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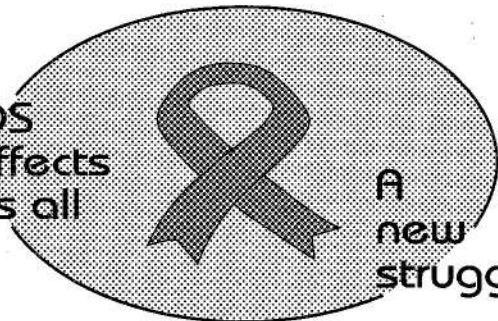
Vol. 423

PRETORIA, 2 OCTOBER
OKTOBER 2000

No. 21583

We all have the power to prevent AIDS

AIDS
affects
us all



A
new
struggle

Prevention is the cure

**AIDS
HELPLINE**

0800 012 322

DEPARTMENT OF HEALTH

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GOVERNMENT NOTICES

DEPARTMENT OF LABOUR**No. R. 955****27 September 2000****REGULATIONS****EMPLOYMENT EQUITY ACT, 1998 (ACT NO. 55 OF 1998)**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, under Section 55 of the Employment Equity Act, 1998 (Act No. 55 of 1998) and on the advice of the Commission for Employment Equity, hereby amend the regulations made in terms of the Employment Equity Act, Act No. 55 of 1998, published under Government Notice R. 1360 in Government Gazette 20626 of 23 November 1999 as set out in the Schedule. These amendments are to be effective from the date of publication of this notice.

**MMS MDLADLANA
MINISTER OF LABOUR**

No. R. 955**27 September 2000****SWINAWANA****NAWU WA NDZINGANO WA NTIRHO, 1998 (NAWU NO.55 WA 1998)**

Mina, Membathisi Mphumzi Shepherd Mdladlana, Holobye wa Mintirho, hi ku landzelela ka Xiyenge xa 55 xa Nawu wa Ndzingano wa Ntirho, 1998 (Nawu No. 55 wa 1998), na hi ku tsundzuxiwa hi Khomixini ya Ndzingano wa Vuthori/Ntirho, ndzi endla ku cinca eka swinawana leswi endliweke hi mayelana na Nawu wa Ndzingano wa Ntirho, Nawu No. 55 wa 1998, lowu wu humesiweke eka Xiviko xa 1360 eka Gazette ya Mfumo 20626 ya 23 Hukuri 1999 tani hi leswi swi andlariweke eka Xitandzhaku. Ku cinca loku ku ta sungula ku tirha hi siku leri xitiviso xi nga ta humesiwa hi rona.

**MMS MDLADLANA
HOLOBYE WA MINTIRHO**

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SCHEDULE

AMENDMENTS TO GOVERNMENT NOTICE R.1360

1. In this Schedule, "Regulations" means the Regulations made under the Employment Equity Act, Act No.55 of 1998 and published under Government Notice R. 1360, Government Gazette, No. 20626 of 23 November 1999.
2. Clause 4 of the Regulations is hereby amended by the insertion of a new sub-clause 4(4) –

 “(4) Despite sub-clause (1) of this Regulation, a designated employer who employs less than 150 employees must submit a report in terms of Section 21 of the Act which must be in the form of either EEA2 or EEA2A or contain the information required by either such form.”
3. Clause 6 of the Regulations is hereby amended by the insertion of a new sub-clause 6(5) –

 “(5) Despite sub-clause (1) of this Regulation, a designated employer who employs less than 150 employees must submit a statement of income differentials required by Section 27 of the Act in the form of either EEA4 or EEA4A, or in a document that contains the information required by either such form.”
4. The Regulations are hereby amended by the insertion of a new clause 9 –

 “9. (1) Any person who applies to obtain a copy of any report submitted in terms of Section 21(6) of this Act must submit a completed form EEA11 to the Employment Equity Registry.

 (2) The prescribed fee for a copy of the report is R15, 00 payable in revenue stamps, which must be affixed to the form referred to in sub-clause (1). An A5 sized self-addressed envelope, postage paid, must accompany the form.”



EEA 2A

DEPARTMENT OF LABOUR

Employment Equity Report for small business

Page: 1 of 8

Employment Equity Act
55 of 1998, Section 21

PLEASE READ THIS FIRST



WHAT IS THE PURPOSE OF THIS FORM?

This form contains the format for employment equity reporting for employers with between 50 and 150 employees or those with less than 50 employees who meet the turnover criteria of Schedule 4 of the Act.

Employers with less than 150 employees may either use this form (EEA 2A) or EEA2 to report to the Department of Labour.

WHO COMPLETES THIS FORM?

All designated employers who employ less than 150 employees and have to submit a report in terms of the Employment Equity Act, 55 of 1998. Any employer completing the Employment Equity Report voluntarily.

INSTRUCTIONS

- Submit this report by 1 December 2000.
- Please fill in Employer Details as accurately and completely as possible.
- Complete all sections of this form
- The signature of the CEO must be completed in section H

SEND TO:

Employment Equity Registry
The Department of Labour
Private Bag x117
Pretoria 0001
Telephone: 012 3094000
Facsimile: 012 3202059 / 3220413
e-mail: ee@labour.gov.za
website: www.labour.gov.za

Section A: Employer Details

Employer:	
Registration No:	
SARS Registration No:	
UIF Number:	
Contact Person:	
Address:	
Town/City:	
Province:	
Postal Code:	
Telephone No:	
Fax No:	
E-Mail Address:	
Date of Submission:	

Organ of state:

Yes	No
-----	----

Are you voluntarily complying with this Act as specified in section 14:

Yes	No
-----	----

DEPARTMENT OF LABOUR



EEA 2A

Employment Equity Report for small business

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Please select the SETA (Sector Education and Training Authority) that your organisation belong to:

SETA			
No	Name	No	Name
01	FASSET – Financial and Accounting Services	14	LGWSETA – Local Government, Water and Related Services Sector
02	BANKSETA – Banking sector	15	MAPP – Media, Advertising, Publishing, Printing and Packaging
03	CHETA – Chemical Industries	16	MQA – Mining Qualifications Authority
04	TEXTILES – Clothing Textiles, Footwear and Leather	18	MERSETA – Manufacturing, Engineering and Related Services
05	CETA – Construction sector	19	POLSECSETA – Police, Private Security, Legal and Correctional Services
06	DIDTETA – Diplomacy, Intelligence, Defense and Trade sector	20	PAETA – Primary Agriculture
07	ETDP SETA – Education, Training and Development Practices	21	PSETA – Public Services
08	ESETA – Energy Sector	22	SETASA – Secondary Agriculture
09	FOODBEV – Food and Beverages Manufacturing	23	SERVICES – Services Sector
10	FIETA – Forest Industries Sector	25	THETA – Tourism and Hospitality
11	HWSETA – Health and Welfare Sector	26	TETA – Transport
12	ISETT – Information Systems, Electronics and Telecommunications Technologies	27	W&RSETA – Wholesale and Retail
13	INSETA – Insurance Sector		

**FEA 2A**

DEPARTMENT OF LABOUR

Employment Equity Report for small business

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Section B: Workforce Profile

Please read instructions first



- (a) The totals for questions 2 and 3 should tally exactly.
- (b) The summary of the occupational categories is available in EEA 10 of the Regulations. The complete classification system is available from Statistics South Africa.
- (c) Occupational levels appear in EEA9 of the Regulations.
- (d) When completing question 3 and 3 only include permanent employees in the occupational categories and levels.
- (e) For reporting purposes, non-permanent employees refer to those who are employed to work for less than 24 hours per month, or those engaged to work for less than 3 continuous months.

1. Date of workforce profile: _____
2. Please report the total number of **employees** (including employees with disabilities) in each of the following **occupational categories**:

[illegible][illegible]

DEPARTMENT OF LABOUR



EEA 2A

Employment Equity Report for small business

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3. Please report the total number of employees (including employees with disabilities) in each of the following occupational levels:

Occupational Levels	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management									
Senior management									
Professionally qualified and experienced specialists and mid- management									
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents									
Semi-skilled and discretionary decision making									
Unskilled and defined decision making									
TOTAL PERMANENT									
Non – permanent employees									
TOTAL									

Persons with disabilities									
----------------------------------	--	--	--	--	--	--	--	--	--

4. Termination categories: (report the total number of terminations in each category during the twelve months preceding this report)

Terminations	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Resignation									
Non-renewal of contract									
Dismissal – Operational requirements (retrenchment)									
Dismissal - misconduct									
Dismissal - incapacity									
Other									
Total									

DEPARTMENT OF LABOUR



EEA 2A

Employment Equity Report for small business

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Section C: Qualitative Assessment

5. Awareness of Employment Equity

5.1 Please indicate which of the following awareness measures were implemented by your organisation:

	Yes	No
Formal written communication		
Policy statement includes reference to employment equity		
Summary of the Act displayed		
Employment Equity training		
Diversity management programmes		
Discrimination awareness programmes		
Other (please specify):		

6. Consultation

6.1 Please indicate which stakeholders were involved in the consultation process prior to the development of your employment equity plan:

	Yes	No
Workplace forum		
Consultative body or forum		
Registered trade union (s)		
Employees		
Other (Please specify):		

6.2 What was the level of agreement reached in the formulation of the plan:

Total	Sufficient	Some	None
-------	------------	------	------

6.3 How regularly do you meet with the stakeholders mentioned in 6.1:

Weekly	Monthly	Quarterly	Yearly	Other
--------	---------	-----------	--------	-------

DEPARTMENT OF LABOUR



EEA 2A

Employment Equity Report for small business

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Section C: Qualitative Assessment - continued

7. Analysis

Please indicate in which categories of employment policy or practices *barriers* to employment equity were identified:

Categories	Yes	No
Recruitment and Selection procedures		
Job classification and grading		
Work environment and facilities		
Training and development		
Performance and evaluation systems		
Succession and experience planning		
Corporate culture		
HIV/Aids education and prevention		
Skills Availability		
Low staff turnover		
Other (please specify):		

8. Employment Equity Plan:

Please indicate in which categories **affirmative action measures** have been implemented. These measures should be formulated to overcome the employment equity barriers identified in your organisation.

Categories	Yes	No	Describe measures implemented
Recruitment and selection procedures			
Job classification and grading			
Remuneration and benefits			
Terms and conditions of employment			
Training and development			
Performance and evaluation systems			
Succession and experience planning			
Diversity programs and sensitisation			
Community investment and bridging programs			
Retention measures			
Reasonable accommodation			
Other (please specify):			

DEPARTMENT OF LABOUR



EEA 2A

Employment Equity Report for small business

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Section C: Qualitative Assessment – continued

9. Numerical goals:

9.1 Please use the table below to indicate the numerical goals you have set for your current employment equity plan:

Occupational Levels	Male				Female				TOTAL
	African	Coloured	Indian	White	African	Coloured	Indian	White	
Top management									
Senior management									
Professionally qualified and experienced specialists and mid- management									
Skilled technical and academically qualified workers, junior management, supervisors, foremen, and superintendents									
Semi-skilled and discretionary decision making									
Unskilled and defined decision making									
TOTAL PERMANENT									
Non – permanent employees									
TOTAL									

9.2 By which year do you plan to achieve the above numerical goals:

10. Resources:

Please indicate what resources have been allocated to the implementation of employment equity during the past year:

Allocation of Resources	Yes	No
Appointed a designated officer to manage the implementation		
Allocated a budget to support the implementation goals of employment equity		
Time off for employment equity consultative committee (or equivalent) to meet on a regular basis		
Other (Please specify)		

11. Monitoring and evaluation of implementation:

How regularly do you monitor progress on the implementation of the employment equity plan:

Weekly	Monthly	Quarterly	Yearly	Other
--------	---------	-----------	--------	-------

DEPARTMENT OF LABOUR



EEA 2A

Employment Equity Report for small business

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Section D: Signature of Chief Executive Officer

Signed on this _____ day of _____ at: _____

Signature

Full Name

EEA 3B

KGORO YA MOŠOMO

Bokopano bja Molao wa Tekatekanyo ya Bašomi, 55 wa 1998, ye e dirilwego ka karolo ya 25(1)

1. Kgaolo I – Hlalošo, lebaka le maikemisetšo**1.1 Maikemisetšo a Molao : Karolo 2**

Maikemisetšo a molao ke go phethegatša tekatekano mošomong ka :

- a) Go hlabolla sebaka sa tekatekano, le tshwarano e ye e lokilego mošomong ka go thibela kgethologano e sa lokago
- b) Go phethagatša magato a tekatekano go imolla bao ba be go ba sena ditshwanelo tše botse mešomong, mo go ilego gwa kwagatša ke merafe e amegago, go netefatša gore e emeilwe ka go lekana mešomong kamoka le maemo a mošomo.

1.2 Tirišo ya Molao: Karolo 4

- a) Kgaolo II (karolo ya 5- 11) e ama beng mošomo kamoka le bašomi.
- b) Kgaolo III (karolo ya 12- 27) e ama beng mošomo ba ba amegago.
- c) Beng mošomo ba ba amegago ke bao ba nago le bašomi ba go lekana 50 goba go feta bao goba palomoka e ka oketšago ka ngwaga ka ge e tšwelela ka gare ga setlankana sa bone sa molao wa bommasepalati, le ditho tsa mmušo. Mong modiro a ka ithaopa go ba mong modiro yo a amegago
- d) Batho ba ba amegago, go akaretšwa batho baso, basadi le digole
- e) Ba kgoro ya Madira a Aferika Borwa, Ditsebi mmušong le ba Tirelo ya diphiri mmušong wa Aferika Borwa ga ba angwe ke molao wo.

2. Kgaolo II: Thibelo ya Kgethologanyo ye e sa Lokago

- 2.1 Ga go motho yo a swanetšego go kgetholla, ka maleba goba e se ka maleba, kgahlanong le mošomi molaong le therešong ya mošomo o mongwe le o mongwe. mo lebakeng le le tee goba a mantšhi. Go akaretšwa morafe, bong, boimana, tša

lenyalo, maikarabelo a lelapa, semorafe, setšo, mmala, tumelo go ya ka bong, mengwaga, bogole, bodumedi, go ba le HIV, leswalo, tumelo, tsebo ya dipolotiki, setšo, leleme le matswalo.

- 2.2 Ga se kgethollo ya go hlabolla maemo a tekatekano mošomong kwanong le molao go ba hlaola, goba ga gona yo a ka hlaolwago mabakeng a go abelwa mošomo wo a o nyakago.

2.3 Hlahlobo ya Maphelo: Karolo 7

- a) Hlahlobo ya tša maphelo ya bašomi e dumeletšwe feela ge molao o nyaka Hahlobo, goba ge se se le bohlokwa go ya ka mabaka a a itšego. b) Go hlahlobja ga kokwanahloko ya HIV e thibetswe ge e se gore go hlahlobja ga gona go ikemišeditše go tokafatša ke kgoro ya molao wa basomi.

2.4 Hlahlobo ya Menagano: Karolo 8

Hlahlobo ya monahano le yona e a thibelwa ge e se ge hlahlobo ya di ngakwa tša bophelo, e ka šomiswa gabotse go bašomi ka moka, e seng kgahlanong le motho yo mongwe le mongwe go ba morafe o itšego.

2.5 Tharollo mabapi le Kgaolo : Karolo 10

- a) Mošomi goba mokgopela mošomo a ka isa molato wa go amana le kgethollo (e ka ba ka hlahlobo ya bophelo goba hlahlobo ya bo rasaekholotsi) go lekgotla la poelano la go namola le go ahlola (CCMA) go boelanya. Se se swanetše go dirwa pele ga lebaka le le sa fetego dikgwedi tše ditšhelelago go tloga tšatši le a kgetholotšweng goba hlahlobo e bilego gona
- b) Ge e le gore molato ga o a ahlolwa kgorong ya poelano, moamegi o swanetše go fetisetša molato kgorong ya molao ya bašomi go ahlolwa, baemegi gape ba swanetše go dumellana go iša molato kahlolong.
- c) Go rakwa mosomong e se ka maleba mo go amanago le go kgethollwa go swanetše go diriwe go ya ka molao wa dikamano tsa bašomi. Yo a rakilwego o swanetše go leba CCMA go bega molato pele ga matšatsi a mašome-tharo a feta

3. Kgaolo III Magato katekatekanyo Molao

3.1 Mošomo wa Beng Mošomo ba ba Amegago: Karolo 13

- a) Beng mošomo ba ba amegago ba swanetše go tsweletša maemo a tekatekano go merafe ye e amegago gore ba kgone go tsweletša pele tekano go merafe ye e amegago gore ba kgone go tšweletša pele tekano mešomong.

(b) Go tliša maemo a tekatekano, beng mešomo ba ba amegago ba swanetše:

- go rerišana le basomi
- go sepediša phchleko
- go lokišiša maano a tekatekano mosomong
- go bega go molaodi pharephare mabapi le tšwelopele ye e dirwago go tliša leano la maemo atekatekano

3.2 Maemo a Tekatekano: Karolo ya 15

a) Maemo a tekatekano a lekanya ke tekanyo ye go ekemišeditšwego go bona gore mošomi yo anago le tsebo go tšwa morafeng yo amegago o nale sebaka mo mošomong o o lego gona le gore ba emelwe ka tekano mešomong ka moka le mo se emong sa go dira mošomo

b) Tekanyo ye e swanetše go ama dinhla tše di latelago :

- go lemoga le go thibela mellwane yeo e tla ba go le bothata bjo bo tla amago merafe ye e amegago.
- tekanyo yeo e tla tswetšago pele pharologano
- go dira madulo a mabotse go batho ba ba tšwang merafeng ye e amegago.
- Peakanyo leswa go hlabolla le go hlahlala merafe ye e amegago go akaretša le go hlabolla
- tsebo ya bona. -maiswaro a mabotse, tatelano ya maleba go kgonthišiša gore go emelwa ka tekano

c) Beng mošomo ba ba amegago ga ba swanela go tsea sephetho mabapi le molao wa mošomo goba go dira seo elego gore se tla hlola mollwane go goba go tšweletšapele ka mošomo goba go tlabolla batho eseng merafe ye e amegago.

3.3 Therišano: Karolo 16 le 17

Mong mošomo yo amegago o swanetše go tsea magato a bohlokwa go rerišana le baemedi ba bašomi ba ba emelago ditokelo tsa mošomong ka tshepedišo ya phetleko, lokišetša, go phethagatša merero le go tsebiša molaodi pharephare.

3.4 Go bolela Diwego: Karolo 18

Go netefatša gore poledišano ya maleba, mong-mošomo o swanetše go bolela diwego tša maleba go ba o a rerišanago le bona, go ya ka karolo 16 ya molao wa ditokelo tša bašomi wa 66 of 1995

3.5 Phetleko : Karolo 19

Mong mošomo o swanetše go fetleka molao wa mošomo, tirišo, tshepidišo, maemo a mošomo go kgona go bona gore mellwane ye e bego e ama merafe ye e amegago. phetleko e swanetše go akaretša le tswelopele mošomong go tliša gore merafe ye e amegago ea emelwa mo mafelong ka moka a mošomo

3.6 Maano a Tekatekano ya Mošomo: karolo 20

a) Beng mošomo ba ba amegago ba swanetše go itokiša le go tla ka maano a go tswetletša tekatekano mošomong: Go tswetletša pele molao wa tekatekano .

- Babe le morero wa ngwaga le ngwaga.
- go be le merero\maleba mo magareng a ngwaga le ngwaga.
- go akaretša le magato a tekatekano.
- goba le palomoka ya dilo tše ba di fihletšego mo boemeding bo bo lekanego .
- go be le lenaneonako la ngwaga o mongwe le o mongwe
- go fihlela tharollo ya melato ka mešomong.
- Go kgethwe batho ba ba akaretšang le baokamedi ba bagolo go lekola le go phethagatša merero.

3.7 Pego: Karolo 21

a) Mong mošomo yo a thwetšego bašomi ba ba lego ka fase ga 150, o swanetše go tliša pego ya gagwe ya mathomo go mookamedi pharephare pele ga dikgwedi tse 12 ka morago ga go thoma molao o, ka morago ga fao, ka morago ga mengwaga e mebedi ka kgwedi ya October ka letšatši la mathomo la mošomo, mong mošomo o swanetše go tliša pego go mookamedi pharephare.

b) Mong mosomo yo o thwalago bašomi ba 150 go ba go feta o swanetše go tliša pego ya mathomo dikgweding tse tshetšego ka morago ga go thoma molao, ka morago ga fao a tliše pego ngwaga wo mongwe le o mongwe letšatšing la pele la mošomo la October

3.8 Mong Mošomo yo a amegago o swanetše go bea molaodi: Karolo 24

Mong mošomo yo a amegago o swanetše go bea balaodi ba maemo a godimo gore tlhomo le tebello ya maemo a tekatekano mo mošomong e be gona gore go be le dišomišwa tša bohlokwa tse dirago gore morero o phethagale.

