel opening	410,92	452,01
Edge covering	410,92	452,01
Edge reducing	410,92	452,01
Automatic edge preparation machine operating for soles prior to attachment	410,92	452,01
Flexing	410,92	452,01
Insole feathering	410,92	452,01
Insole grooving	410,92	452,01
Insole slotting	410,92	452,01
Insole marking	410,92	452,01
Lift and/or rand tacking	410,92	452,01
Lip turning	410,92	452,01
Press room scouring operations	410,92	452,01
Shank assembling	410,92	452,01
Shank moulding	410,92	452,01
Skiving	410,92	452,01
Size stamping	410,92	452,01
Sole, insole and stiffener moulding	410,92	452,01
Sole and insole splitting	410,92	452,01
Sole grading machine operating	410,92	452,01
Sole roughening for stuck-on work	410,92	452,01
Solutioning	410,92	452,01
Staining and/or inking of insoles	410,92	452,01
Stiffener waxing and crimping	410,92	452,01
Welt preparation	410,92	452,01

[Ratio: See subclause P.]

(E) MAKING DEPARTMENT

Class I Operations

Qualified employees on:		
(i) Pulling over, Consol lasting and/or Littleway lasting		
(a) Welted work, other than staple welted work	657,97	723,77
(b) Riveted and/or riveted and stitched work, excluding miners' and miners' type footwear and army boots	578,87	636,76
(c) Combined pulling over and forepart lasting	657,97	723,77
(d) All over grades	657,97	723,77

	Column A Per week	Column B Per week
(ii) Bed lasting (toes only):		
(a) Welted work, other than staple welted work.....	657,97	723,77
(b) Other work	657,97	723,77
(iii) Lasting of seats and sides by machine		
(a) Welted work, other than staple welted work.....	524,82	577,30
(b) Other work	524,82	577,30
<i>Note: If a lasting machine operator is required to last boots or toes through (i.e. seats and/or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.</i>		
(iv) Complete sole attaching by staple machine.....	471,77	518,95
Staple welt attaching	471,77	518,95
(v) Welting sewing	657,97	723,77
(vi) Rough rounding:		
(a) Welted work, other than staple welted work.....	657,97	723,77
(b) Stitchdowns.....	657,97	723,77
(c) Other work	657,97	723,77
(vii) Sole sewing by any machine.....	657,97	723,77
(viii) Sole stitching:		
(a) Welted work, other than staple welted work.....	657,97	723,77
(b) Stitching outer soles to runners on Indian sandals on a No. 6 harness stitching machine and stitching runners or thoughts to uppers of the moccasin type of footwear	578,87	636,76
(c) Other work	657,97	723,77
(ix) (a) Stitchdown staple lasting	471,77	518,95
(b) Stitchdown thread lasting.....	471,77	518,95
(c) Stitchdown toe forming	471,77	518,95
(d) Wiping platform covers by machine.....	471,77	518,95
(e) Lasting operations on a Kamborian machine	471,77	518,95
(f) Strings-lasting by hand	471,77	518,95
(x) Pounding:		
(a) Welted work, other than stapel welted work.....	551,84	607,02
(b) Miners' and miners' type footwear and army type boots (Army type boots means the heavy type of boot involving the same strenuous pounding as contract army boots)	604,79	665,27
(c) Other work	551,84	607,02
<i>Note: No employee under the age of 18 may be employed on pounding.</i>		
(xi) Examining.....	657,97	723,77
Ratios: Class/Operations Making Department:		
(a) For every three or part of three qualified employees in pulling over, machine and/or bed lasting (excluding seat and side lasting), welt and/or sewing, stitching and rough rounding, there may be employed not more than one learner.		
(b) For every three or part of three qualified employees on operations, other than those referred to in (a), one learner may be employed.		
(c) "Part of three" referred to in (a) and (b) means a remainder of not less than two after the total number of qualified employees has been divided by three.		
Class II Operations		
Qualified employees on:		
(i) Sole positioning on upper with pre-finished extended welt edge.....	503,44	553,78
(ii) Positioning of pre-trimmed soles prior to and/or with stuck-on press	489,56	538,52

	Column A Per week	Column B Per week
(ii) Stuck-on process work:		
Sole positioning on upper and press, operating in one operation	462,37	508,61
Sole positioning on upper at forepart and seat before pressing	462,37	508,61
Press operating with the sole previously positioned (See Class III for tracking at seat only)	462,37	508,61
Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear but excluding miners' and miners' type footwear	462,37	508,61
Stitchdown assembling and pulling over stitchdown work	462,37	508,61
Cutting off excess upper, insole and through material on stitchdown footwear prior to the sole attaching and/or rough rounding	462,37	508,61
Hobnailing by hand or machine	462,37	508,61
Putting on toe plates and heel tips by hand or machine	462,37	508,61
Heel attaching	462,37	508,61
Football boot studding and barring	462,37	508,61
Handlevelling, other than stitchdown	462,37	508,61
Inseam trimming	462,37	508,61
Jointing (clearing linings and tacking uppers down over joints)	462,37	508,61
Loose nailing or pegging foreparts and waists	462,37	508,61
Louis flap trimming by hand	462,37	508,61
Machine levelling	462,37	508,61
Screwing	462,37	508,61
Sole attaching machine-sewn, riveted and/or riveted and stitched work	462,37	508,61
Sole adhesive heat activating by machine	462,37	508,61
Stiffener cornering and tacking	462,37	508,61
Stitch separating	462,37	508,61
String nailing	462,37	508,61
Tacking forward of heel seats	462,37	508,61
Upper roughening	462,37	508,61
Waist reducing after being sewn	462,37	508,61
Wooden heel fitting	462,37	508,61
Welt butting and skiving	462,37	508,61
Welt wheeling	462,37	508,61
Rand welting by machine	462,37	508,61
Slugging and gang slugging	462,37	508,61
Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine	462,37	508,61
Back part and waist pre-moulding	462,37	508,61
Back part moulding	462,37	508,61
(iv) Vulcanising process	462,37	508,61
Vulcanising soles to lasted uppers	462,37	508,61
Rand welting by machine	462,37	508,61
Moulding of sole units	462,37	508,61
Class III Operations		
Qualified employees on:		
Beating	410,92	452,01
Application by machine of hardening resins to puffs	410,92	452,01
Bottom filling	410,92	452,01
Channel closing and edge raising	410,92	452,01
Feeding nails to heeling machines	410,92	452,01

	Column A Per week	Column B Per week
Hand levelling of stitchdowns.....	410,92	452,01
Heel covering.....	410,92	452,01
Inserting stiffeners and puffs.....	410,92	452,01
Louis heel flap clamping, Louis heel slicking.....	410,92	452,01
Louis heel flap trimming by machine.....	410,92	452,01
Reverse seat moulding for stitchdowns.....	410,92	452,01
Seat nailing and/or pegging.....	410,92	452,01
Seat rounding.....	410,92	452,01
Shank attaching.....	410,92	452,01
Sole tacking at seat for stuck-on process.....	410,92	452,01
Solutioning, damping and pasting.....	410,92	452,01
Sorting hobs.....	410,92	452,01
Sole laying welted work and/or rubber soles.....	410,92	452,01
Sole tacking or sole fitting thoughts and runners.....	410,92	452,01
Tack pulling.....	410,92	452,01
Tacking bottom stock to last.....	410,92	452,01
Tacking over backs before pulling over on closed back shoes, tacks being placed not further than 25 mm from middle of back of heel seat (see illustration):.....	410,92	452,01
		
Tacking over sandal backs where not stiffener is inserted.....	410,92	452,01
Tacking top pieces on stitchdowns and sandals.....	410,92	452,01
All other wire grip tacking.....	410,92	452,01
Upper stapling after lasting sides.....	410,92	452,01
Upper trimming.....	410,92	452,01
Plastic pelletising and granulating.....	410,92	452,01
[Ratio: See subclause (P).]		
HAND-LASTING OPERATIONS		
Qualified employees on:		
(i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear.....	584,21	642,63
Note: There shall not be quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.		
(ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins:		
Hand-lasting seats of stitchdowns.....	462,37	508,61
Hand-lasting in the manufacture of clogs.....	462,37	508,61
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip.....	462,37	508,61
Tacking leather straps to wooden soles.....	462,37	508,61
[Ratio: There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]		
(F) FINISHING DEPARTMENT		
Class I Operations		
Qualified employees on:		
(i) Edge trimming:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type footwear and army boots.....	578,87	636,76
Rubber and rubber compositions soles.....	578,87	636,76
Children's footwear, all sizes up to and including size 1½.....	578,87	636,76

	Column A Per week	Column B Per week
All slippers (men's, women's and children's)	578,87	636,76
Stitchdown footwear produced from box hide and willow hide	578,87	636,76
(b) All other work	657,97	723,77
(ii) Edge setting:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type footwear and army boots	471,77	518,95
Through runners	471,77	518,95
Waist and/or top pieces	471,77	518,95
Children's footwear, all sizes up to and including size 1½	471,77	518,95
All slippers (men's, women's and children's)	471,77	518,95
Stitchdown footwear produced from box hide and willow hide	471,77	518,95
(b) Automatic edge-setting machine, all grade	471,77	518,95
(c) All other work	578,87	636,76
(iii) Heel trimming	471,77	518,95
(iv) Examining	657,97	723,77
[Ratio: See subclause (P).]		
Class II Operations		
Qualified employees on:		
Bitting by hand or machine	462,37	508,61
Bottom scouring	462,37	508,61
Heel scouring	462,37	508,61
Heel spraying	462,37	508,61
Ploughing out	462,37	508,61
Complete finishing by hand	462,37	508,61
Top piece trimming	462,37	508,61
Bunk wheeling	462,37	508,61
Louis flap ironing	462,37	508,61
Rubbing down of edges and bottoms and repairing of defects in edged, heels, waists, corner of bottoms and feather of edge	462,37	508,61
Seat wheeling	462,37	508,61
Top ironing, i.e. marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished	462,37	508,61
Welt wheeling	462,37	508,61
Decorative feather stitching by hand after the sole is permanently attached to the upper	462,37	508,61
Ratio: See subclause (P).]		
Class III Operations		
Qualified employees on:		
Brushing, padding and/or burnishing	410,92	452,01
Crow wheeling	410,92	452,01
Finger scouring	410,92	452,01
Heel breast cornering	410,92	452,01
Inking, staining, waxing and damping	410,92	452,01
Inserting, slipping and putting away lasts	410,92	452,01
Ploughing (removing the scarf round under edge of sole)	410,92	452,01
Spew and/or flash trimming	410,92	452,01
Conveyor belt loading	410,92	452,01
Ratio: See subclause (P).]		