3.9 Phapano ya Ditseno: Karolo ya 27

Taodišo ya tefo, ditseno tše di hwetšwago mošomong o mongwe le o mongwe le seemo sa mošomo di swanetše go tlišwa ke beng mošomo ba ba amegago go Employment Conditions Commission (ECC)

Mo go senago tekatekano phapano ya ditseno, mong mošomi yo a amegago o swanetše go tšea magato go tokotsa seo ka pela. Magato a swanago le ao a ka akaretša mokgatlo o emetsego bašomi mabakeng a therišano, tumelelano le karolo ya maikemisetšo (Karolo 51 ya molao wa bohlokwa wa ditokelo tša bašomi wa 1997): šomiša mekgwa le melao e e dumelelwago ke ECC, magato a maleba a akaretšago molao wa tšweletšopele ya bokgoni le magato a mangwe a bohlokwa.

4. Temana V- Tebeledi, Phethagatso le Tshepedišo ya Semolao.

4.1 Tebeledi: Karolo 34

Bašomi goba baemedi ba bona ba ka lebelela gore molao ga o tlole gomme ba bege mo makgotleng a swanetšego ge o tlolewa.

4.2 Maatla a Bahlahlobi ba Mešomo: Karolo 35

Bahlahlobi ba mošomo ba dumelletse go hlahloba ka ge se se dumeletšwe ke Karolo ya 65 le 66 ya molao wa bohlokwa wa ditokelo tsa bašomi wa 1997.

4.3 Tsela le Kotlo : karolo 36

Ge bahlahlubi ba molao ba kgontšitše hlahlobo ya dibuku , bahlahlubi ba tla nyalela Yo a amegago le nngwalo la go ke tsibiša .

4.4 Lengwalo la Tsebisō: karolo 37

Ge mo o tliwa a palelwa ke go tsewela ,bahlahlubi ba tla mo ngwalela le ngwalo la Tshoganyetšo.

4.5 Hlahlobo ka Mookamedi Pharephare: karolo 43

mookamedi pharephare o fa sephetho ge e ba mošomedi o swanetše go phethegatša molao o o rilego ka nakwana.

4.6 Maatla a Kgoro ya Bašomi: karolo 50

Kgoro ya Bašomi e nale tokelo ya go ntšha le ngwalo la go hlatšwa kgoro diatla

4.7 Tshireletšo le Ditokelo tša Bašomi : karolo 51

Molao o tshireletša bašomi ba ba emelago ditokela tša bona tša kgethollo

5 Karolo VI – Kakaretšo Phethišo**5.1 Tumelano tša di kontraka ta mmušo: Korolo 53**

Beng mošomo ba ba amegago le beng mešomo ba ba ithaopilego go latela Kgaolo III, ba Ba nyakago gore ba dire kgwebo le mafapa afe goba afe a mmušo ba swanetše go kgopela lengwalo la bohlatse go tona le le tlišago gore ba ikamanya le Kgaolo II le ya III ya Molao Mong mošomo yo a sa amegego o tla fiwa lengwalo la bohlatse le le šupago gore o swanetše ke go tlemaganya le Kgaolo II feela.

5.2 Kotlo ya Beng Mešomo: Karolo 60

Ge bašomi ba roba molao ge ba le mošomong ba soma, mong mošomo o rwala maikarabelo mabapi le tlolo eo, ntle le ge e le gore o na le bohlatse bja gore o dirile ka maatla a gagwe ohle go shireletša tšohle tše di sa nyakago ke molao.

LEFAPHA LA TSA MESEBETSI**EEA 3C**

**Kgutswafatso ya Molao wa Poloko ya Botsitso Mosebetsing, wa 55
1998, o ntshitsweng mabapi le karolo ya 25(1)**

1. Kgaolo ya I - qaqiso, sepheo, botoloki le ho kenngwa tshebetsong ha molao.

1.1. Sepheo sa molao: Karolo ya 2.

Sepheo sa molao ke ho fihlela polokeho ya botsitso mosebetsing, ka:

- (a) Ho kgothaletsa menyetla e lekanang le tshwaro e hlokang leeme mosebetsing ka ho nyahlatsa mekgwa ya kgethollo ka leeme; le
- (b) Ho kenya tshebetsong leano la tekatekano mosebetsing e le ho hlaola ho tinngwa menyetla ha dihlotshwana tse itseng, le ho netefatsa hore di na le boemedi bo kgotsofatsang mafapheng ohle a amehang le boemong ba basebetsi ka kakaretso.

1.2. Ho kenngwa tshebetsong ha molao: Karolo ya 4.

- a) Kgaolo ya II (Karolo ya 5 - 11) e ama boramesebetsi le basebeletsi ka kakaretso.
- b) Kgaolo ya III (Karolo ya 12 - 27) e ama boramesebetsi ba ikgethang feela.
- c) Ka ramosebetsi ya ikgethang re bolela ramosebetsi ya nang le matla a ho hira basebetsi ba 50 (mashome a mahlano) kapa ho feta moo, kapa ya fumanang kuno ya selemo e hlahellang lethathamong la 4 la molao ona, melawaneng ya bommasepala le mekgatlong e meng ya mmuso. Boramesebetsi ba ka ithaopa ho ba boramesebetsi ba ikgethang.
- d) Ka sehlopha se ikgethang ho buuwa ka batho ba batsho, basadi, kapa batho ba sa itekanelang.
- e) Leboitho la tshireletso la Aferika Borwa, lekala la bohlwela la setjhaba, le ditshebeletso tsa sekgukgu tsa Aferika Borwa, ha di angwe ke molao ona.

2. Kgaolo ya II - Thibelo ya Kgethollo e Leeme

2.1 Ha ho motho ya dumelletsweng ho kgetholla mosebeletsi ka leeme, ka kotloloho kapa ka mekgwa e meng, e seng mosebetsing, kapa tlasa moralo o amang tsa mosebetsi, tlasa mabaka a itseng a akgang morabe, bong ba motho, boimana, boemo malebana le tsa lenyalo, boikarabelo ba lelapa, morabe le tikoloho eo motho a tswang ho yona, mmala, tshekamelo ya bong, dilemo tsa ho hola, ho se itekanele, tshekamelo ya tumelo bodumedi, boemo malebana le tshwaetso ya kwatsi ya bosolla-hlapi, maikutlo, tumelo, tshekamelo ya dipolotiki, setso, puo/leleme, le tlhaho ya motho.

2.2 Ha se kgethollo e leeme ho ntshetsa pele teka-tekano ha fela e tsamaisana le molao kapa ho kgetha kapa ho qhelela kathoko mang kapa mang boemong ba dihloko tsa tshebetso.

2.3 Hlahlobo ya bongaka: Karolo ya 7

- (a) Hlahlobo ya bongaka ya mosebeletsi e dumeletsehile ha feela molao o hloka hore hlahlobo e jwalo e etsuwe kapa ha seo se loketse ho etsuwa tlasa mabaka a itseng a fapaneng.
- (b) Hlahlobo ya tshwaetso ya kwatsi ya bosolla-hlapi ha e ya dumellwa hohang, ntle le ha hlahlobo e jwalo e fumaneha e lokela ho etsuwa ke lekgotla la molao le amanang le ditaba tsa basebeletsi.

2.4 Hlahlobo ya kelello: Karolo ya 8

Hlahlobo ya kelello le ditekolo tse ding tse tshwanang le yona ha di a dumellwa hohang, ntle le ha hlahlobo e jwalo e tshepahala e bile e bolokehile ho ya ka dipatlisiso tsa boramahlale, mme e ka etsuwa ho basebeletsi ka kakaretso, ntle le ho ba le tshekamelo ho mosebeletsi ya itseng kapa sehlotshwana se itseng.

2.5 Tsekisano e amanang le kgaolo ena: Karolo ya 10

- (a) Mosebeletsi, le mokopi wa mosebetsi a ka lebisa boitseko ba hae ba kgethollo e leeme kapa ya bongaka hoba ya kelello ho CCMA ho baka poelano. Tletlebo ena e tlamehile ho kenngwa pele kgwedi tse tsheletseng tsa ho nahana hore o kgethollotswe ka leeme kapa diteko di fela.
- (b) Boitseko ba mofuta o bo tla hlahlobiswa ke CCMA pele, bo ntano fetisetwa ho Lekgotla la tsa mesebetsi (Labour Court), ntle le ha bo fetiseditswe ho ba-diha nyewe ka tumellano pakeng tsa moitseki le motseki.

3 Kgaolo ya III - Kakaretso ya tshebetso ya leano la tekatekano mosebetsing

3.1 Tshwanelo tsa ramosebetsi: Karolo ya 13

- (a) Ramosebetsi o tlameha ho sebedisa leano la tekatekano mosebetsing bakeng sa dihlopha tse ikgethang ho fihlela tekatekano.
- (b) Hore a kgone ho kenya tshebetsong leano la tekatekano, ramosebetsi o tlameha ho:
- rerisana le basebetsi;
 - etsa dipatlisiso;
 - ho rala morero wa tekatekano ya basebetsi; le
 - ho tlalehela mookamedi-kakaretso ka tswelopele e fihletsweng ho phethahatsa morero oo.

3.2 Leano la tshebediso ya tekatekano mosebetsing: Karolo ya 15.

- (a) Maano a tekatekano mosebetsing ke a reretsweng ho etsa bonnete ba hore basebetsi, ho kenyeletswa le dihlopha tse ikgethang, ba na le menyetla e lekalekaneng mosebetsing mme ba na le baemedi mafapheng ohle a amanang le mosebetsi wa bona ka ho fapana.
- (b) Maano a kang ana a tlameha ho kenyeletsa:
- hlokomelo le phediso ya ditshitiso tse ka bakang mathata ho dihlopha tse ikgethang;
 - maano a kgothalletsang teka-tekano ya botjhaba.
 - ho thusa basebetsi (ba dihlopha tse ikgethang) ka ho ya ka ditlhoko tsa [dihlopha tsa] bona;
 - ho boloka, ho hodisa le ho rupella dihlopha tse (ikgethang) fapaneng (ho kenyeletswa le maano a boiphihlelo le katoloso); le
 - Tshwaro e namatsang le dipihlelo tse di ka balellwang ho netefatsa boemedi bo leka-lekaneng mosebetsing

- (c) Boramosebetsi ba ikgethang ha ba tshwanele ho etsa qeto e maelana le molao wa bosebetsi o ka sitisang kahohle-hohle ba nang le bokgoni ba ho sebetsa ho ya ho ile kapa kgodiso ya batho ba sa hlaheng dihlopheng tse ikgethang.

3.3 Boikamanyo: Karolo ya 16 le 17

Ramosebetsi ya ikgethang o tshwanela ho nka mehato ya ho ikamanya le baemedi ba basebetsi ba buellang dihloko tse fapa-fapaneng tsa basebetsi ka ho etsa dipatlisiso, ho hlophisa le ho kenya maano tshebetsong, le ka ho tlalehela Mookamedi-Kakaretso.

3.4 Phatlalatso ya ditsebiso: Karolo ya 18

Ho etsa bonnete ba dikamano tse utlwisisehang, ramosebetsi o tshwanela ho phatlaletsa dihlopha tse amehang ditsebiso, tse ho karolo ya 16 ya Dikamano tsa Bosebeletsi tsa molao wa 66 wa 1995.

3.5 Dipatlisiso: Karolo ya 19

Ramosebetsi ya ikgethang o tlameha ho etsa dipatlisiso tsa tshebetso, tshebediso le tsamaiso ya melawana ya bosebeletsi esitana le tikoloho ya moo ho sebeletswang hore a hlokomela ditshitiso tsa bosebeletsi tse ka sitisang dihlopha tsa basebetsi. Dipatlisiso di bile di tshwanela ho kenyeletsa katoloso ya basebetsi ho bona hore na basebetsi ba na le boemedi bo nyalanang le lenane la bona mosebetsing.

3.6 Leano la bosebeletsi ba tekatekano: Karolo ya 20

- Ramosebetsi o tlameha ho hlophisa le ho kenya leano tshebetsong hore ho be le tekatekano bosebetsing, le tshwanelang ho:
 - ba le sepheo bakeng sa leano la selemo ka seng;
 - kenyelletsa leano la tekatekano e se nang leeme;
 - kenyelletsa lenaane la tekatekano
 - ba le leano la lemo ka seng
 - ba le maano a ho hlokomela tswelopele ya mosebetsi, ho kenyelletsa le bonamodi ba dikgohlano mosebetsing; le
 - ho thonya batho, ho kenyelletswa le baokamedi ba ka sehlohong ho hlokomela le ho kenya maano tshebetsong.

3.7 Tlaleho: Karolo ya 21

- (a) Ramosebetsi ya hirileng basebetsi ba ka tlaase ho 150 o tlampha ho fana ka tlaleho ya hae ya pele ho Mookamedi-Kakaretso mahareng a kgwedi tse 12 kamora ho qala hwa molao, ka mora moo e be ka lemo tse pedi letsatsing la pele la mosebetsi kgwedding ya Mphalane.
- (b) Ramosebetsi ya hirileng basebetsi ba 150 kapa ho feta, o tlampha ho fana ka tlaleho kgwedi tse tsheletseng ka mora ho qala hwa molao, mme ka mora moo, ka lemo ka seng tsatsing la pele la mosebetsi kgwedding ya Mphalane.

3.8 Ramosebetsi o tlampha ho hira mookamedi: Karolo ya 24

Ramosebetsi o tlampha ho ba le mookamedi/baokamedi-hlooho ho etsa bonnete ba ho kenya tshehetsong le ho bona hore leano la tekatekano lea sebediswa mme a be le tsohle tse hlokehang ho phethisa leano lena.

3.9 Ho sa lekane hwa meputso: Karolo ya 27

Tshupo ya moputso le melemo ya tlatsetso karolong e nngwe le e nngwe ya basebetsi se tshwanela ho iswa ho ECC, Employment Conditions Commission (ECC) ke ramosebetsi.

Moo meputso ka ho fapa-fapana hwa yona e sa lekaneng, ramosebetsi o tshwanela ho etsa maano a ho fokotsa ho sa lekane hoo hanyane-hannyane.

4. Kgaolo ya V- Tekolo, Ho kenya tshehetsong le Tsamaiso ya se-molao.**4.1 Tekolo: Karolo 34.**

Mosebetsi kapa moemedi wa mokgahlo wa basebetsi ba dumelletswa ho lekola tlolo ya molao ona le ho tlahela mafapha a ikarabellang.

4.2 Matla a Bahlahlobi ba tsa Basebetsi: Karolo 35

Bahlahlobi ba tsa mesebetsi ba dumeletswa ho etsa dihlahlobo tse kenyeleditsweng ho karolo ya 65 le 66 ya Basic Conditions of Employment Act.

4.3 Maikemisetso a ho dumella: Karolo ya 36

Ha mohlalobi a ikgodisitse ka ho otloloha hore ramosebetsi o hlolehile ho dumella tseo a tlamhileng ho di dumella ka ho ya

ka molao, mohlalobi o tla mo hloka lengolo la ho dumella ho phethisa ditumellano nakong e tla bewa ke ena.

4.4 Taelo ya ho dumella: Karolo ya 37

Ha ramosebetsi a hana ho ngola lengolo la phethiso ya ditumellano, mohlalobi o tla mo laela ho le ngola.

4.5 Hlahlobo ka Mookamedi-Kakaretso: karolo 43

Mookamedi-Kakaretso a kanna a hlahloba ho bona hore na ditumellano di phethisitswe. Ha hlahlobo e fedile, Mookamedi-Kakaretso a kanna a etsa ditshisinyo tsa hore ditumellano di phethiswe mahareng a nako e etseng.

4.6 Matla a tsa Lekgotla la tsa Bosebeletsi: Karolo ya 50

Lekhotla la tsa Bosebeletsi le na le matla a ho fana ka ditaelo, ho aba ditlhapiso le ho lefisa.

4.7 Tshireletso ya Ditokelo tsa Mosebeletsi: Karolo ya 51

Molawana o sireletsa basebeletsi kgahlanong le ho etswa hampe ntle mabaka, ho sitiswa, le bomenemene.

5 Kgaolo ya VI - Melawana ya Se-mmuso ka kakaretso

5.1 Ditumellano tsa Mmuso: Karolo ya 53

Boramosebetsi ba ikgethang le boramosebetsi ba ithaopang ho dumellana le Kgaolo ya 111, ba batlang ho thea kgwebo le karolo efe kapa efe ya mmuso, ba tla tshwanela ho etsa kopo ya sethifikheiti se tiisang hore ba dumellana le Kgaolo ya 11 le ya 111 ya Molao Letoneng. Boramosebetsi ba sa ameheng bona ba tla abelwa setifikheiti maleba le kgaolo II.

5.2 Boikarabelo ba Boramosebetsi: Karolo ya 60

Ebang ho etsahala hore basebeletsi ba tlola tumellano efe kapa efe ya Molao ona ha ba ntse le mosebetsing, boikarabelo bo tla jarwa ke ramosebetsi ntle le haeba ramosebetsi a ka hlahisa bonnete ba hore o entse tsohle tse matleng a hae ho thibela tlolo ya Molao ona.

EEA 3D

**LEFAPHA LA DITIRO**

Tshosobanyo ya Molao wa Ditekatekanyo tsa Tiro: Molao 55 wa 1998 o ntshitsweng go ya ka Karolo 25 (1)

1. Kgaolo I - Ditlhaloso, Maikaelelo, Tharollo le Tiriso**1.1 Maikaelelo a molao: Karolo 2**

Maikaelelo a molao ke go atlegisa tekatekano mo lefelong la ditiro ka go:

- a) Tlhatlosa tshiamelo e e lekaneng le tsholo e e lebegang mo tirong ka go fedisa kgethololo e e sa lebegeng: le
- b) Go dirisa kgotsa go tsenya tirisong dielo tsa thebolo tsa tiriso go lolamatsa ditlamorago tse bosula mo mafelong a tiro tse di bonweng ke ditlhopa tse di kobilweng ka nako ya kgethololo, go netefatsa boemedi ba bona bo bo lekanetseng mo dikarolong tsotlhe tsa tiro le maphata otlhe a badiri.

1.2 Tiriso ya molao: Karolo 4

- a) Kgaolo II (Dikarolo 5 go isa go II) e raya kgotsa e ama bathapi botlhe le badiri botlhe.
- b) Kgaolo III (Dikarolo 12 go isa go 27) e ama bathapi ba ba kobilweng.
- c) Ka mothapi yo a kobilweng, go tewa mothapi yo a thapang badiri ba le some a matlhano (50) kgotsa go feta, kgotsa mothapi yo a nang le palogothlhe ya dipelo tsa ngwaga e e tlhagelelang mo thibololong ya dintlha ya bone (Schedule 4) ya Molao, kgotsa makgotla a ditloropo le metse ditloropo le bathapi dikarolong tsotlhe tsa puso. Bathapi ba ka ithaopa go nna bathapi ba ba kobilweng.
- d) Ka setlhopa se se kobilweng go tewa batho ba bantsho, basadi le batho ba ba golofetseng kgotsa ba ba nang le bokoa ba mmele.

- e) Lekgotla la Pabalesego la Aferika Borwa, Lephata la Ditsebi tsa Botlhale le Ditirelo tsa Makunutu a naga, ga ba angwe ke molao o.

2. Kgaolo II -Kiletso ya Kgethololo e e sa Batlegeng.

- 2.1 Go ya ka molao wa tiro kgotsa tsamaiso ya molao, ga go na motho yo o tla kgethololang modiri ka mokgwa o o sa batlegeng kgotsa a nna kgatlhanong nae ka lebaka kgotsa mabaka a a akaretsang letso, bong, boimana, maemo a nyalo, boikarabelo jwa lelapa, semorafe, botso ba loago, mmala, kgetho ya bong e e sa tlwaelegang, mengwaga, kgolofalo, bodumedi, maemo a phamokate, letswalo, tumelo, kakanyo ya sepolotiki, lotso, puo le matsalo.
- 2.2 Ga se kgethololo e e sa batlegeng go atlenegisa dielo tsa thebolo tse di t samaelanang le Molao o, kgotsa go ganela motho ofe kgotsa ofe tiro ka ntlha ya ga a se na ditlhoko tsa botlhokwa tsa tiro eo.

2.3 Teko ya pholo: Karolo 7

- a) Teko ya tsamaiso ya pholo ya modiri e letlelewa fela fa molao o tlhoka teko eo, kgotsa fa se e le se se lolameng go ya ka mabaka a sekasekilweng.
- b) Teko ya Phamokate (HIV) e iditswe kwa ntle fela fa kgotla ya Ditirelo e kaile gore teko eo e matshwanedi go ya ka mabaka a a sekasekilweng.

2.4 Teko ya tlhaloganyo: Karolo 8

Teko ya tlhaloganyo ya modiri le tshekatsheko e e tshwanang le yona, di iditswe kwa ntle le fa go tiisitswe ke boramahlale gore teko eo e na le bokao, e ka ikanyegwa, e ka diriswa go badiri botlhe ka tolamo ebile ga e gobelewe kgatlhanong le modiri ope kgotsa setlhopa sepe.

2.5 Dikganetso tebang le kgaolo e; Karolo 10

- a) Modiri kgotsa mokopi wa tiro a ka nna a umaka kganetso tebang le letlhotlho le le sa lebegeng go CCMA go itshwarelana. Se se ka dirwa mo dikgweding di le thataro tsa reko e e kailweng e le ya kgethololo.
- b) Fa kganetso e sa swetswe ka nako ya boitswarelano, motho yo o amegileng a ka e kaela kgotsa a e fetisetsa go Kgotla la Diterelo go atlholwa. Makoko a a kganetsanang a ka nna a dumellana go fetisetsa kganetso go batsereganyi.
- c) Teleko e e sa amogelesegeng, mo e leng gore letlhotlho le sa lebegeng le kailwe, e ka sekasekwa go ya ka mareo a Molao wa Botsamaisi ba Ditirelo. Teleko e tshwanelwa go fetisetswa CCMA mo malatsing a le some a mararo.