	Column A Per week	Column B Per week
(G) SHOE ROOM		
Qualified employees on:		
Faking	557,00	512,70
Examining	557,00	512,70
Patent repairing	410,92	452,01
Embossing and/or stamping	410,92	452,01
Boxing	410,92	452,01
Dressing and/or sizing	410,92	452,01
Dressing by spray-gun	410,92	452,01
Hand polishing and cleaning	410,92	452,01
Ironing	410,92	452,01
Labelling	410,92	452,01
Lining trimming	410,92	452,01
Size stamping on footwear	410,92	452,01
Socking	410,92	452,01
Stamping descriptions and sizes on labels	410,92	452,01
Quarter forming by machine	410,92	452,01
Smoothing insole before socking or boxing	410,92	452,01
(H) MILL-ROOM OPERATIONS		
Qualified employees on:		
(i) Group 2:		
Calendar operating	420,71	462,78
Batch mass-measuring and assembling of chemicals	420,71	462,78
Operating extruding machine	420,71	462,78
Operating an open mixing mill with a width of not less than 1,52 m	420,71	462,78
Operating internal mixer	420,71	462,78
Slabbing sheet rubber to gauge (stretching compound)	420,71	462,78
Operating an open mixing mill with a width of less than 1,52 m but not less than 1,01 m ..	420,71	462,78
Warming compound on open mill	420,71	462,78
Hydraulic press operating	420,71	462,78
Operating splitting machine	420,71	462,78
(ii) Group 1:		
Issuing soles and heels	410,92	452,01
Press cutting blanks (clicking)	410,92	452,01
Attending autoclave	410,92	452,01
Assisting mass-measurer	410,92	452,01
Mould checking	410,92	452,01
Operating an open mixing mill with a width of less than 1,01 m	410,92	452,01
Masticating, sheeting out, cracking or breaking compound	410,92	452,01
Buffing or scouring machine operations	410,92	452,01
Feeding rubber into calendar (feeding stretchers)	410,92	452,01
Grinding scrap by machine	410,92	452,01
Mould cleaning	410,92	452,01
Trimming	410,92	452,01
Blank cutting and mass-measuring to fixed standards	410,92	452,01
Extruding into trays	410,92	452,01
Bale cutting	410,92	452,01

	Column A Per week	Column B Per week
Sieving chemicals, buffings and grindings	410,92	452,01
Stencilling or marking bales	410,92	452,01
Applying powder	410,92	452,01
Packing soles and heels	410,92	452,01
Granulating	410,92	452,01
Assisting calendar operator	410,92	452,01
Dipping machine operator	410,92	452,01
<i>[Ratio: For every three qualified employees employed in this section not more than one learner may be employed.]</i>		
(I) HIGH FREQUENCY WELDING		
Qualified employees on:		
(i) High-frequency welding, embossing pre-cut uppers	431,84	475,02
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding)	684,99	753,49
(iii) High-frequency welding, embossing of socks and other components	410,92	452,01
(iv) High-frequency welding, combined with cutting of socks and other components	476,12	523,73
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>		
(J) FLOW MOULDING		
Qualified employees on:		
(i) Flow moulding pre-cut uppers	431,84	475,02
(ii) Flow moulding pre-cut socks	431,84	475,02
(iii) Flow moulding where eventual upper is presented in liquid form	431,84	475,02
(iv) Colour application to moulds prior to flow moulding	531,84	475,02
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials	431,84	475,02
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>		
(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING		
Qualified employees on:		
Injection moulding units to lasted uppers or string-lasting uppers or sole units:		
(a) Where one employee is employed on an injection moulding machine	462,37	508,61
(b) Where two employees are employed on an injection moulding machine, each shall be paid	462,37	508,61
(c) Every employee in excess of two employed on an injection moulding machine shall be paid	410,92	452,01
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>		
(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OR WITH THE ASSISTANCE OF ANY OTHER DEVICE		
Qualified employees on:		
(i) String-lasting of fabric uppers	462,37	508,61
(ii) String-lasting of synthetic uppers	462,37	508,61
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>		
(M) WOODEN UNIT MANUFACTURING		
Operations not provided for in any other section in clause 1 of this Annexure:		
(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):		
Qualified employees on:		

	Column A Per week	Column B Per week
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section	489,56	538,52
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers	489,56	538,52
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....	410,92	452,01
(iv) Cutting or guillotining of laminated blanks to produce heel covering material	489,56	538,52
(v) Cutting of heel covers to a pattern from layered heel covering material.....	489,56	538,52
(vi) (aa) Cross cutting of timber into lengths.....	410,92	452,01
(ab) Shaping of heels and heel-breasts, using templates and/or jigs and/or guides	410,92	452,01
(ac) Cutting or scouring for pitching of heels, using templates and/or jigs and/or guides ..	410,92	452,01
(ad) Cupping of heels to fit heel seats.....	410,92	452,01
(vii) Cementing heels and heel covers	410,92	452,01
(viii) Spotting of heel covers to heels and pressing.....	410,92	452,01
(ix) Trimming of heel covers.....	410,92	452,01
(x) Top piece attaching	462,37	508,61
(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Qualified employees on:		
(i) Selecting and/or planning of raw timber	410,92	452,01
(ii) Measuring, marking and cutting timber into required lengths.....	410,92	452,01
(iii) Marking top and side elevation for profile cutting of unit.....	410,92	452,01
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base.....	462,37	508,61
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin.....	462,37	508,61
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance.....	410,92	452,01
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....	462,37	508,61
(viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles	410,92	452,01
(ix) Attaching top pieces to heels.....	462,37	508,61
(x) (aa) Scouring units by automatic machines prior to or after sole attaching	410,92	452,01
(ab) Scouring units by hand prior to or after sole attaching	462,37	508,61
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations	410,92	452,01
(xii) Examining for quality	557,00	612,70
(xiii) Repairing of units.....	410,92	452,01
(xiv) Size stamping	410,92	452,01
(xv) Varnishing, painting, spraying or dipping units	410,92	452,01
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting	410,92	452,01
(N) LEARNERS		
(i) Learners employed on the operations referred to in clause 4, according to experience:		
First six months	341,52	375,67
Second six months.....	379,46	417,41
Third six months.....	419,36	461,30
Fourth six months.....	450,98	496,08
Fifth six months	506,04	556,64
Thereafter, the prescribed rate.		

	Column A Per week	Column B Per week
(ii) Learners in Clause III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months	256,21	281,83
Second six months	288,60	317,46
Third six months	322,49	354,74
Thereafter, the prescribed rate.		
(iii) Learners employed by the operations referred to in subclause (H), according to experience:		
First six months	256,21	281,83
Second six months	288,60	317,46
Thereafter, the prescribed rate.		
(iv) Other learners, according to experience:		
First six months	256,21	281,83
Second six months	288,60	317,46
Third six months	322,49	354,74
Fourth six months	360,33	396,36
Fifth six months	407,89	448,68
Thereafter, the prescribed rate.		
Provided that—		
(i) An adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience;		
(ii) a learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate on which he is engaged;		
(iii) learners in the Closing Department or Shoe Room shall—		
(aa) after the third six months of experience become entitled to a wage of R410,92 per week if employed on operations for which this rate is prescribed;		
(bb) after the fourth six months of experience become entitled to a wage of R436,64 per week or R479,22 per week or R506,68 per week if employed on operations for which these rates are prescribed;		
(iv) learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the third six months of experience, become entitled to a wage of R410,92.		
Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion: Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.		
(O) GENERAL WORKERS		
General Workers	410,92	452,01
(P) RATIOS		
(i) Class I Operations in the Rough Stuff and Fishing Departments:		
For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner. "Part of three" means a remainder of not less than two less after the number of qualified employees has been divided by three.		
(ii) Class II Operations in the Rough Stuff and Fishing Departments:		
On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees.		
"Part of three" for this purpose means a remainder of not less than two after the number of qualified employees has been divided by three.		
(iii) Class III Operations in the Rough Stuff and Fishing Departments:		
On these operations all taken collectively there may be employed not more than two learners to each qualified employee.		

(Q) MILK

All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.

WAGES: FOOTWEAR AS SPECIFIED BELOW

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

Group 1: Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toecaps manufactured only from rubber, all of one colour, the binding of which shall be no greater than the binding depicted in the line drawings in illustration 1(a) and (b) and substantially similar in colour to the canvas uppers:

Provided that where there is a difference in depth between the shade of the uppers and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard Methods, Third Edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105/Part 2;

Provided further that—

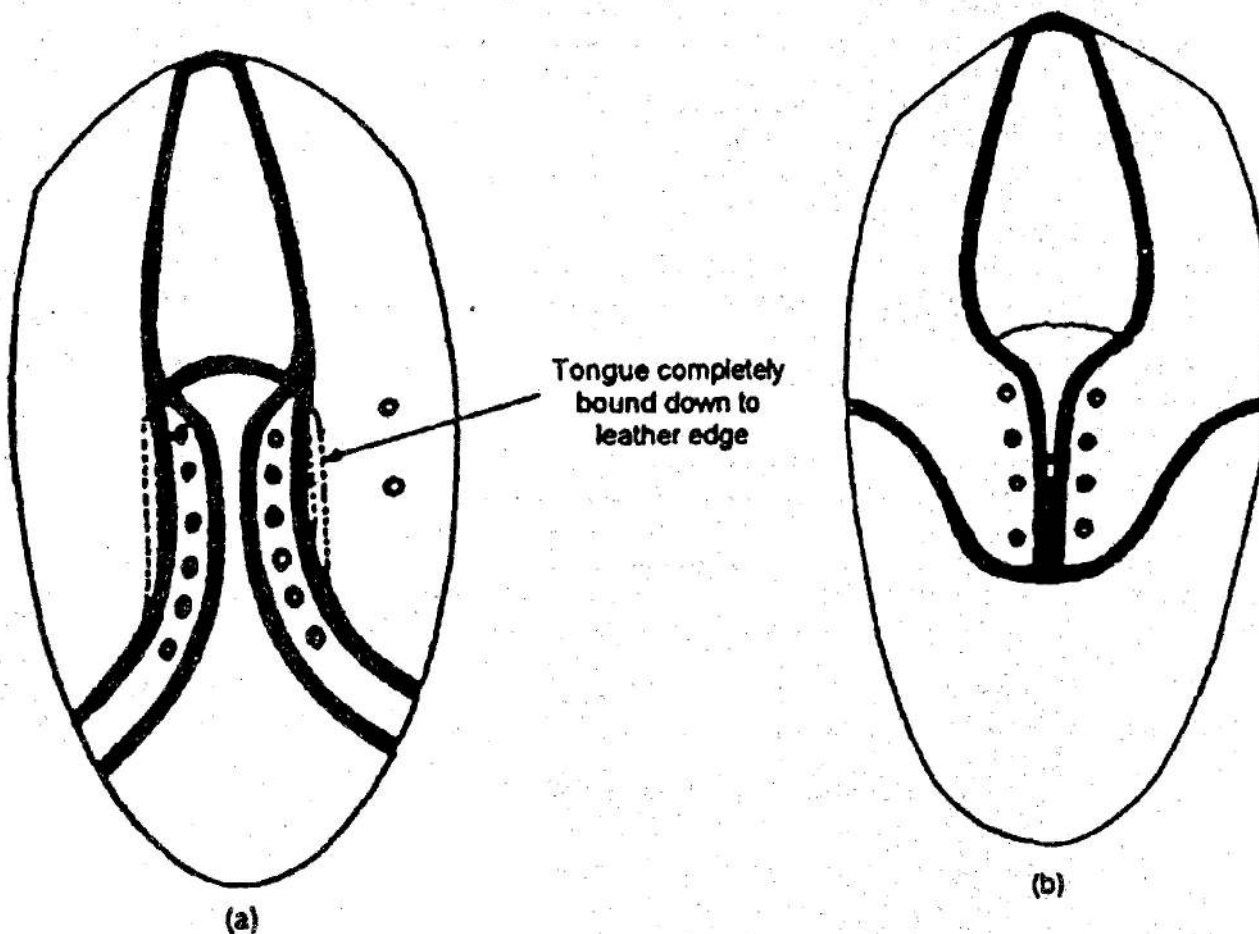
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);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

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

Group 3: Wholly moulded footwear.

Group 4: Canvas fabric sandals.

ILLUSTRATION 1



	Column A Per week	Column B Per week
(1) : WAGES		
A. LACE-UP RUBBER BOOTS		
Qualified employees on:		
(i) Marking and/or cutting of textile fabrics.....	610,55	671,61
(ii) Cutting of rubber uppers.....	476,12	523,73
(iii) Cutting of fabric impregnated with rubber	476,12	523,73
(iv) Closing Departments:		
(a) Upper closing	434,64	478,10
(b) Lining closing	434,64	478,10
(c) Eyeletting	434,64	478,10
(d) Buffing tongues	410,92	452,01
(e) Inserting tongues.....	410,92	452,01
(f) Securing tongues	410,92	452,01
(g) Table-hands.....	410,92	452,01
(v) All sole cutting operations, whether by hand or press	584,21	642,63
(vi) All other press, cutting operations (bottom stock only)	410,92	452,01
(vii) Hand-lasting (this means the pulling over of the prepared upper over the last and securing it to the insole)	462,37	508,61
(viii) Insole attaching.....	410,92	452,01
(ix) Placing material around the last	410,92	452,01
(x) Sole attaching.....	410,92	452,01
(xi) Attending and autoclave	410,92	452,01
(xii) Solutioning by hand	410,92	452,01
(xiii) Solutioning by machine	410,92	452,01
(xiv) (a) Moulding of soles, heels and/or sole and heel units.....	410,92	452,01
(b) Moulding of boots other than in an autoclave	410,92	452,01
(xv) Hobnailing	462,37	508,61
(xvi) Sole roughing.....	410,92	452,01
(xvii) Upper roughing	410,92	452,01
(xviii) Edge trimming.....	410,92	452,01
(xix) Spew and/or flash trimming on moulded boots	410,92	452,01
(xx) Inserting laces.....	410,92	452,01
(xxi) Slipping and sorting lasts.....	410,92	452,01
(xxii) Trimming linings.....	410,92	452,01
(xxiii) Rolling uppers.....	410,92	452,01
(xxiv) Cutting and/or inserting stays	410,92	452,01
(xxv) Dressing.....	410,92	452,01
(xxvi) Cleaning.....	410,92	452,01
(xxvii) Stamping sizes on linings	410,92	452,01
(xxviii) Loading trolley for autoclave.....	410,92	452,01
(xxix) Pairing.....	410,92	452,01
(xxx) Attaching thoughts or insole covers	410,92	452,01
(xxxi) Operations not specified in (i) to (xxx) above.....	410,92	452,01
(xxxii) General workers	410,92	452,01
B. OTHER FOOTWEAR IN THIS SECTION		
Qualified employees on:		
(i) Upper Cutting Department:		
Group 1:		
Marking and/or cutting (from canvas or fabric)	610,54	671,59

	Column A Per week	Column B Per week
Group 2:		
Assisting clicker	410,92	452,01
Marking and/or cutting (from canvas or fabric)	410,92	452,01
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber)	410,92	452,01
Size marking	410,92	452,01
(ii) Closing Department:		
Group 3:		
Attaching stays	410,92	452,01
Size stamping on linings	410,92	452,01
Tread trimming	410,92	452,01
All other closing room operations, including eyeletting, perforating and skiving	434,64	478,10
(iii) Bottom Stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand	584,21	642,63
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels	410,92	452,01
Group 6:		
All other press cutting operations	410,92	452,01
(iv) Making Department:		
Group 7:		
Applying insole filler	410,92	452,01
Size stamping inside	410,92	452,01
Hand-lasting, rubber sole attaching by hand	410,92	452,01
Vulcanising soles to uppers	410,92	452,01
Solutioning by hand or machine	410,92	452,01
Assembling	410,92	452,01
Direct moulding of soles to canvas uppers	431,84	475,02
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:		
(a) Where one employee is employed on an injection moulding machine	462,37	508,61
(b) Where two employees are employed on an injection moulding machine, each shall be paid	462,37	508,61
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid	462,37	508,61
String-lasting	431,84	475,02
Lasting operations on a Kamborian machine	476,12	523,73
Lasting seats or sides by machine	529,69	582,70
Combined pulling over and forepart lasting	664,06	730,47
(v) Group 8:		
Hobnailing by hand or machine	462,37	508,61
(vi) Group 9:		
Attaching back strip	410,92	452,01
Attaching foxing	410,92	452,01
Attaching insole	410,92	452,01
Attaching lining to upper	410,92	452,01
Cementing	410,92	452,01
Cleaning soles	410,92	452,01
Cutting foxing	410,92	452,01
Feeding conveyer	410,92	452,01
Granulating	410,92	452,01
Inserting the puffs	410,92	452,01
Rolling uppers	410,92	452,01
Slipping lasts	410,92	452,01
Sole rolling	410,92	452,01
Supplying lasts	410,92	452,01
Trimming uppers	410,92	452,01

	Column A Per week	Column B Per week
Mass-measuring pellets for direct moulding	410,92	452,01
Wheeling	410,92	452,01
Checking and repairing	410,92	452,01
Edge scouring	410,92	452,01
Silk screen printing	410,92	452,01
(vii) Any operations not specified in (i) to (vi) above	410,92	452,01
(viii) General workers	410,92	452,01
(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)		
According to experience:		
First six months	256,11	281,72
Second six months	288,60	317,46
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) RATIOS		
(a) Before a learner may be employed on any of the operations referred to in subclause (1) A, one qualified employee shall be employed, and for every one qualified employee so employed, not more than two learners may be employed.		
(b) Before a learner may be employed in any of the nine groups of operations referred to in subclause (1) B, one qualified employee shall be employed in that group, and for every one qualified employee so employed, not more than two learners may be employed.		
(4) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
(5) DEFINITIONS		
For the purposes of this clause—		
“ Rubber ” includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof;		
“ canvas fabric ” means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascal or 1,32 millimetres at 5 kilopascals and its mass shall be not less than 400 grams per square metre, the characteristics of which are strength and firmness;		
“ one colour ” is an entirely natural or bleached colour of one solid shade or tone.		
<u>CLAUSE 3: SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER</u>		
(1) WAGES		
Qualified employees on:		
A. Upper Cutting Department:		
(i) Upper cutting	610,33	671,36
(ii) Stock cutting and/or lining cutting	476,12	523,73
(iii) Upper assembling	476,12	523,73
(iv) Marking and/or stamping	410,92	452,01
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning	413,58	454,94
(ii) Machining of uppers socks, pads and soft soles together	434,64	478,10
(iii) Machining elastic bound edges of uppers to soft soles	434,64	478,10

	Column A Per week	Column B Per week
C. Rough Stuff Department:		
(i) Sole cutting from leather	664,06	730,47
(ii) Sole cutting from other than leather	584,21	642,63
(iii) Insole cutting and lift and top-piece cutting	584,21	642,63
(iv) Stamping	410,92	452,01
(v) Heel covering	410,92	452,01
D. Making Department:		
(i) Slipper turn sewing	504,46	554,91
(ii) Steaming and blocking into shape:		
(a) Felt work	462,37	508,61
(b) Leather work fabric Cubans	462,37	508,61
(iii) Stuck-on process:		
(a) Hand-lasting	462,37	508,61
Sole roughening	462,37	508,61
Sole positioning on upper and press operating in one operation	462,37	508,61
Sole positioning on upper and forepart seat before pressing	462,37	508,61
Press operating with sole previously positioned	462,37	508,61
(b) Solutioning operation	410,92	452,01
(c) Sole and insole tacking	410,92	452,01
(iv) Vulcanising soles to lasted uppers	462,37	508,61
(v) Slugging	410,92	452,01
(vi) Channeling	410,92	452,01
Hand-levelling	410,92	452,01
Heel attaching	410,92	452,01
Tacking backs	410,92	452,01
(vii) Slipper turning	410,92	452,01
(viii) Fetching and putting away lasts	410,92	452,01
(ix) Inserting heel pads	410,92	452,01
(x) Conveyor operating	410,92	452,01
(xi) Direct injection moulding or pouring of any materials used for soiling and unit converting: Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:		
(a) Where one employee is employed on an injection moulding machine	462,37	508,61
(b) Where two employees are employed on an injection moulding machine, each shall be paid	462,37	508,61
(c) Where more than two employees are employed on injection moulding machine, each shall be paid	462,37	508,61
E. Finishing Department:		
Edge trimming	584,21	642,63
Edge setting	476,66	524,33
Heel trimming	410,92	452,01
Scouring operations	410,92	452,01
Inking, staining and brushing	410,92	452,01
Slipping uppers	410,92	452,01
F. Shoe Room Department:		
Examining		
All other Shoe Room operations	410,92	452,01

	Column A Per week	Column B Per week
(2) LEARNERS		
According to experience:		
First six months	256,11	281,72
Second six months	288,56	317,42
Third six months	322,49	354,74
Fourth six months	360,34	396,37
Fifth six months	407,89	448,68
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged;		
Provided further that learners on operations for which a wage rate of R385,73 is prescribed shall, after the third six months of experience, become entitled to this wage rate;		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) GENERAL WORKERS		
General workers	410,92	452,01
For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed no more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof: Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed.		
5. DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
CLAUSE 4: 'PLATNATE' AND 'DOPPERS'		
Note: 'Platnate' and 'doppers' mean footwear wholly or mainly stitched by hand with riempies or pitch thread.		
Qualified employees on:		
(i) Clicking	461,66	507,83
(ii) Machining by power	413,58	454,94
Machining other than by power	413,58	454,94
Other Closing Department operations	413,58	454,94
(iii) Sole cutting by power	546,25	600,88
Sole cutting other than by power	410,92	452,01
(iv) Pulling over by hand and/or hand-lasting	410,92	452,01
Stitching by hand	410,92	452,01
(v) Edge trimming by power	465,93	512,52
Edge trimming other than by power	410,92	452,01
(vi) Pairing and/or size marking	410,92	452,01
(vii) Any operation other than those specified in (i) to (vi) hereof	410,92	452,01
(2) LEARNERS		
According to experience:		
First six months	256,11	281,72
Second six months	288,56	317,42
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged.		
Provided further than an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) GENERAL WORKERS		
General workers	410,92	452,01

(4) RATIO

For every three employees receiving not less than R385,73 per week there may be employed not more than one employee at a wage of less than R385,73 per week.

(5) DIFFERENTIAL WORKING

A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations.

Signed by the Parties at Port Elizabeth on this the 26th day of May 2000.

D. J. F. LINDE

Member of the Council

M. PAULSEN

Member of the Council

W. VAN DE RHEEDE

Member of the Council

L. M. VAN LOGGERENBERG

General Secretary of the Council

No. R. 822

25 August 2000

LABOUR RELATIONS ACT, 1995

TRANSNET BARGAINING COUNCIL

EXTENSION OF COLLECTIVE AGREEMENT FOR SPOORNET TO NON-PARTIES

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the Spoor-net Chamber of the Transnet Bargaining Council and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other junior employees of Spoor-net, with effect from 1 September 2000 and for the period ending 31 December 2000.