3. Kgaolo III- Thebolo ya Tiriso

3.1 Ditiro tsa mothapi yo o kobilweng: Karolo 13

- a) Mothapi yo o kobilweng o tshwanetse go dirisa dielo tse di rebotsweng tsa tiriso mo ditlhopheng tse di kobilweng go atlegenisa tekatekano le tolamo mo tirong.
- b) Go tsenya tirisong diela tse di rebotsweng tsa tiriso, mothapi yo o kobilweng o tshwanetse go:
 - Rerisana le badiri
 - Dira tshekatsheko
 - Baakanya togomaano ya tekatekanyo mo tirong: gape a
 - Begele Mokaedi kalaretso ka tswelopele e e dirilweng mo tirisong ya togamaano

3.2 Dielo tse di rebotsweng tsa tiriso: Karolo 15

- a) Dielo tse di rebotsweng tsa tiriso ke dielo tse di ikemiseditseng go netefatsa gore badiri ba ba nang le maitemogelo a a maleba go tswa mo ditlhopeng tse di kobilweng ba na le tsiamelo e e lekanang ya khiro mme ebile ba emetswe ka go lekana mo dikarolong tsotlhe tsa khiro le maphatheng a farologaneng a mo tirong.
- b) Dielo tseo di akaretsa:
- Go ntsha le go tlosa magora a a ka tlisang thulano mo ditlhopeng tse di kobilweng
 - Dielo tse di tlotlomatsang pharolongano ya batho
 - Go tsya tsia batho ba ba tswang mo ditlhopeng tse di kobilweng.
 - Go se phatlalatse badiri, tlhabololo e e utsitseng le katiso ya ditlhopa tse di kobilweng (go akaretsa ke tlhabololo ya bothakga mo ditirong) le
 - Tsholo e e namatsang le diphitlhelelo tse di ka balwang go netefatsa boemedi bo bo lekaneng mo tirong.
- c) Bathapi ba ba kobilweng ga ba tshwanela go tsaya tshwetso epe mabapi le molao wa khiro kgotsa tsela eo khiro e tsamaiswang ka yona e e tla setlelelang magora kgotsa maparego a a tla thibelang gore ba batla- tro ba ba kobilweng kgotsa batho ba kobilweng ba ntseng ba le teng mo tirong ba retelelwe.

3.3 Go rerisana le baemedi ba badiri: Karolo 16 le 17

Mothapi yo o kobilweng o tshwanetse go tseya dikgato tse di tlhaloganyesegang go rerisana le baemedi ba bathapiwa ba ba emelang dikgatlhegolo tsa badiri botlhe mo go tshwareng tshekatsheko, paakanyetso, go tsenya tirisong togamaano, le go begela Mokaedi-kakaretso.

3.4. Tlhagiso ya tshedimosetso: Karolo 18

Go netefatsa therisano e e tlhamatsegang, mothapi o tshwanetse go tlhagisa tshedimosetso ee maleba go megatlho e a tshwanelang go dirisana le yona go ya ka karolo ya 16 ya Moloa wa Ditirelo wa 66 wa 1995.

3.5. Tshekatsheko: Karolo: 19

Mothapi yo o kobilweng o tshwanetse go tshwara ga melao ya tekatekano mo titrong, ditiragatso, ditlhamalalo le lefelo la tiro go senola maparego mo tiro a ka amang ditokololo tsa ditlhopa tse di kobileng botlhoko. Tshekatsheko e e tshwanetse go akaretsa lenaeo la badiri botlhe le le bontshang gore tekatekanyo e tla godiswa jang go netefatsa gore ditlhopa tse kobilweng di emetswe sentle mo lifelong la tiro.

3.6. Lenaane la tekatekano mo Tirong: Karolo 20

Mothapi yo o kobilweng o tshwanetse go baakanya kgotsa go rulaganya le go diragatsa kgotsa go dirisa togamaano go atlenegisa mo tirong, le le tshwanetseng go:

- bontsha diphitlhelelo tsa togamaano ya ngwaga le mongwe;
- go akaretsa dielo tsa thebololo ya tiriso;
- go baana le maikaelelo a ka balegang a go atlegegenisa takatekano ya baemedi;
- go baana le lenaneo-nako la ngwaga mongwe le mongwe;
- go baana le tlhatlhabo ya selegae le ditatamalo tsa tshekatsheko, go akaretsa mokgwa o siameng wa go sekaseka dikgotlhong tsa selegae;
- go supa batho, go akaretsa balaodi ba bagolo, ba tla tlhokomedisisang le go diragatsa togamaano.

3.7. Pego: Karolo 21

- a) Mothapi yo o thapang batho ba ko tlase ga 150 o tshwanetse go tlhagisa pego go motsamaisi-kakaretso nakong ya dikgwedi di le 12 ka morago ga tshimologo ya molao, mme ka morago ga moo e tla nna ka dilemo tse latelanang tse pedi (2), ka tsatsi la pele la kgwedi ya Diphlane
- (b) Mothapi yo o thapang batho ba 150 kapa go feta o tswanetse go fana ka pego ya pele kgwedi tse tshela (6) ka morago ga tshimologo ya molao, mme ka morago ga moo e nne ngwaga mongwe le mongwe ka tsatsi la pele la tiro ka kgwedi ya Diphlane

3.8 Mothapi yo o kobilweng o tshwanetse go tlhopha moeteledi-pele:karolo 24

Mothapi yo o kobilweng o tshwanetse go tlhopha moeteledi-pele kappa ba babedi go netefatsa gore tswelelopele ya morero wa tekano mosebetsing ya etsagala, mme o tshwanetse go bona gore gone le dintlha tsa botlhokwa tse tshwanetseng morero o.

3.9. Pharoganyo ya Meputso: Karolo 27

Lenaneo ka tuelo le meputso tse di bonwang mosebetsing o mongwe le o mongwe le seemo sa mosebetsi di tshwanetse go tlišwa ke yo o kobilweng go Employment Condition Commission (ECC).

Moo go senang go sa lekane ga meputso mothapi yo o kobilweng o siamela go tsaya dikgato go fokotsa ka pele. Dikgato tse jalo di ka kenyeletsa dipuisano tsa meputso.

4. Kgaolo V -Tlhokomelo, Bogagapa le Dikgato tsa Semolao:**4.1. Tlhokomelo: Karolo 34**

Bathapiwa gotsa baemedi ba megatlho ya kgwebo ba ka tlhokomedisisa gore molao ga o tlole mme ba begela makgotla a a maleba ga o tlolewa

4.2. Maatla a Motlhatlhoi wa Ditiro: Karolo 35

Batlatlhoi ba Ditiro ba na le dithata tsa go tshwara tekolo kgotsa go dira tlhatlho e e tlameletsweng mo dikarolong tsa 65 le 66 tsa Molao wa ditokelo tsa botlhokwa tsa Khiri wa 1997.

4.3. Boikarabelo ba go ikamanya le molao: Karolo 36

Fa Motlhatlhoi a na le mabaka a a tlhaloganyesegang a go dumela gore mothapi yo a kobilweng o reteletswe ke go ikamanya le ditshwanelo tsa gagwe go ya ka Molao, Motlhatlhoi o tla lemosa mothapi ka boikarabelo jo ka lekwalo go mo kgakolola gore a ikamanye le molao mo nakong e e beilweng.

4.4. Tao ya go ikamanya le molao: Karolo 37

Fa mothapi yo o kobilweng a gana go ikamanya le molao o, Motlhatlhoi o tla rebolela mothapi yo tao ya go ikamanya le molao o o beilweng.

4.5. Poeletso ya Mokaedi- Kararetso: Karolo 43

Mokaedi- kararetso a ka ipoeletsa go tlhomamisa gore mothapi o ikamanya le molao o o beilweng wa tiro. Mo bokhutlong ba poeletso ya gagwe, mokaedi-kakaretso a ka tlhagisa go mothapi ditshitshinyo tsa go ikamanya le molao mo pakeng e e beilweng.

4.6. Maatla a Kgotla ya Ditiro: Karolo 50

Kgotla ya Ditiro e na le maatla a go dira tse di riling tse maleba, go fa phimola-dikeledi, kgotsa go athola batlodi ba molao.

4.7. Tshireletso ya Ditshwanelo tsa Modiri: Karolo 51

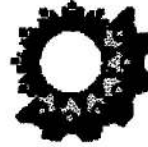
Molao o sireletsa ba ba diragatsang ditshwanelo tsa bona ka fa tlase ga molao kgalhanong le tlhoriso, kgoreletso le thhotlheletso e e sa batlegeng.

5. Karolo VI- Ditlamelo tsa Kakaretso**5.1. Tumellano tsa mmuso: Karolo 53**

Bathapi ba ba kobilweng le bathapi ba ba ithaopileng go ikamanya le kgaolo ya 111 ba ba batlang go dira kgwebisano le karolo e nngwe le e nngwe ya mmuso, ba tshwanela ke go dira lekwalo kopo go bona setifikeiti go tswa go Tonakgolo go tiisa boikamanyo ba bona le Dikgaolo tsa II le III tsa molao. Bathapi ba sa kobiwang bona ba tla bona ditefekeiti tse di bontshang gore ba ikamanya le kgaolo ya II feela.

5.2. Boikarabelo jwa Bathapi: Karalo 60

Fa bathapiwa ba tlola gotso ba roba molao ba le mo tirong, mothapi o rwala maikarabelo a tlolo eno ntle le ga fa bopaki gore o dirile ka bojotle jwa gagwe go thibela tsotle tse molao o sa di batleng.

**IDIPHATIMENTI YETEBASEBENTI**

**Kuhlaziya kwekucashwa kwebasebenti ngekulingana ku-Act. 55 ya 1998.
Lokhishwe ngekulandzela migomo yesigaba 25 (1)**

1. Sigaba 1 - Tinhlaluso, tinhloso, kuhunyushwa nekusetjentiswa**1.1. Inhloso yale Act: Sahluko 2**

Inhloso yale Act kubonelela kwetekulingana emsebenzini ngekutsi

- (a) Kutfutukiswe ematfuba ekulingana kanye nekuphatfwa ngendlela lefanele, emsebenzini ngekutsi kususwe lonkhe libandlululo lelingafanele kanye
- (b) Nekusetjentiswa kwelihlelo lekuniketwa kwematfuba kulungiswe emaphutsa lamise kabi temisebenti latfolwe emacembu latsite lakhetsekile, kute kunikete siciniseko sekutsi tonkhe tisebenti timeiwe ngalokulingene kuto tonkhe tigaba letikhona emsebenzini.

1.2 Kusetjentiswa kwe Act: Sahluko 4

- (a) Sigaba II (sahluko 5-11) ucondziswe kubo bonkhe bacashi netisebenti
- (b) Sigaba III (sahluko 12-27) ucondziswe kubacashi labatsite labakhetsékile.
- (c) Mcashi lokhetsekile kushiwo mcashi lokwati kucasha tisebenti letingu 50 nobe letengcile kumbe atfolakale kutsi ungenisa bunyeti bemali lethonjiswe kushejuli 4 we Act yaMasipala kanye nemisebenti waHulumeni. Bacashi bangabuye futsi babe ngemavolotiya (bangatinikela ngesihle) kutsi babe bacashi labakhetsékile.

- (d) Licembu lalabakhetsekile lisho bantfu labamnyama, labasikati kanye nebantfu lebakhubatekile.
- (e) I South African Defence Force (Umkhosi wetekuvikela eNingizimu Afrika), iNational Intelligency (Labo beliphiko letindzaba letibucayi naletiyimfihlo) kanye neSouth African Secret Service (Bemkhosi weteibunbloli eNingizimu Afrika) bakhishiwe kulomtsetfo

2. Sigaba II - Kuvimbela libandlululo lelingafanele

2.1 Akekho muntfu lovumeleke ku bandlulula ngalokusebaleni nobe ngalokungekho ebaleni kumsebenti ngekwesisekelo nobe ngendlela tintfo tentiwa ngakhona emsebenitini ngekwe libala, tebulili, kukhulelwa, mendvo, ligunya kumndzeni, tebhlanga, indzabuko, libala, kukhetsa bulili, minyaka, kukhubateka, tenkholo, ligqiwane le HIV, kudliwa satelo, inkholo, mibono yepolitika, lulwimi netekutalwa.

2.2 Akusilo libandlululo lelingalungile/lelingat'anele kutfutukisa kokuniketa ematfuba lahambisana ne Mtsetfo nobe kukhetsa nobe kukhishwa kwanobe ngubani muntfu ngekulandzela timiso tanobe ngimiphi msebenti.

2.3 Kuhlolwa ngekwe temphilo - Sahluko 7

- (a) Kuhlolwa kwetemphilo ye msebenti kuvumelekile kuphela nangabe umtsetfo ukuvumela loko kuhlolwa kumbe nakube loku kuvunyelekile ngetizatfu letitsile.
- (b) kuhlotwa kweligciwane le HIV akuvunyelwe ngaphandle kwekutsi loko kuhlolwa kuyemukelwa yiNkantolo yebasebenti.

2.4 Kuhlolwa ngekwengcondvo - Sahluko 8

Kuhlolwa kwengcondvo kanye nalokufana naloko akuvumelekile, ngaphandle kwekutsi loko kuhlolwa kutfolakale kutsi kuhambisana neteSayensi futsi kungatsenjwa, nekutsi kungasetjentiswa ngalokukufanelekile kubo bonkhe basebenti, kutfolakale futsi kutsi akubukeli phasi nobe ngabe ngimuphi msebenti nobe nguliphi licembu.

2.4 Kukhonontela lesigaba: Sahluko 10

- (a) Sisebenti nobe lowo lofake sicelo semsebenti angandlulisela lesi sikhalo sakhe mayelana nekubandlululwa nalokungafanele mayelana ngakwe temphilo nobe ngekwendvo ku CCMA kute kucwaningisiswe. Loku kufanele kwentiwe ngentiyanga letisitfupha kwentiwe lelo libandlutulo lekukhalwa ngalo (nobe loko kuhlotwa).
- (b) Uma ngabe lesi sikhalo sekukhondza asicatululeki lapho kushweletwa, inhlango ingalidlulisela enkantolo yebasebenti kube ngiyo letsatsa sincumo. Emacembu lakhonotayo ankavumelana kutsi asidlulise lesi sikhalo sawo asiyise kubalamuli.
- (c) Kufaka sikhalo sekocoshwa kwalesinye sisebenti emsebentini ngalokungafanele, lapho kubikwa kwekutsi kusetjentiswe libandlutulo lelitsite kufanele kulungiswe ngekulandzela, mitsetfo yebasebenti (Labour Relations Act) Loko kucashwa kufanele kudluliselwe ku CCMA ngekhatsi kwemalanga langu 30.

3. Sigaba III - Kuniketwa kwematfuba**3.1 Misebenti leyentiwa mcashi lokhetsekile: Sahluko 13**

- (a) Mcashi lokhetsekile kufanele akuvete kuniketwa kwematfuba njengesilinganiso lesibekiswe kumacembu lakhetsekile kuze kuvetwe ngemphumelelo kuphatfwa ngekulingana emsebentini.
- (b) Kute kwenteke njengoba kuncunyiwe kuniketwa kwematfuba, Mcashi lokhetsekile kufanele:
 - Acocisane nebasebenti.

- Achube luhlelo lokuhlatiya.
- Ente emalungiselelo ekuphatsa ngokulingana kwemasu ebasebenti.
- Abike kuNgcongcoshe(Director-General) ngencubekela embili leseiyentiwe ngiwo lamasu ekuphatfwa kwebasebenti ngokulingana.

3.2 Tilinganiso tekuniketwa kwemafuba lalinganako: Sahluko 15

- (a) Kuniketwa kwemafuba kusilinganiso lesibukele kutsi tisebenti leticeceshwe ngokufanele futsi tivela kumacembu lakhetsekile tiyawatfolala emafuba lalingene ngokutikhundla letifanele emsebentini.
- (b) Leti tilinganiso tifaka ekhatsi:
- Kukhonjiswa nekususwa kwetihibe letivimbela emandla emacembu lakhetsekile.
 - Tilinganiso letifutukisa kwehlukana.
 - Kuvuleka kwetikhala letifanele leticondziswe kubantfu lababuya kumacembu lakhetsekile.
 - Kugcinwe, kutfutukiswe futsi kuceceshwe emacembu lakhetsekile (loku kufaka ekhatsi kutfutuka kwebuqhwepheshe macondzana emsebenti) kanye nemphatfo lekhetsako lephatselene emphokophelo yelinyenti kwentiwe nemalungiselelo wokuniketwa ngokulinganayo. Loku akufaki ekhatsi sabelo.
- (c) Bacashi abanalo lilungelo lekutitsatsela tincumo mayelana nepholisi yebasebenti nobe bente tinjwayelo letitokwenta kwekutsi kube netihibe letivimba incubekela embili emsebentini noma incubekele mbili yebantfu labangekho kumacembu latsite lakhetsekile.

3.3 Kubonisana: Sahluko 16 na 17

Mcashilokhetsekile kufanele atsatse tinyatselo letifanele kute abonisane nalabo labamele tisebenti kuloko lokutoba lusito emsebentini lapho enta emalungiselelo ekuhlatiya, ekulungisa nekwentiwa kwemasu lokuvunyelwene ngawo, konkhe loko kubikwe ku Ngcongcoshe.

3.4 Kuvetwva kwemibiko: Sahluko 18

Kute kube nekubonisana lokunemiphumelo lemhle, mcashi kufanele avete obala yonkhe mibiko emacenjeni labonisana nawo, ngekulandzela mgomo wesahluko 16 we Mitsetfo wetisebenti (Act) 66 ka 1995.

3.5 Kuhlatiya: Sahluko 19

Mcashi lokhetsekile kufanele ente luhlatiyo lemapholisi etisebenti, ngekulandzela tinjwayelo letentekayo, mitsetfo, nendzawo lekusetjentelwa kute akwati kutibona kalula tihibe letivimba futsi tibuye titsintse emalunga lasemacenjini lakhetsekile. Loku kuhlatiya kufanele kufake ekhatsi futsi kutfutukise temisebenti ngaphandle kwekubuka ehlangotsini lelilodvwa kute kwateke kutsi kukuliphi lizinga lapho labasemacenjini lakhetsekile bangakamelwa khona emsebentini.

3.6 Emasu ekusebenta ngekulingana: Sahluko 20

(a) Mcashi lokhetsekile kafanele ente emalungiselelo nekuphokophela emasu ekusebenta ngekulingana. Lawo lokufanele:

- Abe netinhloso letitsite macondzana naleli lisu minyaka yonkhe;
- Afake ekhatsi tilinganiso tekuniketwa kwemafuba lafanele;
- Aphokophelele ekuveteni ngemphumelelo kumelwa ngalokulinganayo kwetisebenti;
- Abe nehlelo lesikhatsi minyaka yonkhe;
- Abe nekuqaphela simo ngekhatsi kute akwati kulinganisa tindlela loku qhutswa ngato, nekufaka ekhatsi kulungiswa kungevani lokuba khona ngekhatsi emsebentini;
- Akwati kukhomba bantfu, labafake ekhatsi emamenenja laphakeme, aqhaphela futsi akwati kubona kwekutsi lamasu akhona ayentiwa.

3.7 Mbiko: Sahluko 21

- (a) Mcashi locasha tisebenti letingaphansi kwe 150 kufanele aletse mbiko wakhe ku Director-General ngekhatshi kwetinyanga letingu 12 emva kwekucala kwekusebenta kwe Act, kusuka lapho ayaletse njalo emva kweminyaka lemibili ekucaleni kwelilanga lekusebenta enyangeni ya October.
- (b) Mcashi lophumelela kucasha tisebenti letingu 150 noma ngetulu, kufanele aletse mbiko wakhe emuva kwetinyanga letingu 6 sewucalile kusebenta lomtsetfo(Act), kusukela lapho ayiletse njalo kanye ngeminyaka ekucaleni kwelilanga lekusebenta enyangeni ya October.

3.8 Mcashi lokhetsekile kufanele amise imenenja: Sahluko 24

Mcashi lokhetsekile kufanele abeke munye noma labanyeti kutsi babe emamenenja kutobakhona siciniseko sekutsi kuyafezeka kwentiwa kwemasu ekulingana emsebentini abuye futsi amise tindlela letingenta kube khona imphumelelo lengenta kufezeke loku lokusidzingo.

3.9 Kwehluka kwemiholo: Sahluko 27

Sitatimende semivuzo netinzuzo letifolakala kuleso naleso sikhundla semsebenti; kulelo nalelo leveli netigaba emsebentini kufanele simukiswe ngumcashi lokhetsekile asinidlulisele ku Employment Conditions Commission (ECC).