M. M. S. MDLADLANA

Minister of Labour

No. R. 822

25 Augustus 2000

WET OP ARBEIDSVERHOUDINGE, 1995

TRANSNET BEDINGINGSRAAD

UITBREIDING VAN KOLLEKTIEWE OOREENKOMS VIR SPOORNET NA NIE-PARTYE

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die kollektiewe ooreenkoms wat in die Engelse bylae hiervan verskyn en wat in die Spoor-net Kamer van die Transnet Bedingingsraad aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend is vir die ander junior werknemers van Spoor-net, met ingang van 1 September 2000 en vir die tydperk wat op 31 Desember 2000 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

SCHEDULE

TRANSNET BARGAINING COUNCIL

COLLECTIVE AGREEMENT FOR SPOORNET

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

Transnet Limited (trading as Spoor-net)

(hereinafter referred to as "Spoor-net"), of the one part
and the

Salaried Staff Association

and the

South African Transport and Allied Workers' Union

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

being parties to the SpoorNet Chamber of The Transnet Bargaining Council,

to amend the Agreement published under Government Notice No. R. 1488 of 24 December 1999 (hereinafter referred to as "the Main Agreement") to the extent and in respect of the provisions as set out in this Agreement. This Agreement is only applicable to junior employees employed in the division SpoorNet. (Note: The Main Agreement shall still apply in its entirety and unchanged to the rest of the employees in Transnet in its current form. The Main Agreement still applies to SpoorNet employees subject to the amendments contained in this Agreement).

1. AREA AND SCOPE OF AGREEMENT

(1) This Agreement shall be applicable to all junior employees of SpoorNet in the Republic of South Africa, as it existed immediately prior to the date of coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 2000 of 1993), who have been appointed permanently or temporarily in the Division of Transnet known as SpoorNet, irrespective of whether they are represented by a trade union or not, except those employees indicated in clause 1 (a) (i) and (b) of the Main Agreement. (Note: The Main Agreement applies unchanged to the rest of the employees of Transnet as set out in the Area and Scope of the Main Agreement.)

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall not apply to non-party employees in respect of clause 2 of this Agreement.

2. PERIOD OF VALIDITY

This Agreement shall come into operation for the parties on the date determined by the Council and for non-parties on such date as the Minister of Labour extends the agreement to non-parties and until 31 December 2000.

3. CLAUSE C: INTERPRETATIONS

Any expressions used in this Agreement which are defined in the Labour Relations Act, 1995, or the Main Agreement shall have the same meaning as in that Act or the Main Agreement, and any reference to an Act shall include any amendments to such Act, further—

"**SpoorNet**" means a division of Transnet Ltd consisting of all the business units and specialised business units of SpoorNet;

"**Main Agreement**" means the Agreement published under Government Notice No. R. 1488 of 24 December 1999;

"**Operational grade**" means an employee who is appointed in one of the grades listed in Annexure "A" to this Agreement;

"**Ordinary hours of work**" means not more than 45 hours of work in any week.

4. CLAUSE 25: ALLOWANCES AND BONUSES

Insert the following new subclause (6):

"(6) An employee performing night work in SpoorNet shall receive a standard allowance (shift allowance) of R3,00 per hour for hours worked between 18:00 and 06:00, excluding those hours worked on a Sunday and/or a public holiday."

5. CLAUSE 38: HOURS OF DUTY (GENERAL)

(1) Amend subclause (4) by adding paragraphs (i) and (ii):

"(i) An employee who is employed in an operational grade shall be required to work such overtime per day or per week as is required by the operational requirements of SpoorNet. The maximum number of hours overtime that the employees in operational grades will be allowed to work in any one month are set out in Annexure B.

(ii) An employee employed in any grade other than those listed in Annexure A shall work such overtime per day as is required by the operational requirements of SpoorNet. The maximum hours of overtime per week for such employee shall not exceed 10 hours' overtime".

(2) Renumber subclause (19) to read "19 (i)" and insert the following new subclauses (19) (ii) and 19 (iii):

"(ii) Employees who work continuously for more than 5 hours per day shall have a meal interval of at least 30 continuous minutes.

(iii) Employees may be required or permitted to perform duties during a meal interval that cannot be left unattended and which cannot be performed by another employee. In such instances and in instances where an employee has been requested to be available for work during a meal interval the employee shall be paid accordingly."

(3) Insert the following new subclause (20):

"(20) Any hours worked on a Sunday by an employee who ordinarily works on a Sunday are taken into account in calculating that employee's ordinary hours of work."

6. CLAUSE 39: HOURS OF DUTY (LOCOMOTIVE PERSONNEL)

(1) Substitute the following for subclauses 39 (1) (b) and 39 (1) (c):

- "(1) (b) The ordinary hours of work shall extend from Sunday to Saturday and will be averaged over a month.
- (c) The maximum period of duty per "on-shift" shall be fourteen (14) consecutive hours. This maximum period of duty per "on-shift" shall reduce to twelve (12) consecutive hours as from 1 October 2000, excluding employees employed in the Business Unit OREX where the "on-shift" shall remain fourteen (14) consecutive hours."

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

- "(1) (d) After completion of an "on-shift", an "off-shift" of at least eight (8) hours at the employees' home depot shall be guaranteed, except for those employees employed at the Business Unit OREX, where an "off-shift" of six (6) hours at Halfweg and eighteen (18) hours at the employees' home depot shall be guaranteed."

7. CLAUSE 49: REST (TRAINMEN) (LOCOMOTIVE PERSONNEL EXCLUDED)

Substitute the following heading for the heading "Rest (Trainmen) (Locomotive Personnel excluded)":

"REST PERIODS"

Insert the following new subclause (3):

- "(3) (i) Employees employed in an operational grade shall be granted rest periods either weekly [thirty-six (36) hours], or biweekly [sixty (60) hours], which periods shall include a Sunday where possible;
- (ii) Where there are insufficient personnel available to allow for weekly or biweekly rest periods, the following rest periods shall apply:
- Every three (3) weeks, seventy-eight (78) hours; or
- every four (4) weeks, ninety-six (96) hours; or
- every five (5) weeks, one hundred-and-fourteen (114) hours."

8. CLAUSE 53: BASIS OF PAYMENT (SHIFT WORKERS)

Substitute the following new subclauses (1) (a), (1) (b) and (1) (c) for subclauses (1) (f) and (1) (a):

"(1) Where an employee works—

- (a) a shift comprising weekday and Sunday time, the division of weekday and Sunday time shall be pro rata to the time worked on each day, based on the number of hours worked in the complete shift for employees who do not ordinarily work on a Sunday; or
- (b) a shift comprising weekday and Sunday time, the time shall be considered as part of the ordinary or overtime of the previous day and Sunday time shall be paid at the premium of 0.75 in the case of an employee who ordinarily works on a Sunday; or
- (c) a weekday shift which, in consequence of arrangements made in terms of subclause 38 (8), is either more or less than one-sixth of his official weekly hours of duty, he shall receive one day's salary in respect of such shift."

9. CLAUSE 54: GENERAL

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

"(1) (a) (ii) Authorised Sunday time shall be paid for as follows:

- For employees who do not ordinarily work on a Sunday, payment for Sunday time worked shall be calculated at the rate of one and three quarters of straight time;
- For employees who ordinarily work on a Sunday, payment for Sunday time shall be calculated at the rate of three quarters of straight time with due consideration of the provisions of clause 38 (20); subject to the provisions of this clause."

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

- "(b) The highest rate at which overtime and Sunday time may be calculated (hereinafter called the overtime ceiling) shall be R69 480 per annum. This overtime ceiling shall be adjusted annually in proportion to the general salary adjustment, which is negotiated at the Bargaining Council."

(3) Substitute the following for subclause (2) (a):

- (2) (a) Except as provided for in this clause and subject to such conditions as may be notified, an employee who is required by the exigencies of Spoornet to work on weekdays beyond the ordinary hours of duty fixed for the position occupied by him, or to work a period of duty on a public holiday, shall be paid at the rate of overtime/time worked on a public holiday as indicated in this clause and clause 58."

10. CLAUSE 55: TRAINMEN

Substitute the following for subclause 55 (2) (b):

- "(2) (b) If a shift commences on a Saturday and finishes on a Sunday, or commences on a Sunday and finishes on a Monday, all ordinary time shall be considered to determine overtime for the days in question. Hours worked on a Sunday shall be paid for at a premium of three quarters of the rate of ordinary time, irrespective of whether it is considered as ordinary time or overtime."

11. CLAUSE 58: PUBLIC HOLIDAYS**GENERAL**

(1) Substitute the following for subclause 58 (2):

- "(2) If a public holiday falls on a day on which an employee would ordinarily have worked and the employee works on such public holiday—

- (i) the employee will be paid the wage that he would ordinarily have received for work on that day plus his ordinary hourly rate for every hour actually worked on such public holiday;
- (ii) the hours in addition to or outside of the normal hours of his shift he would ordinarily have worked on such day will be paid for at the normal overtime rate."

(2) Insert the following new subclause (3):

- "(3) If an employee is required to work on a public holiday on which the employee would not ordinarily have worked, the employee will be paid at the overtime rate for the actual hours worked, irrespective of when these hours are worked on such public holiday."

(3) Insert the following new subclauses (4) (i) and (ii):

- "(4) (i) An employee acting in a higher grade will be paid for the public holiday which falls within the period during which he is acting at the rate of pay applicable to the acting position.
- (ii) The provisions of subclauses (2) and (3) shall equally apply to the employees acting in a higher grade and must be read together with subclause (4) (i) to determine the rate of pay."

12. CLAUSE 59: LEAVE**GENERAL**

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

- "(1) Employees shall qualify for paid leave as follows:

<i>Term of service</i>	<i>Allocation per annum</i>
From one completed year of service up to 6 years	24 days
More than six years up to 16 years	28 days
More than sixteen years	36 days".

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

- "(2) Employees who qualified for 28, 36 or 40 days' leave prior to 1 January 2000 shall continue to qualify for such leave on a personal to holder basis (PTH) until the particular employee falls within the next category of "term of service" as provided for in subclause (1), whereupon he shall be entitled to the leave allocation per annum [referred to in subclause (1)] corresponding to that terms of service. Employees who are currently entitled to forty (40) days' leave shall continue to qualify for such leave on a personal to holder basis (PTH) until the termination of their services."

13. CLAUSE 60: BASIS ON WHICH LEAVE ACCRUES TO AN EMPLOYEE

(1) Substitute the following for subclauses (1), (2) and (3):

- "(1) A leave cycle commences on 16 January of any one year and extends to 15 January of the following year.

(2) Leave shall accrue on a quarterly basis as follows:

<i>Leave allocation per annum</i>	<i>Quarterly leave allocation</i>
24 days	6 days per quarter
28 days	7 days per quarter
35 days (PTH)	9 days per quarter for the first three quarters and 8 days for the last quarter
36 days	9 days per quarter
40 days (PTH)	10 days per quarter

(3) An employee who commences service during any particular paymonth—

- (i) after 15 February of any one year shall qualify for leave on a prorata basis for the rest of the leave cycle;
- (ii) shall be entitled to leave on a pro rata basis for the quarter in which he has joined the service, calculated from the beginning of the pay-month in which the employee joined the service.”

(2) Insert the following new subclause (4):

“(4) “Quarterly” means any three consecutive months of any one year, calculated from 15 January of that year.”.

14. CLAUSE 61: COMPULSORY TAKING OF LEAVE

Substitute the following for subclauses (1), (2) and (3):

“(1) The purpose of leave is to afford employees the opportunity to rest and consequently they are obliged to take leave as follows:

<i>Leave allocated</i>	<i>Compulsory days to be taken annually</i>
24 days	21
28 days	21
35 days (PTH).....	28
36 days	28
40 days (PTH).....	28

Controlling officers/supervisors must ensure that leave arrangements are made accordingly.

- (2) At least twenty-one (21) days' compulsory leave should be taken consecutively. However, this number of consecutive days' leave may be reduced by the number of days' occasional leave taken during a leave cycle, subject to the employee taking at least thirteen (13) consecutive days' compulsory leave in any one leave cycle.
- (3) (i) Compulsory leave (qualified for in leave cycle A) that has to be taken in terms of subclause (1) (in leave cycle B) but cannot be granted (in leave cycle B) for operational reasons, shall be submitted to Heads of Departments. Heads of Departments in SpoorNet shall personally ascertain the reasons for not granting the leave (in leave cycle B) and, if found to be justified, approval shall be granted that such leave may be carried over (to leave cycle C).
- (ii) An employee shall be informed in writing beforehand of the reason why compulsory leave (qualified for in leave cycle A), as contemplated in subclause (3)(i), cannot be granted within that particular leave cycle (leave cycle B).
- (iii) Compulsory leave carried over (from leave cycle B) shall be granted within three (3) months of the commencement of that leave cycle (leave cycle C). The employee shall also be obliged to take (in leave cycle C) the compulsory leave that he qualified for in leave cycle B.”.

Insert the following new subclauses (4), (5) and (6):

- “(4) An employee who has been granted leave for a period of two weeks or more may, with the approval of the officer authorising such leave, be paid in advance an amount not exceeding his emoluments for the period of leave granted, subject to the deduction from such advance of a *pro rata* amount of the deductions recoverable by means of his pay-voucher.
- (5) A period of hospitalisation shall interrupt a period of leave.
- (6) The leave allocation in terms of subclause (1) includes 3 days' family responsibility leave.”.

15. CLAUSE 63: BASIS FOR GRANTING LEAVE

Substitute the following for subclause (1):

“(1) A period of leave granted to an employee shall be inclusive of intervening Saturdays and Sundays, but shall exclude public holidays.”.

16. CLAUSE 65: OVERGRANTING OF LEAVE

Substitute the following for clause 65:

“65. In the event of leave being granted erroneously in excess of the number of days to which the employees is entitled, such excess leave shall be deducted from any leave which may subsequently accrue.”.

17. CLAUSE 68: PAYMENT IN LIEU OF LEAVE AT RETIREMENT

(1) Substitute the following for the heading:

“Payment of the value of leave at termination of service”

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

“(1) The value of all leave standing to an employees' credit at the termination of his service in terms of the notice required on such termination as contemplated in this Agreement, shall be paid out to such employee.”.

18. CLAUSE 76: SICK LEAVE

Substitute the following for subclause (5):

- "(5) Saturdays, Sundays and public holidays falling in a period of incapacitation covered by a medical certificate shall be regarded as sick leave."

19. CLAUSE 77: MATERNITY LEAVE

Substitute the following for subclause (1):

- "(1) A female employee shall qualify for four (4) months' maternity leave, which includes Saturdays, Sundays and public holidays. The first 90 days of the 4 months' maternity leave shall be paid for as contemplated in subclause (2). The balance of the four (4) months' maternity leave shall be unpaid maternity leave. The employee may, however, request that paid leave standing to her credit be granted to cover the period of unpaid maternity leave. In addition, the employee may be granted an additional two (2) months' leave standing to her credit and/or unpaid leave (a total of six months' absence)."

ANNEXURE A**OPERATIONAL GRADES****GRADE DESCRIPTION**

ADMINISTRATIVE OFFICIAL (SW)
 ARTISAN (GENERAL DUTIES) (V)
 ARTISAN (SPECIAL DUTIES) (V)
 ARTISAN (SPECIAL DUTIES) (V)
 ASSISTANT CARTAGE OFFICER
 ASSISTANT CRANE FOREMAN
 ASSISTANT FOREMAN (OVERHEAD TRACK EQUIPMENT)
 ASSISTANT TRAIN MANAGER (INTERPAX)
 BAGGAGE FOREMAN
 BUTLER
 CALLMAN
 CARGO CO-ORDINATOR
 CARGO SORTER
 CARPENTER (V)
 CARTAGE DRIVER
 CARTAGE DRIVER (BREAKDOWN VEHICLE)
 CARTAGE OFFICER
 CASUAL BURSARY STUDENT (B)
 CHIEF ADMINISTRATIVE OFFICIAL (SW)
 CHIEF CARGO CO-ORDINATOR
 CHIEF CHEF (BLUE TRAIN)
 CHIEF FIRE OFFICER
 CHIEF SHEDMAN
 CLEANER (CONVENIENCES)
 COACH CLEANER
 COOK (CLASS 2)
 COOK (CLASS 3)
 COOK (BLUE TRAIN)
 CO-ORDINATOR (OPERATING OFFICE)
 CRANE DRIVER
 CROSSING ATTENDANT
 DEPOT MANAGER (WAGON MAINTENANCE)
 DIESEL-ELECTRICAL FITTER (V)
 ELECTRICAL FITTER (ELECTRIC MOTIVE POWER)
 ELECTRICIAN (ARMATURE WINDING) (V)
 ELECTRICIAN (V)
 ENGINEERING TECHNICIAN
 ENGINEERING TECHNICIAN (SIGNALS)
 EXAMINER AND REPAIRER (WAGON MAINTENANCE)
 EXECUTIVE CHEF
 FIREFIGHTER
 FIRE OFFICER
 FITTER (V)
 FLAGMAN
 FOREMAN (OVERHEAD TRACK EQUIPMENT)

INFORMATION OFFICIAL
 KITCHEN ATTENDANT
 LAMPMAN
 LEADING PROTECTION OFFICIAL
 LOCOMOTIVE ATTENDANT
 MAINTAINER (SIGNALS)
 MAINTENANCE ASSISTANT (CARRIAGE AND WAGON)
 MILLWRIGHT (V)
 MILLWRIGHT (V)
 OVERHEAD TRACK HELPER
 OVERHEAD TRACK WORKER
 PLANNER (TRACTION)
 PLANNER (WAGONS)
 PLATE-METAL WORKER (V)
 PLUMBER (V)
 PORTER
 PROCESS WORKER
 PROTECTION OFFICIAL
 RAIL-MOTOR TROLLEY DRIVER
 REFRESHMENT ROOM MANAGER
 RESTAURANT MANAGER
 RESTAURANT SUPERVISOR
 ROAD TRANSPORT DRIVER (SPOORNET) (M)
 ROSTER COMPILER
 SALOON ASSISTANT
 SANDDRY WORKER
 SECTION MANAGER (TRAIN CONTROL)
 SECTION MANAGER (TRAIN TRAFFIC)
 SECTION MANAGER (C.T.C.) (C)
 SECURITY GUARD
 SECURITY GUARD (C)
 SECURITY OFFICIAL (CLASS 2) (C)
 SENIOR ADMINISTRATIVE OFFICIAL (SW)(CC)(C)
 SENIOR ADMINISTRATIVE OFFICIAL (SW)
 SENIOR BUTLER
 SENIOR CARETAKER
 SENIOR CARGO CO-ORDINATOR
 SENIOR ENGINEERING TECHNICIAN (SIGNALS)(C)
 SENIOR ENGINEERING TECHNICIAN
 SENIOR ENGINEERING TECHNICIAN (C)
 SENIOR ENGINEERING TECHNICIAN (SIGNALS)
 SENIOR FIRE OFFICER
 SENIOR PLANNER (WAGONS)
 SENIOR PROTECTION OFFICIAL
 SENIOR SERVICE DRIVER
 SENIOR STEWARD (BLUE TRAIN)
 SENIOR STOCK CONTROLLER
 SENIOR TRACK HELPER
 SENIOR TRADE HAND (TRACK WELDING) (C)
 SENIOR YARD FOREMAN
 SERVICE CO-ORDINATOR
 SERVICE DRIVER (CLASS 1)
 SERVICE DRIVER (CLASS 1)(CC)(C)
 SERVICE DRIVER (CLASS 2)
 SERVICE DRIVER (CLASS 1)(XC)
 SHED ASSISTANT
 SHEDMAN (CC)(C)
 SHEDMAN (GGG)
 SOUS CHEF
 SQUAD SUPERVISOR
 STATION INSPECTOR (C)
 STATION INSPECTOR (SENIOR CLASS) (C)
 STATIONARY PLANT ATTENDANT

SUPERVISOR (COACH CLEANING)
 SUPERVISOR (SERVICE VEHICLES)
 SUPERVISOR (TRADE HANDS) (C)
 SUPERVISOR (WAGON MAINTENANCE)
 TEAM LEADER
 TEAM LEADER (COACH CLEANING)
 TECHNICAL ASSISTANT (V)
 TECHNICAL ASSISTANT (V)
 TECHNICAL OFFICER (ELECTRICAL CONTROL)
 TECHNICAL OFFICER (INFRASTRUCTURE)(ELECTRIC)
 TECHNICAL SUPERVISOR
 TRACTION LINEMAN (V)
 TRADE HAND (LEVEL 2) (V)
 TRADE HAND (LEVEL 3) (V)
 TRADE HAND (LEVEL 4) (V)
 TRAIN ASSISTANT
 TRAIN ASSISTANT (K)
 TRAIN CONTROL OFFICER
 TRAIN CONTROL OFFICER (C)
 TRAIN CONTROL OFFICER (SENIOR CLASS)(C)
 TRAIN CONTROL OFFICER (PRINCIPAL CLASS)(C)
 TRAIN DRIVER (DIESEL) (G)
 TRAIN DRIVER (ELECTRIC) (G)
 TRAIN DRIVER (STEAM) (G)
 TRANSHIP PORTER
 TRIMMER (V)(C)
 TURNER AND MACHINIST (V)
 VEHICLE BUILDER (V)
 WATCHMAN
 WELDER (V)
 YARD FOREMAN
 YARD MASTER
 YARD MASTER
 YARD OFFICIAL

ANNEXURE B**OPERATIONAL GRADES: OVERTIME**

Grade Description	Overtime Limitations Hours per month
	Up to 31 December 2000
Administrative official (SW).....	120
Artisan (general duties) (V)	100
Artisan (special duties) (V)	100
Artisan (special duties) (V)	100
Assistant cartage officer.....	100
Assistant crane foreman.....	100
Assistant foreman (overhead track equipment)	100
Assistant train manager (interpax)	65
Baggage foreman.....	40
Butler	100
Callman	40
Cargo co-ordinator.....	100
Cargo sorter.....	40
Carpenter (V).....	100
Cartage driver	100
Cartage driver (breakdown vehicle)	100
Cartage officer	100
Casual bursary student (B).....	100
Chief administrative official (SW)	120
Chief cargo co-ordinator.....	100
Chief chef (Blue Train).....	100