Lapho kutfolakala kutsi kunemiholo lengalingani emalevelini latsite noma kutigaba letitsite, mcashi lokhetsekile kufanele atsatse tinyatselo, tekuncandza loko nekutsi kungaqhubekeli embili. Tinyatselo letinjalo tingafaka ekhatshi tinkhulumo tekucocisana ndzawonye,

Sigaba V - Kucaphelisisa, kucindzetela nekwenziwa kwemitsetfo

4.1 Kucaphelisisa: Sahluko 34

Tisebenti kanye nalabemele tinyonyane bangacaphelisisa kwaphulwa kwemitsetfo bese babika kulabo labakumabhodi lafanele.

4.2 Emandla ebahloli bemisebenti: Sahluko 35

Bahloli bemisebenti bagunyatiwe kutsi babe tinhloli njengoba kuhlelwe kusigaba 65 no 66 we Basic conditions of employment act 1997

4.3 Kutibopha ekwenteni lokutsite: Sahluko 36

Uma ngabe mhloli unetizatfu letitsite letimenta kutsi atsembe kwekutsi mcashi lokhetsekile wehlulekile kutfobela tibopha ngekwemgomo wemtsetfo, mhloli utotfolo incwadzi lebhaliwe yesivumelwane sokutfobela mtsetfo ngekhatsi kwesikhatsi lesitsite lesicunyiwe.

4.4 Luhlelo lokuthobela mtsetfo: sahluko 37

Uma ngabe mcashi lokhetsekile uyencaba kutifoba ngekutsi abhale phansi, umhloli utawube sewukhipha luhlelo lekuvumelana lekutifoba.

4.5 Kuhlolwa lokwentiwa nguNgcongcoshe: Sahluko 43

Ngcongcoshe angenta kuhlola kwakhe abukisise kutsi nembala mcashi uyavumelana yini nemtsetfo lokhona. Lapho sekacedzile loko kuhlola, Ngcongcoshe angatsatsa tincumo macondzana neluhlelo lekutifoba ngekhatsi kwesikhatsi lesitsite.

4.6 Emandla enkhantolo yetisebenti: Sahluko 50

Inkhantolo yetisebenti inemandla ekwenta mahlelo latsite lat'anele, njengemvuzo wekuncephetelisa, nobe ibeke inhlawulo.

4.7 Ukuvikelwa kwemalungelo ebasebenti: Sahluko 51

Mtsetfo uyabavikela basebenti labasebentisa emalungelo abo kutibopho letingaphansi komtsetfo mayelana nekuhlushwa, kuvinjelwa ekwenteni lokutsite nekwehliswa kwesitfunti semuntfu.

5. Sigaba VI - Emalungiselelo lajwayelekile**5.1 Ikontileka yahulumende: Sahluko 53**

Bacashi labakhetsekile, nebacashi labangemavolotiya batifoba ngephansi kwesahluko III. Labo labafuna kutivulela emabhizinisi kunobe nguyiphi incenye yahulumende kufanele bafake ticelo tabo tekutfola titifiketi kuNgcongcoshe kute bakhombise kuvumelama kwabo nesahluko II na III lesisemtsetfweni. Ebacashi labangakakhetseki titifiketi timacondzana nesahluko I kuphela.

5.2 Emacala ebasebenti: Sahluko 60

Uma kungeteka kwekutsi basebenti baphule nobe ngumuphi kulemitsetfo leseyibekiwe basemsebentini, mcashi utawetfweswa licala, acolelwe uma ngabe aveta ebaleni kwekutsi ukwentile yena khonkhe lokusemandleni akhe kuvimbela leso sento lesingamukeleki



MUHASHO WA ZWA MISHUMO

Manweledzo a Mulayo wa 55 wa 1998, u farwa nga u lingana Mushumoni, wo tiwaho uya nga Khethekanyo 25(1)

1. Ndimya ya 1 - Thalutshedzo, ndivho, kupfesesele na kushumele

1.1 Ndivho ya Mulayo: Khethekanyo ya 2

Ndivho ya Mulayo ndi u swikela u farwa nga u lingana mushumoni, nga

- (a) u bveledza zwikhala zwi lingana ho na kufarele ku fanaho mushumoni nga u fhelisa tshitalula, na
- (b) u bveledza ha vharema kha u lulamisa vhuada ha tshitalula mishumoni tsha tsha vha tshi tshi itelwa tshigwada tsha vharema, u khwathisedza zwaure vha vhe na vhuimeli kha masia othe mishumoni.

1.2 Kushumela kwa Mulayo: Khethekanyo ya 4

- (a) Ndimya ya II (khethekanyo 5-11) I katela vhatholi vhothe na vhashumi.
- (b) Ndimya ya III (khethekanyo 12-27) I katela vhatholi vha vhatshena vho vhetshelwaho uyo mushumo.
- (c) Mutholi o vhetshelwaho ri amba mutholi a tholaho vhashumi vha 50 kana u fhira, kana ane vha na mbuelo dzotho dza nwaha dzo sumbedzwaho kha Schedule 4 ya Mulayo wa masipala na mavhuso. Vhatholi vha nga kha di dikhethele u vha vhatholi vho khethelwaho.
- (d) Tshigwada tsha vhatu vho khetheaho zwi amba vhatu vharema, vhafumakadzi, vhatu vane vha vha vhaolefali.

- (e) (South African National Defence Force), Mmbi ya Vhupileli ya Afurika Tshipembe, (National Intelligence Agency), Vhashumeli vha Vhusevhi na South African Secret Services), Mirado ya Tshidzumbé vhone a vho ngo katelwa kha houno Mulayo.

2. Ndimá ya 2-Nyiledzo ya u sa farwa zwavhudi/Tshitalula

2.1 A hu na muthu na muthihi ane a tea u talula vhashumi vhawe, nga ndila ine ya vha khagala, kana i sa vhoneali kha mulayo wa zwa mishumo kana mushumoni, ho katelwa tshitalula tsha tsinde, mbeu, vhatu vho dihwalahó, maimo a mbingano, vhudifhinduleli ha muta, khethekanyo ya mirafho kana vhubvo, muvhala, zwa khofhe tshihulwane, mvelele, luambo, na mabebo.

2.2 A si tshitalula u bveledza vharema uya nga mulayo kana u sa katela muthu uya nga thodea dza mishumo.

2.3 Ndingo ya Dzilafho: Khethekanyo ya 7

1. Ndingo ya dzilafho la vhashumi i do tendelwa fhedzi arali mulayo u tshi toda zwi tshi vha ngauralo kana arali zwo tendelwa nga vhangá la zwinwe zwiitisi.
2. Ndingo ya HIV yo iledzwa nga nda ha musi iyo ndingo yo wanala zwaui i a tangedzea nga Khothe ya zwa Mishumo.

2.4 Ndingo ya Saikholodzhi: Khethekanyo ya 8

Ndingo ya saikholodzhi na dzinwe phimo dzo iledzwa, nga nda ha musi ndingo idzo dzi dza ndeme na u fulufhedzea nga ndila ya saintsi, nahone i tshi nga shumiswa nga u lingana nga vhashumi vhothe, nahone i sa dzhi sia malugana na vhanwe vhashumi kana tshigwada.

2.5 Dziphambano malugana na heino Ndimá: Khethekanyo 10

- (a) Mutholiwa, kana muhumbeli wa mishumo, a nga kha di isa phambano malugana na u talulwa (kana ndingo ya dzilafho kana ya saikholodzhi) kha CCMA uri vha ite vhu pfumedzanyi. Hezwi zwi fanela u itwa hu sa athu u fhela minwedzi ya rathi tshitalula itsho (kana ndingo) iyo yo itwa.

- (b) Arali phambano iyo i songo kona u tandululiwa kha tsengo ya vhupfumedzanyi, i nga kha di fhiriselwa kha Khothe ya zwa Mishumo uri i hatulwe. Vhafhambani vha nga kha di tendelana u isa phambano iyo kha muthu ane a sa do dzhia sia.
- (c) Phambano dza u thathiwa lu siho mulayoni, hune u thathiwa uhu ha tea u tandululwa uya nga Mulayo wa zwa Mishumo. U thathiwa uho hu fanela u fhiriselwa kha CCMA hu sa athu u fhela maduvha a furaru.

3. Ndimba ya 3-U bveledzwa ha Vharema

3.1 Mishumo ya Mutholi o Khetheaho: Khethekanyo ya 13

1. Mutholi o khethiwaho u fanela u bveledza vharema vho khethululwaho u kona u swikela u lingana mishumoni.
2. U kona u swikela u bveledzwa ha vharema, mutholi o khetheaho u fanela u
 - dāvhidzana na vhashumi
 - ita thodisiso
 - dzudzanya pulane ya u lingana ha vhashumi mushumoni; na
 - vhiga kha Mulangi-Muhulwane malugana na mvelaphanda kha u shumiswa ha pulane iyi

3.2 U bveledzwa ha Vharema: Khethekanyo ya 15

- (a) U bveledzwa ha vharema ndi vhukando ha u itela u khwathisedza zwauro hu bveledzwe vhatu vha re na ndalukano vhane vha bva kha zwigwada zwi khethululwaho, uri na vhone vha newe tshikhala tsha vhuimeli kha masia othe na kha khethekanyo dzo fhambananaho mushumoni.
- (d) Vhukando uho hu katela:
- u kona u vhone khathihi na u fhelisa zwikhukhulisi zwine zwa thivhela zwigwada zwi talulwaho;
 - vhukando vhune ha do bveledza phambano dza tshaka dzotho;

- u kona u tangedza vathu vha bvaho kha tshigwada tshi talulwaho;
- mbetshelo na u bveledza khathihi na u gudisa tshigwada tsha vathu vha talulwaho (ho katelwa na mveledzo ya vhutsila); na
- u talula kufarele kwa vathu uya nga u vha takalela khathihi na u khwathisedza zwauri vathu vhothe vha vhe na vhuimeli. Hezwi a zwi kateli tshivhalo tsho tiwaho.

- (c) Vhatholi vho khethiwaho a vho ngo tea u dzhia phetho malugana na milayo ya u tholiwa kana maitele ane a do tutuwedza u thomiwa ha zwikhukhulisi kana bvela u panda ha vhuada kana u tsikeledzwa ha vathu vha bvaho kha tshigwada tshi tshitalulwaho.

3.3 Vhudavhidzani: Khethekanyo 16 na 17

Mutholi o khethiwaho u fanela u dzhia maga o teaho u davhidzana na vhaimele vha vhashumi vho imelaho madzangalelo o fhambana a vhashumi kha u ita pheto, ndugiselo na kushumele kwa pulane, na u dovha u vbigela Mulangi- Muhulwane.

3.4 Kudivhadzele kwa Mafungo: Khethekanyo 18

U khwathisedza zwauri hu vhe na vhudavhidzani ha vhudi, mutholi u fanela u divhadza vhaimele vho teaho mafungo, uya nga khethekanyo 16 ya Mulayo wa zwa Mishumo 66 wa 1995.

3.5 Phendo: Khethekanyo 19

Mutholi o khethiwaho u fanela u ita phendo kana tsaukanyo ya kushumele, kuitele na ya vhupo hune ha shumelwa hone u itela u vhona zwikhukhulisi zwine zwa thithisa mirado ya zwigwada zwi khethululwaho. Phendo i fanela u katela na mveledzo ya vhashumi u kona u vhona zwauri zwigwada zwi khethululwaho zwi kwamea u swika ngafhi mishumoni yavho.

3.6 Pulane ya u Lingana ha Vhashumi: Khethekanyo 20

- (a) Mutholi o khethiwaho u fanela u lugisa na u shumisa pulane uri a kone u swikela u lingana, hune ha fanela u

- u sa vha na tshitalula kha nwaha munwe na munwe wa pulane;
- u katela u bveledzwa ha vharema;
- hu vhe na ndivho dza tshivhalo dza u kona u swikela vhuimeli ho linganaho;
- hu vhe na tsumbazwifhinga ya nwaha munwe na munwe;
- u vha na ndangulo ya nga ngomu na dingo, ine ya do katela na u lamukanya kha phambano; na
- u divha vhathu, ho katelwa na vhalangi vhahulwane, vhane vha do langa na u thusa kha kushumele kwa pulane.

3.7 Muvhigi: Khethekanyo 21

- (a) Mutholi ane a thola vhathu vhane vha vha nga fhasi ha 150 u fanela u disa muvhigo wawe wa u tou thoma kha Mulangi-Muhulwane hu sa athu u fhela minwedzi ya 12 ya u thoma u shuma ha Mulayo, u bva afho nga murahu ha minwaha mivhili kha duvha la u thoma u shuma nga Khubvumedzi.
- (b) Mutholi ane a thola vhashumi vha 150 kana u fhira, u fanela u disa muvhigo wawe wa u thoma nga murahu ha minwedzi ya rathi wo thoma u shuma Mulayo, u bva afho hu do vha nwaha munwe na munwe nga duvha la u thoma u shuma nga Khubvumedzi.

3.8 Mutholi o khethiwaho u fanela u vha na minidzhere: Khethekanyo 24

Mutholi o khethiwaho u fanela u khetha minidzhere muhulwane u khwathisedza zwauri pulane ya u lingana ha vhashumi i a shumiswa na u ita zwauri zwishumiswa zwothe zwi vhe hone u thusa kha u swikela ndivho iyi.

3.9 Kufhambanele kwa Miholo: Khethekanyo 27

Tshitatamennde tsha miholo na mbuelo dzine vhashumi vha neiwa kha masia o fhambananaho a mishumo zwi fanela u iswa nga mutholi o khethiwaho kha Khomishini ya Nyimelo ya Mishumo (KNM).

Hune ha vha na phambano khulwanesa malugana na miholo, mutholi o khethiwaho u fanela u fhungudza phambano iyo nga maga. Vhukando ho raloho vhu katela na u davhidzana na dzi union dza vhashumi, na u tevhedza thodea dza milayo ya u shuma (khethekanyo 51 ya Mulayo wa Ndzudzanyele ya Matholele); na u tevhedza milayo yo themendelwaho nga KNM, na mielo ine ya bveledza vhutsila na mveledziso dzothe, ho katelwa na manwe maga othe.

4. Ndimba ya V - U monithara, u Kombetshedza na Kushumele kwa Mulayo

4.1 U monithara: Khethekanyo 34

Vhashumi kana dzi unioni dza vhashumi dzi nga monithara vhukhakhi ha u sa tevhedza Mulayo na u vhiga vhukhakhi uhu kha mahoro o teaho.

4.2 Maanda a Zwipikitere zwa Mishumo: Khethekanyo 35

Zwipikitere zwa Mishumo zwo tendelwa u ita thodisiso uya nga khethekanyo 65 na 66 ya Mulayo wa Nnzudzanyele ya Matholele.

4.3 Muano wa u Tevhedza: Khethekanyo 36

Arali zwipikitere zwa mishumo vhe na vhumanzi hauri mutholi o khethiwaho ho ngo tevhedza thodea uya nga Mulayo, tshipikitere a nga wana ndaela yo nwaliwaho ya u kombetshedza na u ta tshifhinga tshauri hu tevhedzwe mulayo.

4.4 Ndaela ya Khombetshedzo: Khethekanyo 37

Arali mutholi o khethiwaho a tshi hana u tevhedza ndaela yo nwaliwaho, tshipikitere tshi do bvisa linwalo la khombetshedzo ya u tevhela mulayo.

4.5 Tsedzuluso nga Mulangi-Muhulwane: Khethekanyo 43

Mulangi-Muhulwane a nga kha di sedzulusa vhatholi u vhona zwauri vhatholi vha a tevhedza mulayo. Nga murahu ha u fhedza u ita tsedzuluso, Mulangi- Muhulwane a nga kha di ita themendelo ya u tevhedzwa ha mulayo uya nga thodea dzo tiwaho.

4.6 Maanda a Dzikhothe dza Mishumo: Khethekanyo 50

Khothe dza mishumo dzi na maanda a u dzhia vhukando, u pfufha vhathu vho khakhelwaho, kana u lifhisa.

4.7 Tsireledzo ya Pfanelo dza Vhashumi: Khethekanyo 51

Mulayo u tsireledza vhashumi vhane vha shumisa pfanelo dzavho nga fhasi ha Mulayo wa u tovhelwa, u thivhelwa na u tutuwedzwa.

5. Ndimas ya VI - Dzinwe Thodea nga u tou Angaredza**5.1 Kontiraka dza Muvhuso: Khethekanyo 53**

Vhatholi vho khetheaho na vhatholi vhane vha tevhela Ndimas ya III, vhane vha khou toda u ita bindu na linwe lihora la muvhuso, vha do tea u ita khumbelo ya thanziela I bvaho kha Minista ya u khwathisedza u tevhedza havho Ndimas II na III dza Mulayo. Na vhatholi vha sa weli kha hovhuno vhuimo vhone thanziela dzavho dzi tshimbilelana na Ndimas ya II.

5.2 Vhudifhinduleli ha Vhatholi: Khethekanyo 60

Arali vhashumi vha sa tevhedza houno Mulayo, musi vha tshi khou shuma mushumo wavho, mutholi u do vha na vhudifhinduleli nga nda hauri mutholi a nga kona u nea vhutanzi zwauri o lingedza nga nungo dzothe u thivhela vhukhakhi uho.

EEA 3G

DEPARTEMENT VEN ARBEID

**Opsomming van die Wet op Billike Indiensneming, 55 van 1998, uitgereikingevolge
Artikel 25(1)**

1. Hoofstuk I - Woordomskrywings, Doel, Interpretasie En Toepassing**1.1 Doel van die Wet: Artikel 2**

- (a) Die doel van die Wet is om billikheid in die werkplek te vestig, gelyke geleenthede en regverdige behandeling by indiensneming te bevorder deur onregverdige diskriminasie uit te skakel; en
- (b) regstellende-aksiemaatreëls te implimenteer om diensonregverdigthede te herstel wat deur aangewese groepe ervaar word en regverdige verteenwoordiging in alle beroepskategorieë en vlakke in die werkmag te verseker.

1.2 Toepassing van die Wet : Artikel 4

- (a) Hoofstuk II (artikels 5 -11) is van toepassing op alle werkgewers en werknemers .
- (b) Hoofstuk III (artikels 12 - 27) is van toepassing op aangewese werkgewers.
- (c) 'n Aangewese werkgewer is 'n werkgewer wat 50 of meer werknemers in diens het of 'n totale jaarlikse omset toon soos dit in Bylae 4 van die Wet vervat is en deur, munisipaliteite en organe van die staat getoon word.. Werkgewers kan ook vrywillig aangewese werkgewers word.
- (d) 'n Aangewese groep beteken swartmense, vroue, of gestremde persone.
- (e) Die Suid-Afrikaanse Nasionale Weermag, Nasionale Intelligensieagentskap en die Suid-Afrikaanse Geheime diens word uitgesluit van die Wet.

2. Hoofstuk II - Verbod Op Onbillike Diskriminasie

2.1 Geen persoon mag direk of indirek op onregverdige wyse diskrimineer teen 'n werknemer in enige indiensnemingsbeleid of -praktyk of op een of meer van die volgende gronde nie –
ras, geslag, swangerskap, huwelikstatus, gesinsverantwoordelikheid, etniese of sosiale herkoms, kleur, seksuele oriëntasie, ouderdom, gestremdheid, geloof, MIV-status, gewete, oortuiging, politieke mening, kultuur, taal en afkoms nie.

2.2 Dit is nie onbillike diskriminasie om regstellende aksie te bevorder in ooreenstemming met die Wet nie, of om aan enige persoon voorkeur te verleen of uit te sluit op grond van 'n inherente werkvereiste nie.

2.3 Mediese Toetsing: Artikel 7

- (a) Mediese toetsing van 'n werknemer word slegs toegelaat wanneer wetgewing sodanige toetsing vereis of wanneer dit om sekere redes geregverdig is.
- (b) MIV-toetsing word verbied, tensy sodanige toetsing deur die Arbeidshof as geregverdig geag word.

2.4 Sielkundige Toetsing: Artikel 8

Sielkundige toetsing en soortgelyke vasstellings word verbied, tensy die toets wetenskaplik geldig en betroubaar is, billik op alle werknemers toegepas kan word en nie partydig teenoor enige werknemer of groep is nie.

2.5 Geskilpunte rakende hierdie Hoofstuk: Artikel 10

- (a) 'n Werknemer, of aansoeker om indiensneming, mag 'n geskilpunt oor beweerde onbillike diskriminasie (of mediese of sielkundige toetsing) na die KVBA verwys vir versoening. Dit moet binne ses maande vanaf die beweerde diskriminasie (of toetsing) gedoen word.
- (b) As die geskilpunt nie deur versoening opgelos word nie, mag 'n party dit na die Arbeidshof verwys vir beslegting. Die partye by 'n geskilpunt mag ook ooreenkom om die geskilpunt vir arbitrasie te verwys.
- (c) Geskilpunte oor onbillike afdanking, waarby onbillike diskriminasie aangevoer word, moet ingevolge die Wet op Arbeidsverhoudinge, 1995 hanteer word. Die afdanking moet binne 30 dae na die KVBA verwys word.