Grade Description	Overtime Limitations Hours per month
	Up to 31 December 2000
Chief fire officer	100
Chief shedman	100
Cleaner (conveniences)	60
Coach cleaner	40
Cook (Class 2)	100
Cook (Class 3)	100
Cook (Blue Train)	100
Co-ordinator (operating office)	100
Crane driver	100
Crossing attendant	100
Depot manager (wagon maintenance)	100
Diesel-electrical fitter (V)	100
Electrical fitter (electric motive power)	100
Electrician (armature winding) (V)	100
Electrician (V)	100
Engineering technician	100
Engineering technician (signals)	100
Examiner and repairer (wagon maintenance)	100
Executive chef	120
Fire fighter	100
Fire officer	100
Fitter (V)	100
Flagman	100
Foreman (overhead trac equipment)	100
Information official	40
Kitchen attendant	100
Lampman	100
Leading protection official	100
Locomotive attendant	100
Maintainer (signals)	100
Maintenance assistant (carriage and wagon)	100
Millwright (V)	100
Millwright (V)	100
Overhead track helper	100
Overhead track worker	100
Planner (traction)	100
Planner (wagons)	100
Plate-metal worker (V)	100
Plumber (V)	100
Porter	40
Process worker	100
Protection official	100
Rail-motor trolley driver	100
Refreshment room manager	100
Restaurant manager	100
Restaurant supervisor	120
Road transport driver (Spoornet)(M)	100
Roster compiler	100
Saloon assistant	120
Sanddry worker	100
Section manager (train control)	100

Grade Description	Overtime Limitations Hours per month
	Up to 31 December 2000
Section manager (train traffic)	100
Section manager (C.T.C.)(C)	100
Security guard	100
Security guard (C)	100
Security official (class 2) (C)	100
Senior administrative official (SW)(CC)(C)	100
Senior administrative official (SW)	120
Senior butler	100
Senior caretaker	100
Senior cargo co-ordinator	100
Senior engineering tech (signals)(C)	100
Senior engineering technician	100
Senior engineering technician (C)	100
Senior engineering technician (signals)	100
Senior fire officer	100
Senior planner (wagons)	100
Senior protection official	100
Senior service driver	100
Senior steward (blue train)	100
Senior stock controller	60
Senior track helper	100
Senior trade hand (track welding)(C)	100
Senior yard foreman	100
Service co-ordinator	100
Service driver (class 1)	100
Service driver (class 1)(CC)(C)	100
Service driver (class 2)	100
Service driver (Class 1)(XC)	100
Shed assistant	100
Shedman (CC)(C)	100
Shedman (GGG)	100
Sous Chef	100
Squad supervisor	40
Station Inspector	40
Station Inspector (Senior Class)	40
Stationary Plant Attendant	100
Supervisor (Coach Cleaning)	40
Supervisor (Service Vehicles)	100
Supervisor (Trade Hands)(C)	100
Supervisor (Wagon Maintenance)	100
Team Leader	40
Team Leader (Coach Cleaning)	40
Technical Assistant (V)	100
Technical Assistant (V)	100
Technical Officer (Electrical Control)	100
Technical Officer (Infrastructure) (Electrical)	100.5

Grade Description	Overtime Limitations Hours per month
	Up to 31 December 2000
Technical Supervisor	40
Traction Lineman (V)	100
Trade Hand (Level 2) (V)	80
Trade Hand (Level 3) (V)	80
Trade Hand (Level 4) (V)	100
Train Assistant	100
Train Assistant (K)	100
Train Control Officer	120
Train Control Officer (C)	120
Train Control Officer (Senior Class) (C)	120
Train Control Officer (Principal Class) (C)	120
Train Driver (Diesel) (G)	100
Train Driver (Electric) (G)	100
Train Driver (Steam) (G)	100
Tranship Porter	120
Trimmer (V)(C)	40
Turner and Machinist (V)	100
Vehicle Builder (V)	40
Watchman	100
Welder (V)	100
Yard Foreman	100
Yard Master	100
Yard Master	100
Yard Official	100

Signed at Johannesburg on behalf of the parties.

E. R. AYLWARD
SPOORNET/TRANSNET

R. J. CLOETE
SALSTAFF

S. C. MUTHEKETELA
SATAWU

No. 823

25 August 2000

LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE SOUTH WESTERN DISTRICTS:
EXTENSION OF MAIN COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the Bargaining Council for the Furniture Industry of the South Western Districts and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 4 September 2000 and for the period ending 30 September 2005.

M. M. S. MDLADLANA
Minister of Labour

No. 823

25 Augustus 2000

WET OP ARBEIDSVERHOUDINGE, 1995

BEDINGINGSRAAD VIR DIE MEUBELNYWERHEID, SUIDWESTELIKE DISTRIKTE: UITBREIDING VAN HOOF KOLLEKTIEWE WYSIGINGSOOREENKOMS NA NIE-PARTYE

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Bylae hiervan verskyn en wat in die Bedingingsraad vir die Meubelnywerheid, Suidwestelike Distrikte aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 4 September 2000, en vir die tydperk wat op 30 September 2005 eindig.

M. M. S. MDLADLANA

Minister van Landbou

SCHEDULE**BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE SOUTH-WESTERN DISTRICTS****MAIN COLLECTIVE AGREEMENT**

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

South-Western Furniture Manufacturers' Association

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

National Union of Furniture and Allied Workers of South Africa

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

being the parties to the Bargaining Council for the Furniture Manufacturing Industry of the South-Western Districts, to amend the Agreement published under Government Notice No. R. 719 of 11 June 1999.

PART I**1. SCOPE OF APPLICATION OF AGREEMENT**

(1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry of the South-Western Districts—

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union, who are engaged and employed, respectively, in the Industry;
- (b) in the Magisterial Districts of George, Knysna, Mossel Bay and Oudtshoorn (hereinafter referred to as the South-Western Districts).

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply—

- (a) only to employees for whom minimum wages are prescribed in this Agreement and to the employers of such employees;
- (b) to apprentices only insofar as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any condition fixed thereunder.

(3) Clauses 1 (1) (a) and 2, of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade union, respectively.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation—

- (a) in respect of the parties to the Agreement, on the date of signature;
- (b) in respect of non-parties, 10 days after the date of publication in the *Gazette*.

This Agreement shall remain in operation until 30 September 2005.

3. CLAUSE 6: HOURS OF WORK

(1) Substitute the following for clause 6.1 (1) (c):

- "(c) (i) An employer must give an employee who works continuously for more than five hours a meal interval of at least one continuous hour.
- (ii) During a meal interval the employee may be required or permitted to perform only duties that cannot be left unattended and cannot be performed by another employee.
- (iii) An employee must be remunerated—
 - (aa) for a meal interval in which the employee is required to work or is required to be available for work; and

- (bb) for any portion of a meal interval that is in excess of 75 minutes, unless the employee lives on the premises at which the workplace is situated.
- (iv) For the purpose of subparagraph (i), work is continuous unless it is interrupted by an interval of at least 60 minutes.
- (v) An agreement in writing may—
 - (aa) reduce the meal interval to not less than 30 minutes;
 - (bb) dispense with a meal interval for an employee who works fewer than six hours on a day.”
- (2) Insert the following new clause 6.1 (1) (d):
 - “(d) (i) An employer must allow an employee—
 - (aa) a daily rest period of at least 12 consecutive hours between ending and recommencing work; and
 - (bb) a weekly rest period of at least 36 consecutive hours which unless otherwise agreed, must include Sunday.
 - (ii) A daily rest period in terms of subparagraph (i) (aa) may, by written agreement, be reduced to 10 hours for an employee—
 - (aa) who lives on the premises at which the workplace is situated; and
 - (bb) whose meal interval last for at least three hours.
 - (iii) Notwithstanding the provisions of subparagraph (i) (bb), an agreement in writing may provide for—
 - (aa) a rest period of at least 60 consecutive hours every two weeks; or
 - (bb) an employee’s weekly rest period to be reduced by up to eight hours in any week if the rest period in the following week is extended equivalently.”
- (3) Delete clause 6.1 (2) and renumber the subsequent subclauses accordingly.
- (4) Renumber the existing clause 6.2 to read 6.2 (1) and insert the following new clause 6.2 (2):
 - “(2) An employer may apply to the Council for permission to work more overtime than is permitted in terms of this clause.”

4. CLAUSE 7: LEAVE

- (1) Substitute the following for clause 7.2:
 - “7.2 (1) An employer may not require an employee to work on a public holiday except in accordance with an agreement.
 - (2) If a public holiday falls on a day on which an employee would ordinarily work, an employer must pay—
 - (a) an employee who does not work on the public holiday, at least the wage that the employee would ordinarily have received for work on that day;
 - (b) an employee who does work on the public holiday—
 - (i) at least double the amount referred to in paragraph (a); or
 - (ii) if it is greater, the amount referred to in paragraph (a) plus the amount earned by the employee for the time worked on that day.
 - (3) If an employee works on a public holiday on which the employee would not ordinarily work, the employer must pay that employee an amount equal to—
 - (a) employee’s ordinary daily wage; plus
 - (b) the amount earned by the employee for the work performed that day, whether calculated according to time worked or any other method.
 - (4) An employer must pay an employee for a public holiday on the employee’s usual pay day.
 - (5) If a shift worked by an employee falls on a public holiday and another day, the whole shift is deemed to have been worked on the public holiday, unless the greater portion of the shift was worked on the other day, in which case the whole shift is deemed to have been worked on the other day.
 - (6) An employer has the discretion to exchange a public holiday with an other working day.”
- (2) Substitute the following for clause 7.4:
 - “7.4 **Family responsibility leave:**
 - (1) This clause applies to an employee—
 - (a) who has been in employment with an employer for longer than four months; and
 - (b) who works at least four days a week for that employer.
 - (2) An employer must grant an employee, during each annual leave cycle, at the request of the employee, three days’ paid leave, which the employee is entitled to take—

- (a) when the employee's child is born;
- (b) when the employee's child is sick, or
- (c) in the event of the death of—
 - (i) the employee's spouse or life partner; or
 - (ii) the employee's parent, adoptive parent, grandparent,
- (3) Subject to subclause (5), for a day's family responsibility leave, an employer must pay an employee;
 - (a) the wage the employee would ordinarily have received for work on that day; and
 - (b) on the employee's usual pay day.
- (4) An employee may take family responsibility leave in respect of the whole or a part of a day.
- (5) Before paying an employee for leave in terms of this clause, an employer may require reasonable proof of an event contemplated in subclause (2) for which the leave was required.
- (6) An employee's unused entitlement to leave in terms of this clause lapses at the end of the annual leave cycle in which it accrues.
- (7) Where the funeral is more than 600 km away, three additional days' unpaid leave shall be granted."