3. Hoofstuk III - Regstellende Aksie

3.1 Pligte van 'n Aangewese Werkgewer: Artikel 13

- (a) 'n Aangewese werkgewer moet regstellende aksie maatreëls vir aangewese groepe in werking stel om billikheid van indiensneming te bewerkstellig.
- (b) Om regstellende aksiemaatreëls in werking te stel moet 'n aangewese werkgewer:
 - werknemers raadpleeg;
 - 'n analise doen;
 - 'n billike indiensnemingsplan voorberei; en
 - verslag doen aan die Direkteur-Generaal: Arbeid oor vordering rakende die implementering van die plan.

3.2 Regstellende Aksie Maatreëls: Artikel 15

- (a) Regstellende aksie maatreëls is maatreëls wat ten doel het om te verseker dat werknemers met geskikte kwalifikasies van aangewese groepe, gelyke werkgeleenthede geniet en billik verteenwoordig word in alle beroepskategorieë en vlakke van die werkmag.
- (b) Sodanige maatreëls moet insluit:
 - identifisering en uitskakeling van beperkings wat 'n nadelige uitwerking op aangewese groepe het;
 - maatreëls wat verskeidenheid bevorder;
 - redelike maatreëls om mense uit aangewese groepe te akkommodeer;
 - behoud, ontwikkeling en opleiding van aangewese groepe (insluitend vaardigheidsontwikkeling); en
 - voorkeurbehandeling en numeriese doelwitte om billike verteenwoordiging te verseker. Dit sluit kwotas uit.
- (c) Dit word nie van aangewese werkgewers vereis om enige besluit te neem aangaande 'n indiensnemingsbeleid of -praktyk wat 'n absolute beperking sal plaas op voornemende of volgehoue indiensneming of bevordering van mense wat nie van aangewese groepe is nie.

3.3 Konsultasie: Artikels 16 en 17

'n Aangewese werkgewer moet redelike stappe doen deur met verteenwoordigers van werknemers wat die verskeidenheid belange van die werkmag

3. Hoofstuk III - Regstellende Aksie

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 - werknemers raadpleeg;
 - 'n analise doen;
 - 'n billike indiensnemingsplan voorberei; en
 - verslag doen aan die Direkteur-Generaal: Arbeid oor vordering rakende die implementering van die plan.

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 - identifisering en uitskakeling van beperkings wat 'n nadelige uitwerking op aangewese groepe het;
 - maatreëls wat verskeidenheid bevorder;
 - redelike maatreëls om mense uit aangewese groepe te akkommodeer;
 - behoud, ontwikkeling en opleiding van aangewese groepe (insluitend vaardigheidsontwikkeling); en
 - voorkeurbehandeling en numeriese doelwitte om billike verteenwoordiging te verseker. Dit sluit kwotas uit.
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3.3 Konsultasie: Artikels 16 en 17

'n Aangewese werkgewer moet redelike stappe doen deur met verteenwoordigers van werknemers wat die verskeidenheid belange van die werkmag

3.8 Aangewese werkgewer moet 'n bestuurder aanwys: Artikel 24

'n Aangewese werkgewer moet een of meer senior bestuurders aanstel om die implementering en monitering van die Wet op Billike Indiensneming te verseker en die nodige hulpbronne vir hierdie doel beskikbaar stel.

3.9 Inkomstedifferensiaal: Artikel 27

'n Staat van besoldiging en voordele ontvang in elke beroepskategorie en vlak van die werkmag moet deur 'n aangewese werkgewer aan die Kommissie vir Diensvoorwaardes (KDV) voorgelê word.

Waar daar ongelyke inkomstedifferensiale voorkom, moet die aangewese werkgewer stappe doen om dit progressief te verminder. Sodanige maatreëls mag insluit kollektiewe bedinging, nakoming van sektorale vasstellings (artikel 51 van die Wet op Basiese Diensvoorwaardes), die toepassing van norme en beginpunte soos voorgestel deur die (KDV), toepaslike maatreëls vervat in vaardighedsontwikkelingwetgewing en enige ander toepaslike stappe.

4. Hoofstuk V - Monitering, Toepassing En Regsprosedures

4.1 Monitering: Artikel 34

Werknemer- of vakbondverteenwoordigers kan oortredings van die Wet monitor en aan die betrokke liggame verslag doen.

4.2 Magte van Arbeidsinspekteur: Artikel 35

Arbeidsinspekteurs word gemagtig om inspeksie uit te voer soos bepaal in Artikels 65 en 66 van die Wet op Basiese Diensvoorwaardes.

4.3 Nakomingsonderneming: Artikel 36

Indien 'n inspekteur redelike gronde het om te glo dat 'n aangewese werkgewer versuim het om sy verpligtinge ingevolge die Wet na te kom, sal die inspekteur 'n skriftelike onderneming van die werkgewer te bekom om binne 'n bepaalde tyd daaraan te voldoen.

4.4 Nakomingsbevel: Artikel 37

Indien die aangewese werkgewer weier om aan die skriftelike onderneming te voldoen, sal die inspekteur 'n nakomingsbevel uitreik.

4.5 Hersiening deur die Direkteur-Generaal : Artikel 43

Die Direkteur-Generaal mag 'n hersiening doen om vas te stel of 'n werkgewer voldoen aan die Wet. By voltooiing van die hersiening mag die Direkteur-Generaal aanbevelings maak ten opsigte van nakoming binne bepaalde tydvakke.

4.6 Magte van Arbeidshof: Artikel 50

Die Arbeidshof het magte om enige toepaslike bevel uit te reik, om vergoeding toe te ken of om boetes op te lê.

4.7 Beskerming van Werknemersregte: Artikel 51

Die Wet beskerm werknemers wat hul regte en verpligtinge ingevolge die Wet uitoefen, teen veronregting, dwarsboming en oordrewe beïnvloeding.

5. Hoofstuk VI - Algemene Bepalings**5.1 Staatskontrakte: Artikel 53**

Aangewese werkgewers en werkgewers wat Hoofstuk III vrywilliglik nakom en wat met enige staatsorgaan wil sake doen, sal by die Minister moet aansoek doen om 'n sertifikaat wat hulle nakoming van Hoofstukke II en III van die Wet bevestig. Nie-aangewese werkgewers se nakomingsertifikaat sal verband hou met Hoofstuk II.

5.2 Aanspreeklikheid van Werkgewers: Artikel 60

Indien werknemers enige bepaling van die Wet oortree in die uitvoering van hul pligte, sal die werkgewer aanspreeklik wees behalwe wanneer die werkgewer kan bewys dat hy alles in sy vermoë gedoen het om die ongewenste daad te voorkom.

EEA 3H

**UMNYANGO WEZEMSEBENZI**

**Isirhunyezo somthetho Wokuqatjha Ngokulingana, 55 wa ngo 1998, okhutjhwe
Ngokwesiqantu 25 (1)**

**1. iSahluko soku - 1 - linhlathulo, irhuluphelo, ukuzwisiseka
nokusetjenziswa**

1.1 iRhuluphelo yaluMthetho: iSahlukwana se - 2

Irhuluphelo yaluMthetjp ngukufeza ukulingana emsebenzini,
ngoku -

- (a) phuhlisa amathuba alinganako nepatheko efuneka emsebenzini ngokuphelisa ibandlululo elingafuneki; kanye
- (b) nokusebenzisa amagadango afaneleko wokuzamela abadlelezelwa ukulingisa ukukhahlumezeka emsebenzini okwabonwa yimihlobo ethile, ukwenzela bona bajanyelelwe ngokulinganako eenkorweni wo ke wokusbenza embuthweni wabasebenzi.

1.2 Ukusetjenziswa kwaluMthetho: iSahlukwana se - 4

- (a) iSahluko sesi - II (isahlukwana sesi-5 - kwese - 11) zithinta boke abaqatjhi neensebenzi.
- (b) iSahluko sesi - III (isahlukwana se - 12- kwesama - 27) zisebenza abaqatjhini abathile.
- (c) Umqatjhi obaliwe usuke angumqatjhi oqatjhe iinsebenzi ezima - 50 nangaphezulu, namkha onengeniso yonyaka ephelele ebalwe eHlelweni lesi - 4 laluMthetho, kibomaspalata neenkorweni zombuso. Abaqatjhi bangazinikela nekubeni ngabaqatjhi ababaliwe.
- (d) Umhlobo obaliwe utjho abantu abanzima, abesifazana namkha abantu abanokurholophala.
- (e) uMbutho wesiTjhaba wezokuVikela weSewula Afrika, iPhiko lesiTjhaba lezobuHloli, kanye nezokuPhepha koMbuso ngeSewula Afrika, azithintwa nguMthetho lo.

2. iSahluko se - 2 - Ukukhandelwa kweBandlululo elingafuneki

2.1 Akunamuntu ofanele abandlulule ngokufanelanga, ngabomu namkha ngokungazi, isisebenzi kwenye nenye ikambiso namkha esenzweni sokuqatjha, gebanga lomunye wabonobangela laba abathinta ubuhlanga, ubulili, isidisi, ubujamo bomtjhado, indiba yemndenini, ubuzwe namkha indabuko yemphakathini, umbala, ukudaleka lobulili, ubudala, uburhole, ikolo, ukuba neHIV, umzwangedwa, ikolelo, umbono wezombusazwe, isiko, ilimi kanye namabeletho.

2.2 Akusikubandlulula ngokungafanelanga ukuphuhlisa ukuzanyelwa kwabadlelezeliwako okukhambelana naluMthetho namkha ukunyula namkha ukukhethulula omunye umuntu gebanga lefuneko efanele umsebenzi othile.

2.3 Ukuhlahlubelwa ezamaPhilo: iSahlukwana se-7

(a) Ukuhlahlubelwa ezamaphilo kwesisebenzi kuvunyelwe kwaphela nakhiba umthetho uvumela ukuhlahlubiwa lokho namkha nakuyifuneko ngamabanga athile.

(b) Ukuhlahlubelwa iHIV kukhandelwe ngaphandle kwanobanyana ukuhlahlubiwa lokho kuthathwa njengokufunekako ngokweKundla yezeMsebenzini.

2.4 Ukuhlahlubelwa iNgqondo: iSahlukwana se - 8

Ukuhlahlubiwa ingqondo nokhunye okukhambelana nalokho akuvunyelwanga, ngaphandle kwalokhwa ukuhlahluba lokho kusebenza befuthi kuthembeka kwezesayense, kungenziwa ngokulingana eemsebenzini zoke, befuthi kungadlelezeli isisebenzi namkha umhlobo othile.

2.5 Imibango emalungana neSahluko lesi: iSahlukwana se-10

(a) Isisebenzi, namkha ofuna umsebenzi, angadlulisela umbango omalungana nokubandlululwa okungafuneki (namkha ihlahlubo lezamaphilo namkha lengqondo) kuCCMA akuyolanyulelwa.

(b) Nakhiba umbango lowo awurarululwanga ekulanyulelweni, omunye angawudlulisela eKundleni yezeMsebenzini yenze isiqunto. Ababangisana embangweni bangavumelana nokudlulisela umbango lowo ekuhlulelweni.

(c) Imibango yokuqothwa kungafanelanga lapho kusolwa ibandlululo elingafanelanga ifanele isetjenzwe malungana noMthetho wobuDlelwano bemiSebenzini. Ukuqothwa

lokho kufanele kudluliselwe kuCCMA phakathi kwamalanga angama - 30.

3. iSahluko se - 3 - Ukuzamela abadlelezelwa

3.1 Imisebenzi yoMqatjhi Othile: iSahlukwana se - 13

- (a) Umqatjhi obaliwe ufanele asebenzise amagadango wokuzamela abadlelezelwa emihlobeni ethine ukwakha ukulingana emsebenzini.
- (b) Ukuze akghone ukusebenzisa amagadango wokuzamela abadlelezelwa, umqatjhi obaliwe ufanele:
 - abonisane nensebenzi;
 - enze ukuhlolisisa;
 - alungise ihlelo lokulingana emsebenzini; bese
 - ubikela uMnqophisi-Zombebele ngetlha eseyenziwe ekusebenziseni ihlelo lelo.

3.2 Amagadango wokuzamela abadlelezelwa: iSahlukwana se -15

- (a) Amagadango wokuzamela abadlelezelwa ngamagadango enzelwe ukuqinisekisa bona iinsebenzi ezithwase ngokwaneleko zemihlobeni ebaliwe zithole amathuba alinganako womsebenzi befuthi zijanyelelwe ngokulingana kizo zoke iinkoro namahlandla embuthweni weensebenzi.
- (b) Amagadango lawo afanele afake:
 - ukufunisisa nokuqedwa kweenkhisi ezinomphumela ongalunganga emihlobeni ebaliwe;
 - amagadango aphuhlisa ukwehluka
 - ukubonelela ukwamukeleka kwabantu abavela emihlobeni ebaliwe;
 - ubukhona, nokuthuthukiswa kanye nokuthwasiswa kwemihlobo ebaliwe (kuthinta nokuthuthukiswa kwamakhono); kanye
 - nokuphathwa ngokuvunwa neenrhuluphelo ezimbalwa wenzela ukulingana ekujanyelelweni. Lokho akuthinti iimbalo ibekiwe.
- (c) Abaqatjhi ababaliwe abakatelelwa ukwenza isiqu nto malanga nekambiso namkha ukwenza kokuqatjha okuzakubanga isikhisi esiphelele esizakuvala ukuqatjha namkha ukuhlala emsebenzini namkha ukuthuthukiswa kwabantu abangaveli emihlobeni ebaliwe.

3.3 Ukubonisana: iSahlukwana se - 16 nese - 17

Umqatjhi obaliwe ufanele athathe amagadango afaneleko wokubonisana nabajameleli beensebenzi abajamelele amagugu ahlukeneko wombutho weensebenzi ekwenzeni ukuhlolisisa, akulungisa nekusebenziseni ihlelo, nasekubikeleni uMnqophisi Zombebele.

3.4 Ukuvezwa kwemiBiko: iSahlukwana se - 18

Ukuqinisekisa ukubonisana okubhadileko, umqatjhi, ufanele abike ilwazi elifaneleko eenqhemini ekuboniswa nazo, kuye ngesahlukwana se - 16 soMthetho wobuDlelwano bemiSebenzini wama - 66 ka 1995.

3.5 Ukuhlolisisa: iSahlukwana se - 19

Umqatjhi obaliwe ufanele enze ukuhloliswa kweenkambiso zokuqatjha, okwenziwako, amagadango kanye nebhojduluko lokusebenzela ukwenzela ukutholisisa iinkhisi zokusebenza ezidlelezela amalungu wemihlobo ebaliwe itlhayela kangangani ekujanyelelweni emsebenzini.

3.6 iHlelo lokulingana eMsebenzini: iSahlukwana se - 20

(a) Umqatjhi obaliwe ufanele a flame abe asebenzise ihlelo lokufeza ukulingana emsebenzini, elifanele:

- libe neenrhuluphelo zonyaka nonyaka ehlelweni;
- liable amagadango wokuzamela abadlelezelwa;
- libe neenrhuluphelo ezibaliwe zokufeza ukujanyelelwa okulinganako;
- libe nehlelo leenkhati ngonyaka;
- libe namagadango wangaphakathi wokutjheja nokuhlolisisa, kubalwa neendlela zangaphakathi zokurarulula imibango; kanye
- nokuthola abantu, ngitjho nabaphathi abaphezulu, ukugada nokusebenzisa ihlelo lelo.

3.7 Umbiko: iSahlukwana se - 21

(a) Umqatjhi osetjenzwa ngabantu abangaphasi kwe-150 ufanele athumele umbiko wake wokuthoma kuMnqophisi Zombebele esikhathini esiyinyanga eziyi - 12 ngemva kokuthoma ukusebenza koMthetho lo, kuthi ngemva kwalapho njalo ngemva kweminyaka emibili elangeni lokuthoma lokusebenza likaOktoba.

(b) Umqatjhi osetjenzwa ngabantu abayi - 150 nangaphezulu, ufanele athumele umbiko wake wokuthoma iinyanga

eziyisithandathu ngemva kokuthoma ukusebenza koMthetho lona, kuthi ngemva kwalpho njalo ngonyaka elangeni lokuthoma lousebenza likaOktoba.

3.8 Umqatjhi obaliwe ufanele abele umphathi: iSahlukwana se - 24

Umqatjhi obaliwe ufanele abele umphathi munye namkha abambalwa abaphezulu ukuqinisekisa ukusetjenziswa nokutjhejwa kokusetjenziswa kwehlelo lokuqatjha leli befuthi ufanele aveze yoke imithombo efaneleko yalokho.

3.9 Ukwehluka kwamazinga woMrholo

Umbiko womrholo namakhakhazela atholwa ekorweni nasehlandleni ngalinye lomsebenzi embuthweni weensebenzi ufanele uthunyelwe ngumqatjhi obaliwe eKomitjhinini yezokuPhatheka eMsebenzini (ECC).

Lapho kunomehluko womrholo ongafundelani, umqatjhi obaliwe ufanele athathe amagadango wokuwuphungula ngokuragela phambili. Amagadango lawo angafaka nokuzizamela buhlanganyela (collective bargaining), ukuthobela okutjiwo yisahlukwana (isahlukwana sama - 51 soMthetho wePatho eFuneka emsebenzini (Basic Conditions of Employment); ukusetjenziswa kweendlela namazunga anyulwe yiECC, amagadango afaneleka amumethwe emthethweni wokuthuthukisa amakhono, kanye namanye nje amagadango angafaneleka.

4. iSahluko se - V: ukuTjheja, ukuSebenzisa namaGadango woMthetho

4.1 ukuTjheja: iSahlukwana se - 34

Isisebenzi namkha abajameleli behlangano yeensebenzi bangatjheja ukuphulwa koMthetho lo bese babikela iinhlangano ezifaneleko.

4.2 Amandla woMhloli wezeMsebenzi: iSahlukwana se - 35

Abahloli bezemsebenzi bavunyelwe ukwenza ukuhlolisisa njengoba kusitjho isahlukwana sama - 65 nesama - 66 soMthetho wokuPhatheka okuFuneka eMsebenzini.

4.3 isiFungo sokuThobela: iSahlukwana se - 36

Nakhiba umhloli unamabanga azwakalako wokusola bona umqatjhi obaliwe akafezanga iimbopho zakhe ngokutjho koMthetho lona, umhloli lowo angathola isifungo esitloliweko sokuwuthobela esikhathini esithile esibekiwe.

4.4 uMlayo wokuThobela: iSahlukwana se - 37

Nakhiba umqatjhi obaliwe ubhala ukuthoba ngesifundo esitloliwe, umhloli uzakwenza umlayo wokuthobela.

4.5 Ukubuyekeza kwakaMnqophisi Zombebele: iSahlukwana se - 43

uMnqophisi Zombebele angenza ukubuyekeza ukufunisisa ukuthobela. Ekuqedeni ukubuyekeza uMnqophisi Zombebele angenza isiphakamiso sokuthobela eenkathini ezithile ezibekiwe.

4.6 Amandla weKundla yeMsebenzi: iSahlukwana se - 50

iKundla yeMsebenzi inawo amandla wokukhipha imilayo efaneleko, ibeke mali yokutjhirila, namkha ibeke ihlawulo.

4.7 Ukuvikelwa kwamaLungelo wesiSebenzi: iSahlukwana se - 51

uMthetho lo uvikela iinsebenzi ezisebenzisa amalungelo wazo nezifanele zikuphetha ngaphasi koMthetho lo ekubeni zingathuselwa, zingaliywa nokuthi zingafakelwa umoya kungafanelanga.

5. iSahluko se - VI - Imilayo eJayelekile**5.1 Iimbopho nombuso: iSahlukwana se - 53**

Abaqathi ababaliwe nabaqatjhi abasithobela ngokuzithandela iSahluko Sesi- III, abafuna ukwenza irhwebo nephiko elinye nelinye lombuso, bafanele babawe isitifikeyiti kuNgqongqotjhe bavume ukuthobela kwabo iSahluko Sesi-II nesesi-III soMthetho lo. Iintifikeyiti zokuthobela zabaqatjhi abangabalwanga zizabe zimalungana neSahluko Sesi-II.

5.2 Indiba yabaQatjhi: iSahlukwana se - 60

Nakwenzekile iinsebenzi zaphula omunye umlayo woMthetho lona ngesikhathi zenza umsebenzi wazo, umqatjhi uzathwala indiba yakhona ngaphandle kwanobanyana umatjhi angakhombisa bona ulinge ngamandla wake woke ukukhandela ukuphulwa komalyo lowo.

EEA 3 I

ISEBE LEZEMISEBENZI

Isishwankathelo Sengqesho Kumthetho Wobulungisa wama-55 ka-1998 Okhutshwe ngokweCandelo lama-25(1)

Isahluko 1-Inkcazelo, injongo, utoliko, isicelo lokusetyenziswa**1.1 Injongo Yomthetho : Icandelo 2**

Injongo yomthetho kukuphumeza ubulungisa ngokuthi:

- (a) Kuphumeleliswe amalungelo alinganayo ngokuthi kupheliswe ucalu-calulo olungelulo
- (b) Ukuzalisekisa imilinganiselo yezivumi-zenzo ukulungisa iziphene ezithe zafunyanwa ngamaqela onyuliweyo emisebenzini, ukuqinisekisa ukumelwa ngokokuko kwazo zonke iindidi namaqela kubasebenzi.

1.2 Ukusetyenziswa Komthetho : Icandelo 4

- (a) Isahluko II (icandelo lesi 5 ukuya kwele-11) sichaphazela bonke abaqeshwa nabaqeshi.
- (b) Isahluko III (icandelo le-12 ukuya kwela-27) sichaphazela abaqeshi abonyuliweyo.
- (c) Umqeshi owonyuliweyo ngumqeshi oqesha abaqeshwa abangama-50 nangaphezulu okanye owenza imveliso egqibeleleyo yonyaka njengoko iveliswe kuluwe lwenkqubo umthetho wesi-4, koomasipala, kunye nakumalungu kaRhulumente. Abaqeshwa bangaphinde bazigqatse ekubeni babengabaqeshi abonyuliweyo.
- (d) Iqela elonyuliweyo liqela labantu abamnyama, amakhosikazi, kunye nabantu abayimilwelwe.

- (e) Iqumrhu lokhuselo lesizwe loMazantsi Afrika, Icandelo leenqondi zesizwe, kunye nesebe likaRhulumente elinxulumene nezobuntloli azibandakanywa kulo mthetho.

2. Isahluko II-Ukuthintela ucalu-calulo olungalunganga

- 2.1 Akukho mntu makacalu-calule ngokungalunganga, nokokuba ngaba ucalu-calula ngqo okanye ucalu-calula bunxwema (mayana) xa ecalu-calula umqeshwa kwinkqubo yomsebenzi okanye emsebenzini, kwindawo enye nangaphezulu kubandakanyeka nobuhlanga, ubuni, ukukhulelwa, imo yomtshato, umthwalo wosapho, imvelaphi yobuhlanga, okanye yentlalo, ibala, ukuziqhelanisa ngokobulili, ubudala, ubulwelwe, inkolo, umqondiso kagawulayo, isazela, inkolelo, uluvo ngezopolitiko, isiko, ulwimi (intetho), nokuzalwa
- 2.2 Ayilulo ucalu-calulo olungalunganga ukukhuthaza isivumi-senzo sokuvumelana nomthetho, ukuthanda okanye ukukhetha nawuphina umntu ngokusekelwe kwiimfuno zomsebenzi ngokwemvelo.

2.3 Ukuxilolonga: Icandelo 7

- (a) Ukuxilongwa komntu osebenzayo kuvumeleke kuphela xa uwiso-mthetho lufuna ukwenza uvavanyo, okanye xa lo mbandela uthe waphunyeleliswa ngezizathu ezithile.
- (b) Ukuvavanywa kukagawulayo akuvunyelwanga, ngaphandle kokuba olo vavanyo luqinisekise njengoluvunyiweyo yinkundla yezemisebenzi.

2.4 Uvavanyo lwengqondo: Icandelo 8

Uvavanyo lwengqondo kunye novavanyo oluyelele kulo aluvumelekanga ngaphandle kokuba liluvavanyo olungenamkhethe kumsebenzi okanye iqela.

2.5 Impikiswano ngokubhekiselele kwesahluko: Icandelo 10

- (a) Umntu ongumsebenzi okanye ocela umsebenzi angagqithisela impikiswano ngokubhekiselele kubango localu-calulo olungelulo (okanye uxilongo nokuba ngaba luvavanyo ngokwengqondo) kwi CCMA iyokuxolelaniswa. Oku makwenziwe ezinyangeni ezintandathu ibango localulo-calulo olungelulo, (okanye zovavanyo olungelulo) lwenzekile.
- (b) Okokuba ngaba impikiswano ayisombululeki kuxolelwaniso, inqumrhu lingayigqithisela kwinkundla yezemisebenzi ukuya kugwetywa, Amaqumrhu aphikisanayo angavumelana ukugqithisela impikiswano kulamlo.
- (c) Impikiswano yokugxothwa okungekuko apho ucalu-calulo olungelulo lwaziwa njengolukhoyo, ezi zinto maziqwalaselwe ngokubhekisele kumthetho wemicimbi yezabasebenzi. Ukugxothwa okungekulo makugqithiselwe kwi CCMA zingaphelanga iintsuku ezingamushumi amathathu.

3. Isahluko III-Isivumi-senzo

3.1 Imisebenzi yomqeshi owonyuliweyo: Icandelo 13

- (a) Umqeshi owonyuliweyo makazalisekise imilinganiselo yezivumi-senzo zamaqela onyuliweyo ukuze azuze ubulungisa bengqesho.
- (b) Ukuze kuzalisekise imilinganiselo yezivumi-senzo, umqeshi owonyuliweyo kufuneka:
 - abonane nabasebenzi
 - enze uhlahlelo
 - alungise isicwangciso sobulungisa bengqesho, yaye
 - anikezele ingxelo kuMlawuli Jikelele, malunga nenkqubela eyenziweyo ekuphunyezweni kwesicwangciso.

3.2 Amanyathelo ezivumi-zenzo: Icandelo 15

- (a) Amanyathelo ezivumi-zenzo ngamanyathelo enzelwe ukuqinisekisa okokuba abasebenzi abaqeqeshwe ngokufanelekileyo kumaqela onyuliweyo banelungelo elilinganayo lengqesho yaye futhi bamelwe ngokobulungisa kuzo zonke iindidi namanqanaba abasebenzi.
- (b) Loo manyathelo makabandakanye:-
- Ukuchongwa nokususwa kwemiqobo echasene neempembelelo zamaqela onyuliweyo
 - Ukwenza ukuziqhelanisa okukuko kwabantu abaphuma kumaqela onyuliweyo
 - Ukugcina, ukukhulisa nokuqeqeshwa kwamaqela onyuliweyo (kubandakanya nokukhuliswa kobugcisa) kunye
 - Nempatho ekhethekileyo kunye neenjongo ezibalwayo ukuqiniseka ukumelwa ngokobulungisa. Oku kubekela bucala izabelo eziqingqiweyo
- (c) Abaqeshi abonyuliweyo abavumelekanga okokuba bathabathe nasiphi na isigqibo ngokubhekiselele kwinkqubo yezengqesho okanye kwesenzo esiyakuthi sivelise umqobo woqobo (onguwo) kwingqesho okanye eqhubekayo kungenjalo ukuqhubela phambili kwabantu abangekho kumaqela onyuliweyo.

3.3 Udliwano-Ndlebe : Amalandelo 16 no 17

Umqeshi owonyuliweyo makathabathe amanyathelo afanelekileyo ukubonana namagqwetha babasebenzi bemele iimfuno ezinxaxhileyo zabasebenzi xa kusenziwa uhlahlo, amalungiselelo kunye nokuzalisekiswa kwesicwangaciso ingxelo kuMlawuli-Jikelele.

3.4 Ukubhengezwa kwenkcukacha: Icandelo 18

Ukuqinisekisa udliwano-ndlebe olululo, umqeshi makabhengeze iinkcukacha ezizizo kumaqela acebisana nawo ngokubhekiselele ku Section 16 womthetho ojongene bhekene nemicimbi yabasebenzi wama-66 ka 1995.

3.5 Uhlahlelo: Icandelo 19

Umqeshi owonyuliweyo makenze uhlahlelo lweenkqubo zengqesho, izenzo, inkqubo nedawo yokusebenzela khon'ukuze akwazi ukwazi imiqobo yengqesho ethi ichaphazele ngokungalingani amalungu amaqela awonyuliweyo.

Uhlahlelo malubandakanye nenkqubo yabasebenzi ukuqinisekisa okokuba abasebenzi abonyuliweyo bamelwe ngokungalinganiyo endaweni yokusebenzela.

3.6 Icebo lobulungisa kwezenqesho : Icandelo 20

- (a) Umqeshi owonyuliweyo makalungise yaye azalisekise icebo lokufumana ubulungisa benqesho omabube nezi zinto zilandelayo:-

- Iinjongo zonyaka ngamnye wesicwangciso
- Amanyathelo esivumi-senzo
- Iinjongo ezibhaliweyo zokufikelela ekumelweni ngokobulungisa isincwangciso-maxesha sonyaka ngamnye (ithayim-thebhile)
- Inkqubo ezijongene nolawulo lwangaphakathi kunye nokuvavanya,

Ukubandakanywa kweendlela zokusonjululwa konquzulwano lwangaphakathi kunye nokuqatshelwa kwabantu, kubandakanywa nabalawuli abaphezulu aqinisekise ukuzalisekiswa kwecebo.

3.7 Ingxelo: Icandelo 21

- (a) Umqeshi oqesha abasebenzi abangaphantsi (abanganeno) kwe 150 makagqithisele ingxelo yakhe yokuqala kuMlawuli Jekelile ezinyangeni ezili-

12 emva kokuqalwa komthetho, yaye emva koko njalo eminyakeni emibini kusuku lokuqala lokusebenza kwinyanga yeDwarha (Oktobha).

- (b) Umqeshi oqesha abasebenzi abali-150 okanye ngaphezule, makagqithisele ingexelo yakhe yokuqala ezinyangeni ezintandathu emva kokuqaliswa komthetho, emva koko kunyaka ngamnye kusuku lokuqala lokusebenza kwinyanga yeDwarha (Oktobha).

3.8 Umqeshi owonyuliweyo makonyule umphathi (Umlawuli) : Icandelo 24

Umqeshi owonyuliweyo makonyule umphathi (umlawuli) omnye okanye abaphathi abaliqela ukuqinisekisa ukuzalisekiswa nokongamelwa kwecebo lobulungisa yaye makenze kufumaneke ubuqili obufunekayo kulo msebenzi.

3.9 Umahluko womvuzo Icandelo 27

Ingexelo yomvuzo kunye noncedo efunyenwe kudidi lomsebenzi ngamnye kunye neqondo labasebenzi mayinikezelwe ngumqeshii owonyuliweyo eyiqgithisela kwi E.E.C.(Employment Condition Commission).

Apho kukho iyantlukwano nokungayeledani kwengeniso, umqeshi owonyuliweyo makathabathe amanyathelo ukuyiphelisa ingaqhubekeli phambili. Loo manyathelo angaquka isigqibo esithatyathwe ngamaqela ahlangeneyo, ukuvumelana nemimiselo yamacandelo (Icandelo le-51 lomthetho ojongene neemeko zemisebenzi, wonyaka ka-1997): ukusetyenziswakwezimiselo ezibonwa njengezibalulekileyo yi -E.E.C, amanqanaba afanelekilevo.

4. Isahluko V-Ulawulo, Inxaso kunye neenkqubo ezisemthethweni.

4.1 Ulawulo : Icandelo 34

Umsebenzi okanye intlangano emele abasebenzi ingaqaphela isimo sokwaphulwa komthetho yaye inike ingxelo kubantu abafanekileyo.

4.2 Amandla abahloli bezemisebenzi : Icandelo 35

Abahloli bezemisebenzi banikezwa amalungelo okuhlolanjengoko oku kulungiselelowe kumacandelo 65 no 66 omthetho ojongene neemeko zemisebenzi, ka-1997.

4.3 Isenzo sokuthobela : Icandelo 36

Okokuba umhloli unemihlaba eyiyo yokukholelwa ekuleni umqashi owonyuliweyo wohlulekile ukuhlangabezana nezibophelelo zakhe ngokubhekiselele kumthetho, umhloli uyakufumana isibhambathiso esibhaliweyo sokuthobela ngexesha elithile elimisiweyo.

4.4 Umyalelo wokuthobela : Icandelo 37

Okokuba ngaba umqeshi owonyuliweyo uyala (akavumi) ukuthobela Isibhambathiso esibhaliweyo umhloli uyakukhupha umyalelo wokuthobela.

4.5 Ukuhlola kwakhona ko Mlawuli-Jikelele: Icandelo 43

Umlawuli-Jikelele angaqhuba ukuhlola kwakhona ukuqinisekisa okokuba umqeshi uyawuthobela umthetho kusini na. Ekuphethweni kokuhlola kwakhona, uMlawuli-Jikelele angenza izincomo zokuthobela ngokuphathelele kumaxesha athile amiselweyo.

4.6 Amandla enkundla yemisebenzi : Icandelo 50

Inkundla yemisebenzi inamandla okwenza nayiphina imiyalelo efanelekileyo, umvuzo wembuyekezo okanye iwise isigwebo (Isohlwayo)

4.7 Ukhuselo lwamalungelo abasebenzi : Icandelo 51

Umthetho ukhusela abasebenzi abasebenzisa amalungelo abo kunye nezibopho phantsi komthetho kwizenzo zokuphathwa kakubi ngokukhethwa, ukuthintela kunye neempembelelo ezingafanelekanga.

5. Isahluko VI- Amalungiselelo Jikelele**5.1 Izivumelwano zikaRhulumente : Icandelo 53**

Abaqeshi nabasebenzi abonyuliweyo abazinikezele ekuthobeleni isahluko sesi III abafuna ukwenza umsebenzi nawo nawuphi na umbutho kaRhulumente kuyakufuneka benze isicelo sesiqinisekiso kuMphathiswa esingqina ukuthobela isahluko sesi II nesahluko sesi III somthetho. Iziqinisekiso zabaqashi abangakethwanga ziyakuphathelela kwisahlulo se II.

5.2 Iimfanelo zabaqeshi: Icandelo 60

Xa kunokwenzeka abasebenzi bophule naliphi igatya lalo mthetho lo gama besenza imisebenzi yabo, umqeshi uyakufunyanwa enetyala ngaphandle kokuba wenze konke okusemandleni akhe ukuthintela esi sehlo esingamkelekanga.

EEA 3J

**UMNYANGO WEZOKUSEBENZA****Amafuphi Womthetho Wokusebenza NgobuQiniso ongunombolo 55 ka 1998, Okhishwe ngokweSigaba 25 (1)****1. Isihloko I - Incazelo, inhloso, ukutolika nokusebenza (ukusetshenziswa)****1.1 Inhloso yalomthetho: Isigaba 2**

Inhloso yalomthetho ukufinyelela esimeni sobuqiniso emsebenzini, ngokuthi

- (a) Kukhushulwe izinga lamathuba okusebenza ngokulingana nokuqashwa okungenalo ubandlululo emsebenzini kanye nokuqedwa kobandlululo, kanye.....
- (b) nokusekwa kwesenzo sokubonelela ngokubuyekwezwa kwesimo sedlanzana labasebenzi abathize, ebebengenamathuba, ukuze kube nesiqiniseko sokuthi bamelwe ngokulingene (ngokufanayo) kuzo zonke izigaba zemisebenzi.

1.2 Ukusebenza kwalomthetho: Isigaba 4

- (a) Isigaba II (Isigatshana 5 - 11) siqondiswe kubo bonke abaqashi nabaqashwa.
- (b) Isigaba III (Isigatshana 12 - 27) sona siqonde kuleyo ngxenye yabaqashwa abakhethiwe
- (c) Umqashi okhethiwe, yilowo oqasha [abasebenzi aba ngu50 noma ngaphezulu] (amashumi amahlanu nangaphezulu abaqashwa), noma ke onenani lemali lonyaka ngokuboniswe kuhlelo (lwesine) 4 lomthetho, kamasipali nezitho zikahulumeni. Abaqashi nabo bangazinikela (noma bangavolontiya) ukuba babe ngabaqashi abakhethiwe.
- (d) iqoqo elikhethiwe lisho abantu bomdabu, abesimame, noma abantu abakhubazekile.
- (e) Amalunga ezokuphepha eNingizimu Afrika, igatsha lezobuhloli likazwelonke, negatsha lezangasese lase Ningizimu Afrika awaqokiwe kulomthetho.

2. Isahluko II - Ukuqedwa Kwesihluku Sobandlululo

2.1 Akekho umuntu ovunyelwe ukubandlulula um[aba]sebenzi, ngenhloso noma engaqondile, kunoma yimuphi umthetho nomsebenzi, noma ingandlelani nangokobuhlanga, ngenxa yokukhulelwa, ngokomshado, ngokunakekela umndeni, ngokolimi noma ngokwendawo ozalelwe kuyona, ngokwebala, ngokweminyaka, ngokokukhubazeka, ngokokukhulelwa, ngokokugula ngengculaza, ngengqondo, ngokwenkolo, umbono ngezepolitiki, ngokwesiko, nangokokuzalwa.

2.2 Akulona ubandlululo ukukhushulelwa esikhundleni ngokwekhono, inqubo nje uma kuhambisana nomthetho kungakhethi umuntu ngokwemvelo yomsebenzi wakhe.

2.3 Ukuhlolwa Kwezempilo: Isigaba 7

- (a) Ukuhlolwa kwempilo emsebenzini kuvumelekile kuphela uma umthetho usho njalo, noma ke uma loku kuhambisana nezizathu ezahluke.
- (b) Ukuhlolwa ingculaza akuvumelekile neze ngaphandle uma kuvunyelwe yinkantolo yezemisebenzi (Labour Court).

2.4 Ukuhlolwa Ingqondo: Isigaba 8

Ukuhlolwa ngokwengqondo noma ukupopolwa okufana nalokho akuvunyelwe neze, ngaphandle kokuthi loko kuxilongwa kuvumeleke ngokwezesayensi futhi kuthembekile, futhi kube yinto eyenziwa kubo bonke abasebenzi kungakhethe umsebenzi noma iqoqo elithize.

2.5 Ukuphikisana okumayelana nalesi Sihloko: Isigaba 10

- (a) Umsebenzi noma lowo owenza isicelo somsebenzi angaphikisana naloko okunobandlululo (ukuhlolwa ngokwezempilo noma ngokwengqondo) ngokuthi axhumane ne CCMA okuyisigele sokushweleza ukulamula nokwahlula (Council for Conciliation, Mediation and Arbitration), ukuze imhlayizele. Loku kufanele kwenzeke zingakapheli izinyanga eziyisithupha.
- (b) Uma impikiswano leyo ingaxazululekanga kuleso sigele sokushweleza, iqoqo lelo lingadlulisela enkantolo yezemisebenzi, ukuze inqunywe yiyona. Amaqoqo lawo aphikisanayo nawo angadlulisela udaba lolo kumahluleli.

- (c) Impikiswano yokuxoshwa emsebenzini ngokungafanele kusetshenziswa ubandlululo, kufanele ixazululwe ngumThetho wezoBudlelwano kwezokuSebenza (Labour Relations Act). Leyo mpikiswano kufanele idluliselwe kwi CCMA ingaphelanga inyanga.

3. Isahluko III - Isinyathelo Sokubonelela

3.1 Imisebenzi yoMqashi Okhethiwe: Isigaba 13

- (a) Umqashi okhethiwe kufanele asebenzise izinyathelo zokubonelela kwiqoqo elikhethiwe ukuze kufinyeleleke esimeni sobuqiniso ngokomsebenzi.
- (b) Ukuze akwazi ukusebenzisa lezi zinyathelo, umqashi okhethiwe uphoqelekile ukuthi:
- axoxisane nabasebenzi
 - aqhube uhlaziyo
 - alungise (isu) indlela yokusebenza ngokobuqiniso futhi;
 - achazele umQondisi-Jikelele ngenqubekela phambili eseyenziwe ukuzama ukusebenzisa lindlela. (ngokusebenza kwalelisu).

3.2 Izilinganiso zezinyathelo zokubonelela: Isigaba 15

- (a) Izilinganiso zezinyathelo zokubonelela, izilinganiso ezenzelwe ukwenza isiqiniseko sokuthi abasebenzi abafanele nabanekhono lomsebenzi lowo kulawo maqoqo akhethiwe, banamathuba okusebenza ngokobuqiniso futhi bamelwe ngokulinganayo nokufanayo kuzo zonke izigaba zomsebenzi nasezikhundleni zabasebenzi.
- (b) Izilinganiso lezo kudingeka zibhekane:
- ukukhomba futhi ziphelise zonke izimo ezingase zibe nezihibe kumaqoqo lawo akhethiwe.
 - nezinyathelo ezithuthukisa ukwahlukahlukana.
 - ukwemukela okuvumelekile kwabantu abasuka kumaqoqo akhethiwe.
 - ukugcina, ukudlondlobalisa nokuncoma (ukufundisa) amaqoqo akhethiwe (okufaka ukuthuthukiswa kwamakhono); futhi

- kuphathwa ngokukhethekile nempokophelo ukuze kube nesiqiniseko sokuthi bamelwe ngokufanayo nangokulinganayo. Loku akufaki sabelo. (Kuloku ke isabelo kasifakiwe).

- (c) Abaqashi abakhethiwe abavumelekile ukuthatha izinqumo eziphathelele nomthetho wezomsebenzi ezingase zibe yinkinga ekuthuthukiseni umsebenzi noma zibe yizihibe kubasebenzi abangabona balelo qoqo elikhethiwe.

3.3 Uxoxiswano: Isigaba 16 - 17

Umqashi okhethiwe kudingeka athathe izinyathelo azicabange kahle ukuze akwazi ukuxoxisana nabameli babasebenzi, abamele izidingo ezehlukile zabasebenzi uma enza ucwaningo, elunguselela futhi ezama ukusebenzisa icebo lelo, kanti futhi kudingeka achazele mphathi ngalokhu.

3.4 Ukudalula Ulwazi: Isigaba 18

Ukuze kube nokuxoxisana okuneqiniso umqashi kudingeka abeke obala ulwazi analo kulawo maqoqo noma izigungu axoxisana nazo ngokwesigaba 16 somThetho wezokuSebenza ongumThetho onguNombolo 66 ka 1995.