5. CLAUSE 8: REMUNERATION

- (1) Amend clause 8.1 (1) by adding the following sentence:
"An employer may apply for permission to pay this employees by means other than in cash."
- (2) In clause 8.3 (1) (a), (c) and (d), substitute the expression "one and a half" for the expression "one and a third".
- (3) Substitute the following for clause 8.3 (1) (b):
"for any time worked between 22:00 and the ordinary starting time from Mondays to Fridays, or after 18:00 on Saturdays, at double the hourly rate of the employee concerned."
- (4) In clause 8.4, substitute the expression "43" for the expression "44".
- (5) Renumber the existing clause 8.7 (1) (b) to read 8.7 (1) (b) (i) and insert the following new subclause (b) (ii):
"(b) (ii) Notwithstanding the provisions of paragraphs (a) and (b) (i) above, an employer shall pay an employee, who has worked a full year the difference, if any, between what the employee is entitled to in terms of paragraph (f) below and and 6,25% of the wages earned by the employee during the course of the twelve months in question."
- (6) Substitute the following for clause 8.8:
"8.8 Night work:
 - (1) In this clause "night work" means work performed between 18:00 and 06:00.
 - (2) An employer may only require or permit an employee to perform night work, if so agreed, and if—
 - (a) the employee is compensated by the payment of an allowance, which may be a shift allowance, or by a reduction of working hours; and
 - (b) transportation is available between the employee's place of residence and the workplace at the commencement and conclusion of the employee's shift.
 - (3) An employer who requires an employee to perform work on a regular basis between 23:00 and 06:00 must—
 - (a) inform the employee in writing, or orally if the employee is not able to understand a written communication, in a language that the employee understands—
 - (i) of any health and safety hazards associated with the work that the employee is required to perform; and
 - (ii) of the employee's right to undergo a medical examination in terms of paragraph (b) below;
 - (b) at the request of the employee, enable the employee to undergo a medical examination, for the account of the employer, concerning those hazards—
 - (i) before the employee starts, or within a reasonable period of the employee starting, such work; and
 - (ii) at appropriate intervals while the employee continues to perform such work; and
 - (c) transfer the employee to suitable day work within a reasonable time if—
 - (i) the employee suffers from a health condition associated with the performance of night work; and
 - (ii) it is practicable for the employer to do so.

- (4) For the purpose of subclause (3), an employee works on a regular basis if the employee works for a period of longer than one hour between 23:00 and 06:00 at least five times per month or 50 times per year.
- (5) The Minister may, after consulting the Commission, make regulations relating to the conduct of medical examinations for employees who perform night work."
- (7) Insert the following new clause 8.12:

"8.12 Sunday work:

- (1) An employer must pay an employee who works on a Sunday double the employee's wage for each hour worked; unless the employee ordinarily works on a Sunday, in which case the employer must pay the employee one and one-half times the employee's wage for each hour worked.
- (2) If an employee works less than the employee's ordinary shift on a Sunday and the payment that the employee is entitled to in terms of subclause (1) is less than the employee's ordinary daily wage, the employer must pay the employee the employee's ordinary daily wage.
- (3) Notwithstanding the provisions of subclauses (1) and (2), an agreement may permit an employer to grant an employee who works on a Sunday paid time off equivalent to the difference in value between the pay received by the employee for working on the Sunday and the pay that the employee is entitled to in terms of subclauses (1) and (2).
- (4) Any time worked on a Sunday by an employee who does not ordinarily work on a Sunday is not taken into account in calculating an employee's ordinary hours of work in terms of clause 6.1 (1), but is taken into account in calculating the overtime worked by the employee in terms of clause 6.2.
- (5) If a shift worked by an employee falls on a Sunday and another day, the whole shift is deemed to have been worked on the Sunday, unless the greater portion of the shift was worked on the other day, in which case the whole shift is deemed to have been worked on the other day.
- (6) An employer must grant paid time off in terms of subclause (3) within one month of the employee becoming entitled to it."

6. CLAUSE 9: PROHIBITIONS

Substitute the following for:

"Prohibition of employment of children and forced labour:

- (1) No person may employ a child—
 - (a) who is under 15 years of age; or
 - (b) who is under the minimum school-leaving age in terms of any law, if this is 15 or older.
- (2) No person may employ a child to perform work—
 - (a) that is inappropriate for a person of that age;
 - (b) that places at risk the child's well-being, education, physical or mental health, or spiritual, moral or social development.
- (3) A person who employs a child in contravention of subclauses (1) or (2) commits an offence.
- (4) In terms of the Constitution, all forced labour is prohibited.
- (5) No person may for his own benefit or for the benefit of someone else, cause, demand or impose forced labour in contravention of subclause (4).
- (6) In any proceedings in terms of the Basic Conditions of Employment Act, if the age of any employee is a relevant factor for which insufficient evidence is available, it is for the party who alleges that the employment of that person complied with the provisions of Chapter Six of the Basic Conditions of Employment Act, 1997, to prove that it was reasonable for that party to believe, after investigation, that the person was not below the permitted age in terms of this clause."

7. CLAUSE 21: TERMINATION OF CONTRACT OF EMPLOYMENT

Substitute the following for clause 21:

- "(1) The following notice periods shall apply for the termination of employment by the employer or the employee, depending on the length of service of the employee concerned:

<i>Length of service</i>	<i>Notice period</i>
One to 13 weeks	24 hours
14 to 52 weeks	2 weeks
More than 52 weeks	4 weeks

- (2) Notwithstanding the notice periods listed above, agreement may be reached at plant level to vary these notice periods. The parties to such a plant level agreement must apply to the Council for an exemption from the provisions of this clause. The Council shall record the contents of such an agreement should they approve the application."

PART TWO

8. CLAUSE 2: WAGES

Substitute the following for the table in clause two:

	<i>Rand per week</i>
(1) Grade I employee	539,16
(2) Grade II employee	371,72
(3) Grade III employee.....	340,47
(4) Grade IV employee	312,02
(5) Grade V (a) employee:	
During the first six months as a new entrant in the grade	260,72
After the first six months as a new entrant in the grade	278,91
(6) Grade V (b) employee.....	305,03
(7) Grade VI employee:	
During the first six months as a new entrant in the grade	261,18
After the first six months as a new entrant in the grade	279,37
(8) Grade VII employee	312,02
(9) Grade VIII employee:	
During the first 12 months as a new entrant in the grade	215,01
After the first 12 months as a new entrant in the grade	225,74
(10) Grade IX employee	185,16
(11) The wage of an apprentice shall be paid as a percentage of the prescribed wage for a Grade I employee as follows:	
<i>Stage completed before</i>	<i>Percentage</i>
Stage 1.....	63
Stage 1.....	70
Stage 2.....	77
Stage 3.....	84
Stage 4.....	91
Stage 5.....	100

This Agreement signed at Knysna, on behalf of the parties, this 21st day of March 2000.

.....
R. CLARK
 Chairperson

.....
P. DAMPIES
 Vice-Chairperson

.....
M. HEMSLEY
 Secretary

No. R. 832**25 August 2000**

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY OF SOUTH AFRICA:
RENEWAL OF COLLECTIVE AGREEMENT FOR KWAZULU-NATAL REGION (REGION C)**

I, Hendrik Christiaan Slabbert, Acting Director: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32 (6) (a) (ii) of the Labour Relations Act, 1995, declare the provisions of Government Notices Nos. R. 1406 of 6 November 1998, R. 1023 and R. 1024 of 27 August 1999 to be effective from the date of publication of this notice and for the period ending 28 February 2001.

H. C. SLABBERT**Acting Director: Collective Bargaining****No. R. 832****25 Augustus 2000**

WET OP ARBEIDSVERHOUDINGE, 1995

**NASIONALE BEDINGINGSRAAD VIR DIE ELEKTROTEGNIJSE NYWERHEID VAN SUID-AFRIKA: HERNUWING
VAN KOLLEKTIEWE HOOFDOOREENKOMS VIR DIE KWAZULU-NATAL STREEK (STREEK C)**

Ek, Hendrik Christiaan Slabbert, Waarnemende Direkteur: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 32 (6) (a) (ii) van die Wet op Arbeidsverhoudinge, 1995, dat die bepalings van Goewermentskennisgewings Nos. R. 1406 van 6 November 1998, R. 1023 en R. 1024 van 27 Augustus 1999 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 28 Februarie 2001 eindig.

H. C. SLABBERT**Waarnemende Direkteur: Kollektiewe Bedinging****No. R. 833****25 August 2000**

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY OF SOUTH AFRICA: RENEWAL
OF PENSION FUND COLLECTIVE AGREEMENT FOR KWAZULU-NATAL REGION (REGION C)**

I, Hendrik Christiaan Slabbert, Acting Director: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32 (6) (a) (ii) of the Labour Relations Act, 1995, declare the provisions of Government Notice No. R. 1407 of 6 November 1998, to be effective from the date of publication of this notice and for the period ending 31 December 2001.

H. C. SLABBERT**Acting Director: Collective Bargaining****No. R. 833****25 Augustus 2000**

WET OP ARBEIDSVERHOUDINGE, 1995

**NASIONALE BEDINGINGSRAAD VIR DIE ELEKTROTEGNIJSE NYWERHEID VAN SUID-AFRIKA: HERNUWING
PENSIOENFONDS KOLLEKTIEWE OOREENKOMS VIR DIE KWAZULU-NATAL STREEK (STREEK C)**

Ek, Hendrik Christiaan Slabbert, Waarnemende Direkteur: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 32 (6) (a) (ii) van die Wet op Arbeidsverhoudinge, 1995, dat die bepalings van Goewermentskennisgewings No. R. 1407 van 6 November 1998, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Desember 2001 eindig.

H. C. SLABBERT**Waarnemende Direkteur: Kollektiewe Bedinging**

No. R. 834

25 August 2000

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL FOR THE ELECTRICAL INDUSTRY OF SOUTH AFRICA: RENEWAL
OF REGION A MAIN COLLECTIVE AGREEMENT**

I, Hendrik Christiaan Slabbert, Acting Director: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32 (6) (a) (ii) of the Labour Relations Act, 1995, declare the provisions of Government Notice No. R. 717 of 11 June 1999, to be effective from the date of publication of this notice and for the period ending 28 February 2001.

H. C. SLABBERT

Acting Director: Collective Bargaining

No. R. 834

25 Augustus 2000

WET OP ARBEIDSVERHOUDINGE, 1995

**NASIONALE BEDINGINGSRAAD VIR DIE ELEKTROTEGNIJSE NYWERHEID VAN SUID-AFRIKA: HERNUWING
VAN KOLLEKTIEWE HOOFOOREENKOMS VIR STREEK A**

Ek, Hendrik Christiaan Slabbert, Waarnemende Direkteur: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 32 (6) (a) (ii) van die Wet op Arbeidsverhoudinge, 1995, dat die bepalings van Goewermenskennisgewings No. R. 717 van 11 Junie 1999, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 28 Februarie 2001 eindig.

H. C. SLABBERT

Waarnemende Direkteur: Kollektiewe Bedinging

**DEPARTMENT OF MINERALS AND ENERGY
DEPARTEMENT VAN MINERALE EN ENERGIE**

No. R. 845

25 August 2000

MINES AND WORKS ACT, 1956 (ACT No. 27 OF 1956)

DECLARATION OF WORK IN THE NATIONAL INTEREST

Under section 9 (1) (f) of the Mines and Works Act, 1956 (Act No. 27 of 1956), I, Phumzile Mlambo-Ngcuka, Minister of Minerals and Energy, hereby declare that in my opinion the performance on Sundays of all work necessary and incidental to the normal production of gold and the development of access ways to payable ore reserves, at the mine known as Placer Dome Western Areas Joint Venture—South Deep, in the District of Westonaria, Province of Gauteng, is necessary in the national interest for a period of one year from 1 July 2000.

P. MLAMBO-NGCUKA

Minister of Minerals and Energy

No. R. 845

25 Augustus 2000

WET OP MYNE EN BEDRYWE, 1956, (WET No. 27 VAN 1956)

VERKLARING VAN WERK IN NASIONALE BELANG

Ek, Phumzile Mlambo-Ngcuka, Minister van Minerale en Energie, verklaar hierby, kragtens artikel 9 (1) (f) van die Wet op Myne en Bedrywe, 1956 (Wet No. 27 van 1956), dat die verrigting op Sondae van alle werk noodsaaklik en verbonde aan die normale produksie van goud en die ontsluiting van toegangweë na betaalnare ertsreserwes by die myn bekend as Placer Dome Western Areas Joint Venture—South Deep, in die distrik Westonaria, provinsie Gauteng, na my oordeel, vanaf 1 Julie 2000 vir 'n tydperk van een jaar in nasionale belang noodsaaklik is.

P. MLAMBO-NGCUKA

Minister van Minerale en Energie

SOUTH AFRICAN REVENUE SERVICE SUID-AFRIKAANSE INKOMSTEDIENS

No. R. 841

25 August 2000

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/1050)

Under section 48 of the Customs and Excise Act, 1964, Part I of Schedule No. 1 to the said act is hereby amended to the extent set out in the Schedule hereto.

M. MPAHLWA

Deputy Minister of Finance

SCHEDULE

Head= ing	Subheading	C D	Article Description	Statistical Unit	Rate of Duty		
					General	EU	SADC
38.19	“.20	5	By the substitution for subheading No. 3819.00.10 of the following: - Prepared liquids for hydraulic transmission, containing 44 per cent or more by mass of diethyl glycol and 38 per cent or more of ethylene or propylene copolymers	kg	free	free	free”

No. R. 841

25 Augustus 2000

DOEANE EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/1050)

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

M. MPAHLWA

Adjunkminister van Finansies

BYLAE

Pos	Subpos	T S	Artikel Beskrywing	Statis= tiese Eenheid	Skaal van Reg		
					Algemeen	EU	SAOG
38.19	“.20	5	Deur subpos No. 3819.00.10 deur die volgende te vervang: - Bereide vloeistowwe vir hidrouliese transmissie, wat, volgens massa minstens 44 persent diëtielglikol en minstens 38 persent etileen- of propileenkopolimere bevat	kg	vry	vry	vry”

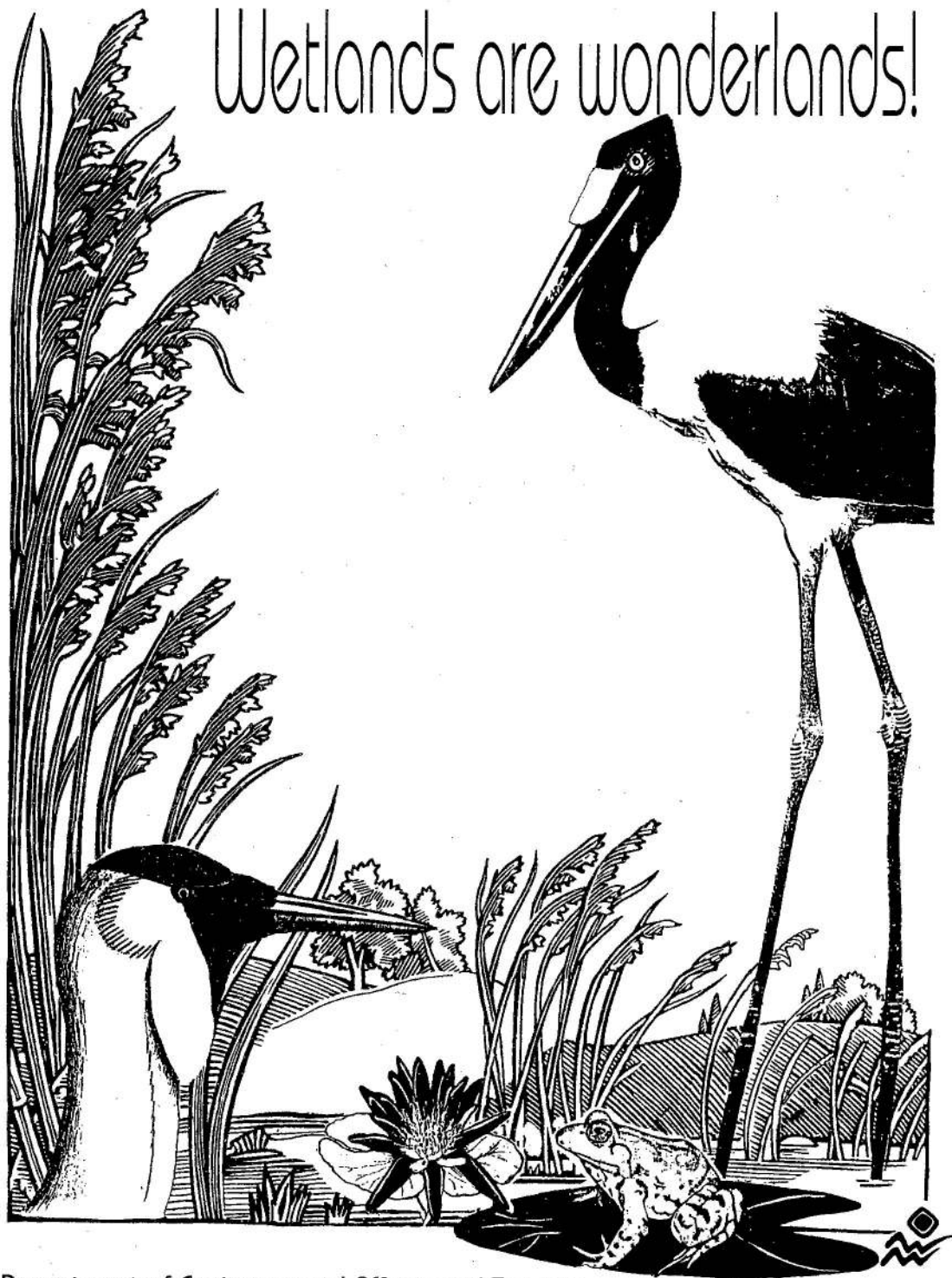
No. R. 842**25 August 2000****CORRECTION NOTICE****CUSTOMS AND EXCISE ACT, 1964****AMENDMENT OF SCHEDULE No. 4 (No. 4/242)**

Government Notice No. R.801 of 10 August 2000 appearing in *Government Gazette* No. 21472 is hereby amended by substituting the expression "1 April 2000 and ending 30 September 2000;" appearing in paragraph (a) by the expression "1 April 1999 and ending 31 March 2000."

No. R. 842**25 Augustus 2000****VERBETERINGSKENNISGEWING****DOEANE- EN AKSYNSWET, 1964****WYSIGING VAN BYLAE No. 4 (No. 4/242)**

Goewermentskennisgewing No. R.801 van 10 Augustus 2000 wat in *Staatskoerant* No. 21472 verskyn het, word hiermee gewysig deur die uitdrukking "1 April 2000 tot en met 30 September 2000" waar dit in paragraaf (a) verskyn te vervang met die uitdrukking "1 April 1999 tot en met 31 Maart 2000."

Wetlands are wonderlands!



Department of Environmental Affairs and Tourism

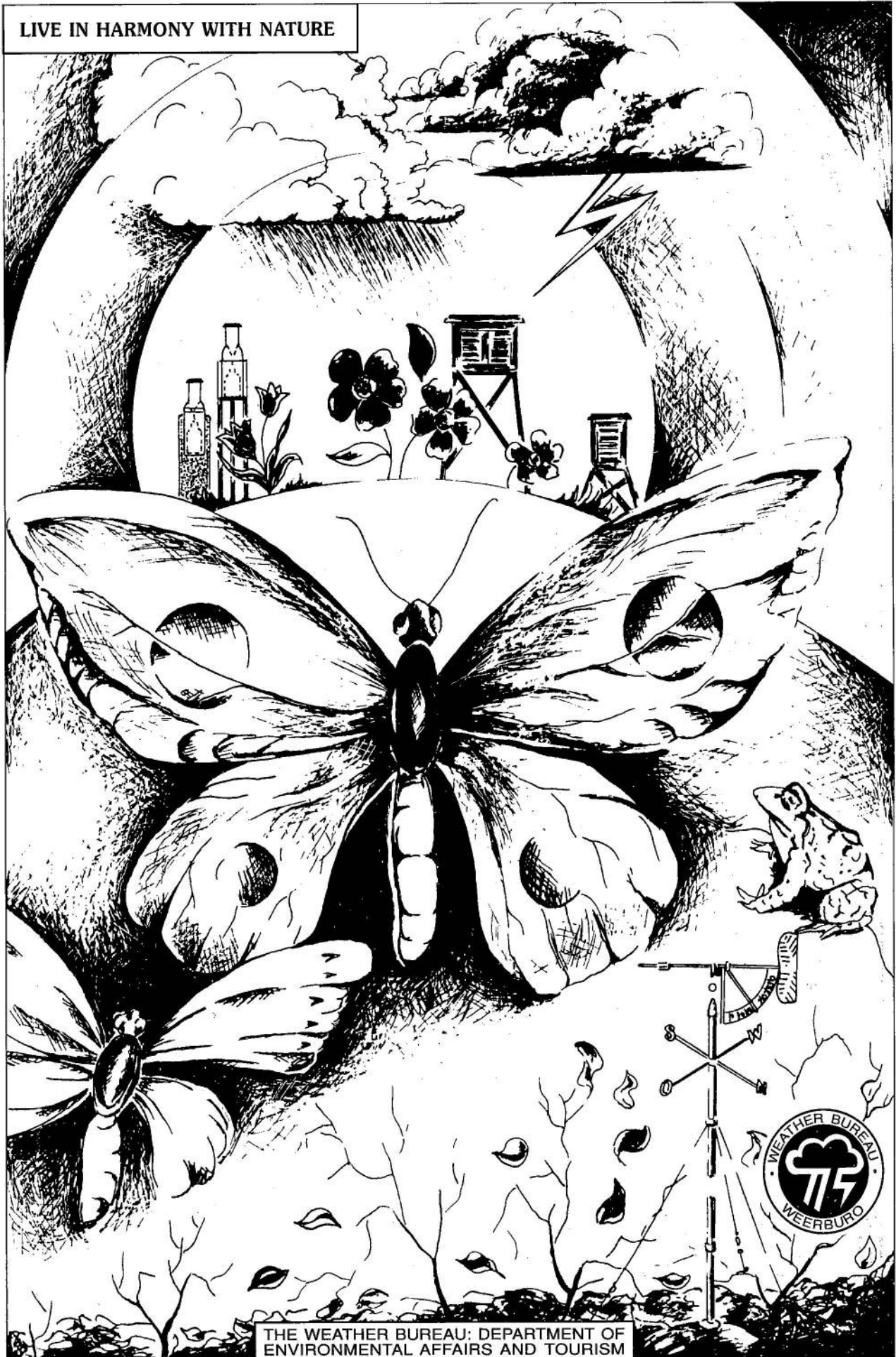


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Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001

Publications: Tel: (012) 334-4508, 334-4509, 334-4510

Advertisements: Tel: (012) 334-4673, 334-4674, 334-4504

Subscriptions: Tel: (012) 334-4735, 334-4736, 334-4737

Cape Town Branch: Tel: (021) 465-7531

Gedruk deur en verkrygbaar by die Staatsdrukker, Bosmanstraat, Privaatsak X85, Pretoria, 0001

Publikasies: Tel: (012) 334-4508, 334-4509, 334-4510

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