3.5 Ucwaningo: Isigaba 19

Umqashi okhethiwe kudingeka aqhube ucwaningo lwezomthetho wabasebenzi, izindlela abasebenza ngazo nenqubo abayisebenzisa ukuze bakwazi ukuqeda izihibe eziphazamisana nezindlela amalunga eqoqo asebenza ngayo. Ucwaningo lolu kudingeka lufake ukuthuthukisa isimo sabasebenzi ukuze lukwazi ukubona ukuthi ngabe yiliphi iqoqo elingamelwe ngokufanele emsebenzini nokuthi licindezelwe kangakanani.

3.6 Isu Lokusebenza Ngobuqiniso: Isigaba 20

- (a) Umqashi okhethiwe kudingeka alungise futhi enze isu lokuthi athole noma azuze ukusebenza ngobuqiniso kubasebenzi, yilapho ke kudingeka ukuthi:

- ba be nezinjongo unyaka nonyaka ngesu lakhe
- kulelo lisu aqashe ngezinyathelo zokubonelela
- izinjongo zakhe zibonakale ngokucacile futhi ndawo zonke zomsebenzi
- abe nohlu lonyaka wonke
- abe nemithetho yokuhlola indlela yokusebenza kanye nezindlela zokuxoxisana ngaloko okungaphathi kahle abasebenzi, futhi
- akwazi ukubona abantu kanye nabaphathi abangakwazi ukubheka izindlela zokuthuthukisa isu lelo.

3.7 Incazelo: Isigaba 21

- (a) Umqashi onabasebenzi abangaphantsi kwaba 150, kudingeka anikeze uMphathi-Jikelele zingaphelanga izinyanga ezi 12 ngemuva kokuqala komthetho lowo, bese enikeza incazelo njalo eminyakeni emibili (ngomhla) ngosuku lokuqala enyangeni kaMfumfu.
- (b) Kanti umqashi onabasebenzi aba 150 noma ngaphezulu yena kudingeka achaze ezinyangeni ezi 6 zokuqala ngemuva kokuqala komthetho lowo, bese enza enye incazelo njalo ngonyaka, osukwini lokuqala lwenyanga kaMfumfu.

3.8 Umqashi okhethiwe (obekiwe) kudingeka abe nomphathi: Isigaba 24

Umqashi obekiwe kudingeka abeke umphathi noma abaphathi abazobhekana nokuhamba kahle kwale nqubo, futhi enze isiqiniseko sokuthi zikhona izindlela zokuthuthukisa lo mthetho.

3.9 Ukwahluka Kwamaholo: Isigaba 27

Isitatimende seholo nezinzuzo ezitholakala esigabeni ngasinye nasezingeni lomsebenzi, kudingeka kunikwe umqashi lowo okhethiwe ngokwemithetho yeKhomishani yezemisebenzi iECC.

Lapho kutholakala noma kunomahluko khona ngamaholo, umqashi kudingeka athathe izinyathelo zokwehlisa lowo mehluko ngendlela ehlelekile. Ezinye izindlela zokwenza loko kungaba ngukuxoxisana okuhlanganyele (Collective Bargaining) okuhambisana nemithetho yesigaba 51 ongamaLungelo okuQashana (Basic Conditions Employment Act) okhuluma ngezinyathelo ezisemthethweni okudingeka zithathwe ngolwazi lokusebenza, nanoma yiziphi izinyathelo ezifanele.

4. Isahluko V - Ukuqapha, Ukulandelwa Nenqubo Yomthetho**4.1 Ukuqapha: Isigaba 34**

Umsebenzi noma omele (ilunga) wenyunyana nguyena ongabhekana nezihibe ezingathi ziphazamise lo mthetho maqede achazele lawo maqoqo afanele uma ehlangabezane naleyo nkinga.

4.2 Amandla Omhloli Wezokusebenza: Isigaba 35

Abahloli bezemisebenzi banelungelo lokuhlola noma kunini njengoba bevunyelwa yisigaba 65 no 66 somthetho wamalungelo ezemisebenzi (Basic Conditions of Employment Act).

4.3 Ukuzibopha Ukugcina Okulindelekile: Isigaba 36

Uma umhloli ehlangabezane nembibizane yokuthola ukuthi umqashi akenzi ngendlela echazwa ngumthetho, unelungelo Lokumbhalela amtshela ukuthi makalandele umthetho kungaphelanga isikhathi esithize ambekele sona.

4.4 Isinqumo Sokugcina Umthetho: Isigaba 37

Uma umqashi lowo engenzi njengalokho akubhalelwe, umhloli usengakhipha - isinqumo sokuba alandele umthetho.

4.5 Ukubuyekeza Kukamqondisi-Jikelele: Isigaba 43

UmQondisi-Jikelele angaya kozihlolela noma kunini ukuze atholisise ukuthi ngabe konke kusesimeni ngokomthetho. Lapho eseqedile ukuhlola, umQondisi-Jikelele angamisa umthetho othi konke akuqonde singakapheli isikhathi esithize.

4.6 Amandla Enkantolo Yezokusebenza: Isigaba 50

Inkantolo yezokusebenza inamandla okushaya umthetho ukuze siphokelele, sinikezele ngenhlawulo noma ke siphoke ukuba kukhokhwe imali yenhlawulo.

4.7 Ukuvikelwa Kwamalungelo Abaqashwa: Isigaba 51

Lomthetho uvikela abasebenzi abasebenzisa amalungelo abo nomthetho ngaphansi komthetho ovikela ukuxhashazwa, ukuvinjelwa nokufaka umoya ongewona.

5 Isahluko VI – Imithetho eyenamele.

5.1 Izivumelwano Nohulumeni - Isigaba 53

Abaqashi abakhethiwe kanye nalabo abazikhethele ukuba babe ngamavolontiya ka Isihloko III, nabafuna ukusebenzisana nanoma iyiphi ingxenye kahulumeni, kuzodingeka benze isicelo sesitifiketi kungqongqoshe ukunquma ukuvumelana nomthetho wesahluko sesibili nese III somthetho. Izitifiketi zabaqashi abangakhethiwe zona ngeke zivumeleke kwiSigaba II.

5.2 Ukukweleta Kwabaqashi: Isigaba 60

Uma kwenzeka abasebenzi bephula noma yiphi ingxenye yalo mthetho, besasebenza benjalo, umqashi nguyena ozoba sotakwini, ngaphandle kokuthi abe nakho ukuzitakula ngokuthi abonise ukuthi wenze konke okusemandleni akhe ukuvikela loko okwenzekile.

EEA 4 A



DEPARTMENT OF LABOUR

Income Differential Statement for small business

Page: 1 of 1

Employment Equity Act
55 of 1998, Section 27

PLEASE READ THIS FIRST

WHAT IS THE PURPOSE
OF THIS FORM?

This form contains the format for reporting income differentials to the Employment Conditions Commission.

WHO FILLS IN THIS FORM?

All designated employers, that have to submit a report in terms of the Employment Equity Act, 55 of 1998.

Smaller employers (less than 150 employees) only have to complete Sections A and D of this statement.

INSTRUCTIONS

Income levels must be reported in two wage categories. In completing the Income Levels, the first income level (1) represents the average equivalent yearly remuneration and benefits of the five highest paid employees.

The second income level (2) represents the average equivalent yearly remuneration and benefits of the five lowest paid employees.

For reporting purposes, calculate what the equivalent yearly remuneration and benefits would be of workers who are not employed full-time.

SEND TO?

Employment Conditions Commission
c/o Employment Equity Registry
(Income Differentials)
The Department of Labour
Private Bag x117
Pretoria
0001
e-mail: ee@labour.gov.za

Section A: Employer details

Employer:	
Registration No:	
SARS Registration No:	
UIF Number:	
Industry Sector:	
Contact Person:	
Address:	
Town/City	
Postal Code	
Telephone No:	
Fax No:	
E-Mail Address:	
Date of submission:	

Section B: Total income differentials

Income Levels		
All occupations and levels	1.	R
	2.	R

Affix
Revenue
Stamp here

DEPARTMENT OF LABOUR



Application for an Employment Equity Report

Page: 1 of 1

Employment Equity Act
55 of 1998, Section 21(6)

PLEASE READ THIS FIRST



WHAT IS THE PURPOSE OF THIS FORM?

This form contains the format for requesting an employers Employment Equity Report (Form EEA 2) from the Department of Labour.

WHO FILLS IN THIS FORM?

The applicant who is requesting this report.

INSTRUCTIONS

Complete this for and mail to the Employment Equity Registry. Enclose revenue stamp to the value of R15,00 as well as a self-addressed(postage paid) envelope.

SEND TO?

Employment Equity Registry
(Application for Employment Equity Report)
The Department of Labour
Private Bag x117
Pretoria
0001
e-mail: ee@labour.gov.za

Section A: Applicant details:

Name and Surname:	
ID Number:	
Organisation:	
Address:	
Town/City	
Postal Code	
Telephone No:	
Fax No:	
E-Mail Address:	
Date of application:	

Section B: Reason for this request:

--

Section C: Report requested:

Employer:
1.

No. R. 956

27 September 2000

PUBLIC REGISTRY NOTICE**EMPLOYMENT EQUITY ACT, 1998 (ACT NO. 55 OF 1998)**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, publish in the attached Schedule hereto the register maintained in terms of Section 41 of the Employment Equity Act, 1998 (Act No. 55 of 1998) of designated employers who employ more than 150 employees, that have submitted employment equity reports in terms of Section 21, of the Employment Equity Act, Act No. 55 of 1998.

MMS MDLADLANA
MINISTER OF LABOUR

No. R. 956

27 September 2000

NONGONOKO WA MINTSARISO YA VANHU**NAWU WA NDZINGANO WA NTIRHO, 1998 (NAWU NO. 55 WA 1998)**

Mina, Membathisi Mphumzi Shepherd Mdladlana, Holobye wa Mintirho, ndzi kombisa eka Xitandzhaku lexi nga laha ndzeni, rhijisitara leri ri endliweke ku ya hi Xiyenge xa 41 xa Nawu wa Ndzingano wa Ntirho, 1998 (Nawu No. 55 wa 1998) ra vathori lava hlawuriweke lava tholaka vatrhi vo tlula 150, lava humeseke swiviko swa ndzingano wa ntirho ku ya hi Xiyenge xa 21, xa Nawu wa Ndzingano wa Ntirho, Nawu No. 55 wa 1998.

MMS MDLADLANA
HOLOBYE WA MINTIRHO

1. A C WHITCHER
3. A-MARK HOLDINGS (PTY) LTD
5. ABB AUTOMATION (PTY) LTD
7. ABB TRANSMISSION AND DISTRIBUTION (PTY) LTD
9. ABBOTT LABORATORIES
11. AC NIELSEN SOUTH AFRICA BV
13. ACADEMY BRUSHWARE (PTY) LTD
15. ACE HIRE
17. ACVV OUDTSHOORN
19. ADCORP HOLDINGS LIMITED
21. ADEL GROUP PTY LTD
23. ADTRAMZ RAIL SYSTEMS (PTY) LTD
25. AECI COATINGS (PTY) LTD
27. AFRI BRAND HOLDINGS LTD
29. AFRICAN AMERICAN PROPERTIES HOTELS
31. AFRICAN CAPACITORS (PTY) LTD
33. AFRICAN COMMERCE DEVELOPING CO (PTY) LTD
35. AFRICAN EXPLOSIVES LIMITED
37. AFRICAN LIFE GROUP
39. AFRICAN RAINBOW MINERALS (PTY) LTD
41. AFRICON
43. AGRICULTURAL RESEARCH COUNCIL
45. AGRITEC (EDMS) BPK
47. AIRBORNE EXPRESS (PTY) LTD
49. AIRPORTS COMPANY SOUTH AFRICA
51. ALBERTON TOWN COUNCIL
53. ALCOM RADIO DISTRIBUTORS PTY LTD
55. ALERT ENGINE PARTS (PTY) LTD
57. ALEXKOR LIMITED
59. ALGOA BUS COMPANY
61. ALGORAX (PTY) LTD
63. ALLEM BROTHERS (PTY) LTD
65. ALLEYCAT CLOTHING (PTY) LTD
67. ALLIANCE TOOLS SOUTH AFRICA (PTY) LTD
69. ALLIED PUBLISHING LIMITED
71. ALPHA (PTY) LTD
2. A M MOOLLA CLOTHING (PTY) LTD
4. A.F DREYER (PTY) LTD
6. ABB POWERTECH TRANSFORMERS (PTY) LTD
8. ABBEYDALE BUILDING & CIVIL
10. ABERDARE CABLES PTY LTD
12. ACA MINE LTD
14. ACCRONYM (PTY) LTD
16. ACME STORES (INCORP DALES)
18. ADCOCK INGRAM HOLDINGS (PTY) LTD
20. ADCORP MANAGEMENT SERVICES (PTY) LTD
22. ADMINCO (PTY) LTD
24. ADVANCED INFRASTRUCTURE MANAGEMENT
26. AEROQUIP
28. AFRICA ROLLER (PTY) LTD
30. AFRICAN CABLES LTD
32. AFRICAN CATALYST (PTY) LTD
34. AFRICAN DEFENCE SYSTEMS
36. AFRICAN HIDE TRADING CORP
38. AFRICAN PRODUCTS (PTY) LTD
40. AFRICAN SELF HELP ASSOCIATION
42. AFRISCAN (PTY) LTD
44. AGRISERVE
46. AIG SOUTH AFRICA
48. AIRPORT HANDLING SERVICES
50. ALAN MAIR MNFR JEWELLERS
52. ALCATEL ALTECH TELECOMS
54. ALCOM SYSTEMS PTY LTD
56. ALERT STEEL (PTY) LTD
58. ALFRED TEVES SA (PTY) LTD
60. ALGOA STRUCTURES CC
62. ALLANRIDGE MUNICIPALITY
64. ALLENS MESHCO (PTY) LTD
66. ALLIANCE DISTRIBUTION (PTY) LTD
68. ALLIANZ INSURANCE
70. ALLOY WHEELS INT. (PTY) LTD
72. ALPHA CIVIL (PTY) LTD

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| 73. ALSTOM DISTRIBUTION EQUIPMENT | 74. ALSTOM ELECTRICAL MACHINES (PTY) LTD |
| 75. ALSTOM ELECTRICAL PRODUCTS | 76. ALSTOM HIGH VOLTAGE |
| 77. ALSTOM INDUSTRY (PTY) LTD | 78. ALSTOM MEASUREMENTS |
| 79. ALSTOM POWER SYSTEMS | 80. ALSTOM SWITCHGEAR |
| 81. ALSTOM TRANSFORMERS | 82. ALTECH HEAD OFFICE |
| 83. ALTECH SMART CARD TECHNOLOGIES-DIVISION OF ALTECH DATA | 84. ALVERN CABLES (PTY) LTD |
| 85. AMALGAMATED APPLIANCES (PTY) LTD | 86. AMALGAMATED HOSPITALS LTD |
| 87. AMANZI ESTATES | 88. AMATIKULU PET PRODUCTS |
| 89. AMATIKULU PRAWNS (PTY) LTD | 90. AMATOLA DISTRICT COUNCIL |
| 91. AMATOLA WATER-AMANZI | 92. AMC CLASSIC (PTY) LTD |
| 93. AMC COOKWARE | 94. AMERICAN EXPRESS TRAVEL |
| 95. AMPATH | 96. AMPLATS - AMANDELBULT MINE |
| 97. AMPROS (PTY) LTD | 98. AMT CONSTRUCTION RECRUITMENT PTY LTD |
| 99. AMT PLACEMENTS (PTY) LTD | 100. ANCHOR SECURITY CC |
| 101. ANDERSON CONSULTING | 102. ANDERSON TRANSPORT DIENSTE PTY LTD |
| 103. ANDREW MENTIS (PTY) LTD | 104. ANGLO AMERICAN FARMS LTD |
| 105. ANGLO COAL | 106. ANGLO CORPORATE DIVISION |
| 107. ANGLO GOLD LTD VAAL RIVER | 108. ANGLOGOLD HEALTH SERVICE |
| 109. ANGLOVAAL MINING LIMITED | 110. ANGLOVAAL MINING LTD: NKOMATI JOINT VENTURE |
| 111. ANTALIS (PTY) LIMITED | 112. APOSTOLIDES CC T/A RIVERSMEAD POULTRY FARM |
| 113. APPLETHWATE FARM (PTY)LTD | 114. APPLTISER S.A (PTY) LTD |
| 115. APRON SERVICE (PTY) LTD | 116. AQUARIUS MANUFACTURING (PTY) LTD |
| 117. ARANDA TEXTILE MILLS (PTY) LTD | 118. ARIES INVESTMENT HOLDINGS LTD. |
| 119. ARIESKRAAL FARMTRUST | 120. ARM-TECT SECURITY CC |
| 121. ARMCO SUPERLITE | 122. ARMSCOR |
| 123. ARROW AFRICA (PTY) LTD | 124. ARROW ALTECH DISTRIBUTION (PTY) LTD |
| 125. ARTSCAPE | 126. ARVIN EXHAUST SA (PTY) LTD |
| 127. ARWA (PTY) LTD | 128. ARWYP MEDICAL CENTRE (PTY) LTD |
| 129. ARYAN BENEVOLENT HOME COUNCIL | 130. AS VILJOEN & SEUNS BOERDER (EDMS) BPK |
| 131. ASA METALS (PTY)LTD | 132. ASFA SERVICES (PTY) LTD |
| 133. ASKARI MINING SERVICES | 134. ASLA CONSTRUCTION (PTY) LTD |
| 135. ASP DISTRIBUTORS PTY LTD | 136. ASPEN PHARMACARE |
| 137. ASSOCIATED PREVENTION SERVICES (APS) | 138. ASSOCIATED AUTOMOTIVE DISTRIBUTORS (PTY)LTD |
| 139. ASSOCIATED MANGANESE MINES | 140. ASSOCIATED MOTOR HOLDINGS (PTY) LTD |
| 141. ASSOCIATED PRINTING (PTY)LTD | 142. ASSOCIATED SPINNERS |
| 143. ASTRAPAK LIMITED | 144. ASTUTE INVESTMENTS (PTY) LTD |

145. ATIO CORPORATION (PTY) LTD
147. ATLANTIS FORGE (PTY) LTD
149. AUGUST LAPPIE SOUTH AFRICA (PTY) LTD
151. AUTO CARRIER TRANSPORT (PTY) LTD
153. AUTO LUXUS PTY LTD
155. AUTOCAST (PTY) LTD
157. AUTOCLENZ SA (PTY) LTD
159. AUTOMATED OFFICE EQUIPMENT PTY (LTD)
T/A CANON
161. AUTOPAGE CELLULAR
163. AVBOB INDUSTRIES LTD
165. AVERY DENNISON SA (PTY) LTD
167. AVGOLD LTD ETC DIVISION
169. AVGOLD- TARGET DIVISION
171. AVROY SHLAIN COSMETICS
173. AXIZ (PTY) LTD
175. B&E INTERNATIONAL (PTY)
177. BABCOCK BORSIG POWER STEINMULLER
AFRICA
179. BAGSHAW FOOTWEAR
181. BALEKA CONSTRUCTION (PTY) LTD T/A R. G.
CIVILS
183. BARBERTON MUNICIPALITY
185. BARKLY-WEST MUNICIPALITY
187. BARLOWS EQUIPMENT CO ISANDO
189. BARROWS POINT OF PURCHASE (PTY) LTD
191. BASF S.A. (PTY) LYD
193. BASS SECURITY
195. BAYSIDE ALUMINIUM
197. BDM TECHNOLOGIES (PTY) LTD
199. BEACON SWEETS & CHOCOLATES
201. BEC VELLVILLE
203. BEHR ENGINE COOLING
205. BEHR SERVICES
207. BEIGE HOLDINGS LIMITED
209. BELGOTEX CARPETS
211. BELLSTRAAT HOSPITAAL
213. BELTRONIX (PTY) LTD
215. BENTEX (PTY) LTD
146. ATLANTIC FORMING (PTY) LIMITED
148. ATLAS COPCO SA (PTY) LTD
150. AUNDE CARTRIM (PTY) LTD
152. AUTO INDUSTRIAL SPARTAN (PTY) LTD
154. AUTO PEDIGREE (PTY) LTD
156. AUTOCAT MANUFACTURES
158. AUTOLIV SOUTHERN AFRICA (PTY) LTD
160. AUTOMOBILE ASSOCIATION OF SOUTH
AFRICA
162. AUTOPAX (PTY) LTD
164. AVBOB MUTAL ASSURANCE SOCIETY
166. AVGOLD LIMITED: LORAIN DIVISION
168. AVGOLD LTD/JOHANNESBURG DIVISION
170. AVTRONICS
172. AWETHU BREWERIES LTD
174. B J M SECURITIES
176. BABCOCK AFRICA CONTRACTING
178. BADER BOP (PTY) LIMITED
180. BALALAIKA HOTEL SANDTON
182. BANK OF ATHENS
184. BARGAIN WHOLESALERS
186. BARLOW LIMITED
188. BARON IZIKWEPHA SECURITY SERVICES
190. BASELINE CIVIL CONTRACTORS
192. BASIL READ (PTY) LTD
194. BATEMAN WATER (PTY) LIMITED
196. BDFM PUBLISHERS
198. BDO SPENCER STEWARD (JHB) INC
200. BEARING MAN LIMITED
202. BEHR CLIMATE CONTROLE
204. BEHR ENGINE COOLING PTA
206. BEIER ALBANY & COMPANY (PTY) LTD
208. BELGOTEX
210. BELL EQUIPMENT COMPANY
212. BELTING SUPPLY SERVICES (PTY) LTD
214. BENMER PLANT HIRE
216. BERZACK BROTHERS (PTY) LTD

217. BESAANS DU PLESSIS FOUNDRIES (PTY) LTD
219. BETTAFRESH PREPARED FOODS
221. BEVCAP
223. BIBLE CORRESP. SCHOOL
225. BIC SA (PTY) LTD
227. BIG BROTHER CCTV (PTY) LTD
229. BILADELE (PTY) LTD & ASSOCIATED COMPANIES
231. BKB BEPERK
233. BLAAUWBERG MUNICIPALITY
235. BLAKE AND ASSOCIATES
237. BLOEMFONTEIN COLLEGE
239. BLOEMFONTEIN MUNICIPALITY
241. BLUFF MECHANICAL APPLIANCE PTY
243. BMW FINANCIAL SERVICES (PTY) LTD
245. BO DISTRICT COUNCIL
247. BOARDMAN BROS (PTY) LTD
249. BOART LONGYEAR
251. BOEHRINGER INGELHEIM (PTY) LTD
253. BON TON CLOTHING CC
255. BORDER TECHNIKON
257. BOTHAVILLE MUNICIPALITY
259. BOUBLOK (PTY) LTD
261. BOXER CASH & CARRY (PTY) LTD
263. BPB GYPSUM (PTY) LIMITED
265. BRAIT
267. BRAKPAN TOWN COUNCIL
269. BRGS
271. BRIDGE WHOLESALE (PTY) LTD
273. BRISTOL MYERS (PTY) LTD
275. BRITISH AMERICAN TOBACCO DISTRIBUTORS SOUTH AFRICA (PTY) LTD
277. BRITISH AMERICAN TOBACCO PRODUCTS SOUTH AFRICA (PTY) LTD
279. BROKREW (PTY) LTD
281. BTR AUTOMOTIVE
283. BUFFALO CLOTHING CC
285. BUFFESFONTEIN GOLD MINES LIMITED
287. BUILDING SERVICE SYSTEMS CC
218. BETKO FRESH PRODUCE CC
220. BEVCAN DIVISION OF CROWN NAMP
222. BIBETTE
224. BIBLE SOCIETY OF SOUTH AFRICA
226. BIDDULPHS REMOVALS
228. BIG FIVE DUTY FREE (PTY) LTD
230. BILL BUCHANAN ASSOC FOR THE AGED
232. BKS (PTY) LTD
234. BLACK TOP SURFACES
236. BLICK SA (PTY) LTD
238. BLOEMFONTEIN MEDI-CLINIC
240. BLUE CONTINENT PRODUCTS (PTY) LTD
242. BLYVOORUITZICHT GOLD MINING CO
244. BNK LANDBOU (EDMS) BPK
246. BOARD LONGYEAR SECO A DIVISION OF ANGLO OPERATIONS LIMITED
248. BOART LONGYEAR
250. BOART LONGYEAR RYC
252. BOLDPROPS 80 (PTY) LTD
254. BOPHIRIMA DISTRICT COUNCIL
256. BOSVELD SITRUS (PTY) LTD
258. BOTSHABELOTLC
260. BOWLER METCALF LIMITED
262. BP SOUTHERN AFRICA (PTY) LTD
264. BRAAKS PLANTS (PTY) LTD
266. BRAKE BONDING AND CLUTCH MANUFACTURING
268. BRANDVLEI KOOP WYNKELDER
270. BRICKVELD (PTY) LTD
272. BRIDGESTONE FIRESTONE SA (PTY) LTD
274. BRITISH AIRWAYS
276. BRITISH AMERICAN TOBACCO MANUFACTURERS SOUTH AFRICA (PTY) LTD
278. BROADWAY FOODWEAR MANUFACTURERS
280. BRONAAR PLASE (EDMS) BPK
282. BUCHANAN BOYES THOMPSON SMITHERS INC.
284. BUFFALO TIMBER & HARDWARE CO
286. BUHLER (PTY) LTD
288. BULK MECH (PTY) LTD

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| 289. BULL BRAND FOODS (PTY) LTD | 290. BUSCOR (PTY) LTD |
| 291. BUSINESS PARTNERS LTD | 292. BUTTERWORTHS PUBLISHERS (PTY) LTD |
| 293. C & J FERREIRA BROKERS (PTY) LTD | 294. C & L DIENSTE |
| 295. C E B MAINTENANCE | 296. C L C CONTRUCTING C C |
| 297. C.P. MINNR&SEUN (PTY) LTD | 298. CALITZDORP KOOPWYNKELDER |
| 299. CALLGUARD SECURITY SERVICES | 300. CAMBRIDGE MEAT |
| 301. CAMELOT SILVICULTURE (PTY) LTD | 302. CANCER ASSOCIATION |
| 303. CANERAT CLOTHING CC | 304. CANVAS & TENT |
| 305. CAPE CONCRETE HOLDINGS (PTY) LTD | 306. CAPE CONCRETE WORKS (PTY) LTD |
| 307. CAPE CONTRACTS (PTY) LTD | 308. CAPE DRIED FRUIT |
| 309. CAPE PENINSULA WELFARE | 310. CAPE UNION MART INTERNATIONAL (PTY) LTD |
| 311. CAPESPAN (PTY) LTD | 312. CAPITAL ALLIANCE LIFE LIMITED |
| 313. CAPITAL CONTRACTING SERVICES(PE) CC | 314. CAPITAL MEDIA (PTY)LTD |
| 315. CARE ASSIST (PYT) LTD | 316. CARGO CARRIERS LTD |
| 317. CARGO MOTORS | 318. CARGO PLANNING AND DISTRIBUTORS |
| 319. CARLBANK MINING CONTRACTS (PTY) LTD | 320. CARNIVAL CITY |
| 321. CARSON PRODUCTS (PTY) LTD | 322. CARTER HARRIS (PTY)LTD |
| 323. CASHBANK LIMITED | 324. CASHBUILD SA. (PTY) LTD |
| 325. CASTELLANO BELTRAME(PTY) LTD | 326. CASTROL SOUTH AFRICA |
| 327. CATALYST HOLDINGS (PTY) LTD | 328. CAXTON MAGAZINES |
| 329. CAXTON PRINTERS | 330. CBI QWA QWA (PTY) LIMITED |
| 331. CCH SOFTWARE DEVELOPMENT (PTY) LTD | 332. CCMA |
| 333. CECIL NURSE (PTY) LTD | 334. CELLARS HOHENORT HOTEL |
| 335. CEMENTATION MINING | 336. CENTRAL TIMBER CO-OP |
| 337. CENTURION TOWN COUNCIL | 338. CERAMIC INDUSTRIES LIMITED |
| 339. CERES MUNICIPALITY | 340. CFW INDUSTRIES (PTY)LTD |
| 341. CGU INSURANCE | 342. CHARISMA NURSING AGENCY (PTY) LTD |
| 343. CHARMFIT | 344. CHARMOTTE HOLDINGS (PTY) LTD |
| 345. CHARNAUD POLYMEYER COATING (PTY) LTD | 346. CHELSEA WEST (PTY) LTD |
| 347. CHEMICAL SERVICES LIMITED | 348. CHEP SOUTH AFRICA (PTY) LTD |
| 349. CHI CONTROL | 350. CHICHO KIDDIES SHOES (PTY) LTD |
| 351. CHICKS SCRAP METALS | 352. CHIMICAL SPECIALITIES (PTY) LTD |
| 353. CHIPBOARD INDUSTRIES TRANSKEI | 354. CHIPKINS BAKERY SUPPLIES (PTY)LTD |
| 355. CHIPKINS CATERING SUPPLIES | 356. CINQPLAST-PLASTOP |
| 357. CIRCLE LABOUR & ACCOMMODATION | 358. CIRCUIT BREAKER INDUSTRIES LTD |
| 359. CITADEL INVESTMENTS SERVICES | 360. CITRUSDAL WYMKENDER |

361. CITY COUNCIL OF MAFIKENG
363. CITY LODGE HOTELS GROUP
365. CIVIL AVIATION AUTHORITY
367. CLAUDE NEON LIMITED
369. CLIPPER MARINE SERVICES (PTY)LTD
371. CNA
373. COASTAL CASHEWS
375. COASTCHEM PARTNERSHIP
377. COATS SA (PTY) LTD
379. COCA - COLA SOUTH AFRICA (PTY) LTD
381. COCA-COLA BOTTLING EAST LONDON
383. COCA-COLA SABCO (SA) (PTY) LTD
BLOEMFONTEIN
385. CODI MARINE SERVICES (PTY)LTD
387. COLGATE PALMOLIVE
389. COLLONDALE CANNERY (PTY) LTD
391. COMAU AIMS
393. COMMERCIAL COLD STORAGE CAPE TOWN
395. COMMERCIAL COLD STORAGE CITY DEEP
397. COMPUTER NETWORKS
399. CON ROUX LTD&SAKHIZWE CON ROUX (PTY)
LTD
401. CONCORDE FOUNDRY
403. CONFORM CONSTRUCTION CC
405. CONSOL LIMITED
407. CONSTANTIA DIAMOND DRILLING & ALLIED
(PTY) LTD
409. CONSUMA-PAC
411. CONTINENTAL KNITTING (PTY)LTD
413. CONTRACT CLEANING SERVICES (PTY) LTD
415. CONTROLLED SPECIALISED CLEANING
417. COPALCOR (PTY) LTD
419. COROBRIK (PTY) LTD
421. CORP WARRANTY ADMINISTRATORS
423. COUNCIL FOR GEOSCIENCE
425. COURTAULDS LINGERIE(S.A) (PTY) LTD
427. COZENS RECRUITMENT SERVICES (PTY) LTD
429. CRADOCK TLC
431. CREATIVE FASHIONS (PTY) LTD
362. CITY COUNCIL OF WITBANK
364. CITY OF TYGERBERG
366. CLARIANT SA (PTY)LTD
368. CLIFFE DEKKER FULLER MOORE INC
370. CLOVER S.A. (PTY) LTD
372. COAL TRANS CC
374. COASTAL FARMERS CO-OP LTD
376. COASTLINE SPECIALIST CONTRACTORS
378. COBRA WATERTECH
380. COCA COLA (SA) (PTY)LTD
382. COCA-COLA SABCO (S.A.) (PTY) LTD: PORT
SHEPSTONE
384. COCA-COLA SABCO (SA) (PTY)LTD
PIETERSBURG
386. COLCAB (PTY) LTD
388. COLLECT A CAN
390. COLUMBUS STAINLESS
392. COMMAND SECURITY SERVICES (PTY)LTD
394. COMMERCIAL COLD STORAGE KWAZULU
NATAL
396. COMMUNICARE
398. COMPUTERSHARE SERVICES LIMITED
400. CONCOR HOLDINGS (PTY) LTD
402. CONCORDE TRAVEL (PTY) LTD
404. CONSANI ENGINEERING (PTY) LTD
406. CONSOLIDATED MURCHISON LTD
408. CONSTANTIA GREETINGS (PTY) LTD
410. CONSUMER CREDIT CORPORATION
412. CONTINENTAL TYRE S.A. (PTY) LTD
414. CONTROL INSTRUMENTS
416. CONVEYORS INTERNATIONAL (PTY) LTD
418. COREMFITS MANAGEMENT (PTY) LTD
420. COROMA ENGINEERING (PTY)LTD
422. CORRUSEAL PACKAGING INDUSTRIES (PTY)
LTD
424. COUNTRY BIRD (PTY) LTD
426. COZENS GROUP OF COMPANIES
428. CRABTREE ELECTRICAL ACCESSORIES SA
430. CRAWFORD SCHOOLS
432. CREDIA COMMUNICATIONS (GAUTENG) (PTY)
LTD

433. CRED A COMMUNICATIONS (KZN) (PTY) LTD
435. CREDIT BUILD (PTY) LTD
437. CRITERION EQUIPMENT
439. CROOKES BROTHERS LIMITED
441. CROWN FOOTWEAR (PTY) LTD
443. CROWN NATIONAL (PTY) LTD
445. CSIR
447. CTP BOOK PRINTERS
449. CTP WEB PRINTERS CAPE TOWN
451. CULLINAN ELECTRONICS (PTY) LTD
453. CUMMINS DIESEL SALES AND SERVICES
455. D & A TIMBERS (PTY) LTDD
457. D&B MIRING (PTY) LTD
459. DA GAMA TEXTILE CO LTD
461. DAIMLER CHRYSLER SA PTY LTD
463. DAIRY BELLE (PTY) LTD
465. DAMELIN EDUCATION GROUP
467. DANO TEXTILE
469. DANZAS AEI(SA) PTY LTD
471. DARREN LOOD VILLAGE BODY CORPORATE
473. DAUPHIN OFFICE SEATING (PTY) LTD
475. DAVID EGENES TIMBERS C.C
477. DAVID STUTHARD PLUMBERS
479. DAVINSCOT DURBAN
481. DAYMON INTERNATIONAL
483. DD LOGISTICS
485. DE DOORNS WYNKELDER
487. DE KELDER RESTAURANT
489. DE LA REY 1001 BUILDING MATERIALS (PTY) LTD
491. DEPARTMENT OF STATE EXPENDITURE
493. DEBIS IT SERVICES SA
495. DEFY REFRIGERATION LTD. EAST LONDON OPERATIONS
497. DELL COMPUTER PTY LTD
499. DELOITTE & TOUCHE HUMAN CAPITAL CORPORATION
501. DELTA EMD (PTY) LTD
503. DENEL (PTY) LTD
504. DENEYS REITZ INC.
505. DELOITTE CONSULTING (PTY) LTD
502. DELTA MOTOR CORPORATION
504. DENEYS REITZ INC.
504. CRED A COMMUNICATIONS (PTY) LTD
506. CRESSCOR AGENCIES CC
508. CRK AGRICULTURE LTD
510. CROWN CHICKENS (PTY) LTD
512. CROWN GOLD RECOVERIES (PTY) LTD
514. CSE EQUIPMENT COMPANY (PTY) LTD
516. CTL GROUP
518. CTP PACKAGING
520. CTP WEB PRINTERS JOHANNESBURG
522. CULLINAN TRAVEL GROUP
524. CUROMED MEDI-CLINIC
526. D C COMPONENTS (PTY) LTD
528. D.A.V PROFESSIONAL PLACEMENT GROUP
530. DAILY MARKETING SERVICES
532. DAIMLERCHRYSLER FINANCIAL SERVICES
534. DAIRYMAID - NESTLE
536. DANA SOUTH AFRICAN (PTY) LTD
538. DANTEX EXPLOSIVES (PTY) LTD
540. DARBEL (PTY) LTD
542. DATACENTRIX
544. DAVCO CLOTHING (PTY) LTD
546. DAVID STRACHAN AND TAYLER
548. DAVINSCOT TONGAAT (PTY) LTD
550. DAY & NIGHT INVESTIGATORS CC
552. DB THERMAL (PTY) LTD
554. DE BEERS CONSOLIDATED MINES LIMITED
556. DE HOOP STEENWERWE (EDMS) BPK
558. DE KEUR LANDGOED (EDMS) BPK
560. DE VILLIERS MANAGEMENT & SUPPORT TEAM DYNAMIX
562. DEBIS FLEET MANAGEMENT
564. DECOCRAFT A DIVISION OF PRESTIGE HOUSEWARES (PTY) LTD
566. DEGATRUM (PTY) LTD
568. DELOITTE & TOUCHE
570. DELOITTE CONSULTING (PTY) LTD
572. DELTA MOTOR CORPORATION
574. DENEYS REITZ INC.

- 505. DENNY MUSHROOMS
- 507. DEPARTEMENT VAN WELSYN
- 509. DEPARTMENT OF ECONOMIC AFFAIRS, AGRICULTURE & TOURISM
- 511. DEPARTMENT OF HEALTH
- 513. DEPARTMENT OF HEALTH & WELFARE (NORTHERN PROVINCE)
- 515. DEPARTMENT OF HOUSING AND LOCAL GOVERNMENT (NC)
- 517. DEPARTMENT OF LOCAL GOVERNMENT AND HOUSING
- 519. DEPARTMENT OF PROVINCIAL & LOCAL GOVT.
- 521. DEPARTMENT OF PUBLIC WORKS, ROADS AND TRANSPORT (FREE STATE PROVINCE)
- 523. DEPARTMENT OF TRANSPORT AND PUBLIC WORKS
- 525. DEPT OF AGRICULTURE CONSERVATION AND ENVIRONMENT
- 527. DEPT OF LABOUR
- 529. DEPT. ARTS, CULTURE, SCIENCE & TECHNOLOGY
- 531. DESTA POWER MATLA PTY LTD
- 533. DEVELOPMENT BANK OF SOUTH AFRICA
- 535. DEWCRISP (PTY) LTD
- 537. DIAMANTVELD DISTRIK COUNCIL
- 539. DIE KRANS
- 541. DIMBAZA FOUNDRIES
- 543. DIMENSION DATA I-COMMERCE
- 545. DINING IN (PTY) LTD
- 547. DISCOUNT STEEL
- 549. DIVISIONAL NAMPAK POLYFOIL
- 551. DNP CONSTRUCTION (PTY) LTD
- 553. DONAVENTA HOLDINGS
- 555. DOORCRAFT SA (PTY) LTD
- 557. DOUGLAS COLLIERY
- 559. DRANKENSBURG DC
- 561. DRIVECOR (PTY) LTD
- 563. DRS. SCHNETLER AND PARTNERS INC
- 565. DUIKER MINING LIMITED
- 567. DULUX (PTY) LIMITED
- 569. DURACELL EVEREADY A SUBSIDIARY OF GILLETTE
- 571. DURBAN CLOTHING MANUFACTURING
- 573. DURBAN DISCOUNT CARPETS T/A LEIUESTER FLOORS
- 575. DURO INDUSTRIES (PTY) LTD
- 506. DENVER QUARRIES (PTY) LTD
- 508. DEPARTMENT OF AGRICULTURE (KZN)
- 510. DEPARTMENT OF EDUCATION
- 512. DEPARTMENT OF HEALTH
- 514. DEPARTMENT OF HOUSING AND LAND ADMINISTRATION
- 516. DEPARTMENT OF JUSTICE
- 518. DEPARTMENT OF MINERALS AND ENERGY
- 520. DEPARTMENT OF PUBLIC WORKS, ROADS AND TRANSPORT (FREE STATE PROVINCE)
- 522. DEPARTMENT OF THE PREMIER
- 524. DEPT FINANCE EXPENDITURE & ECONOMIC AFFAIRS
- 526. DEPT OF HOME AFFAIRS
- 528. DEPT PUBLIC TRANSPORT
- 530. DEPT. OF TRANSPORT, ROADS A PUBLIC WORKS (NORTHERN CAPE)
- 532. DEUTSCHE BANK
- 534. DEVTRAIN (PTY) LTD
- 536. DHL INTERNATIONAL (PTY) LTD
- 538. DICK WHITTINGTON SHOES
- 540. DILOKONG CROME MINE (PTY) LTD
- 542. DIMENSION DATA COMMUNICATION SERVICES
- 544. DIMENSION DATA I-COMMERCE SERVICES
- 546. DIOCESAN COLLEGE
- 548. DISPATCH MEDIA (PTY) LTD
- 550. DIVPAC DIVISIONAL HEAD OFFICE
- 552. DOLPHIN COAST TLC
- 554. DONN PRODUCTS (PTY) LTD
- 556. DORBYL ENGINEERING HEAD OFFICE
- 558. DPI PLASTICS (PTY) LTD
- 560. DRILLCORP AFRICA (PTY) LTD
- 562. DRS TRUTER AND PARTNERS
- 564. DUFERCO STEEL PROCESSING
- 566. DUIKER MINING LIMITED IMPUNZI DIVISION (ATCOM)
- 568. DURACAB DABINETS CC
- 570. DURBAN BAG PTY LTD
- 572. DURBAN DIESELS (PTY) LTD
- 574. DURBAN OPERATIONS
- 576. DUTTON PLASTICS ENGINEERING

577. DWF ADVERTISING
579. E H WALTON PACKAGING (PTY) LTD
581. E&C CHARCOAL (PTY) LTD
583. EAGLE FURNITURE INDUSTRIES (PTY) LTD
585. EARLYBIRD FARM PTY LTD
587. EAST CAPE WIRINE
589. EAST LONDON TOMATO PACKERS
591. EASTERN CAPE DEVELOPMENT CORPORATION
593. EASTERN CAPE TOURISM BOARD
595. EASTERN METROPOLITAN LOCAL COUNCIL
597. ECOLAB (PTY) LTD
599. EDCON
601. EDENVALE /MODDERFONTEIN MLC
603. EDISON POWER CC.
605. EDWARD NATHAN & FRIEDLAND (PTY) LTD
607. ELECTRIC ELEMENTS
609. ELECTROLUX SOUTH AFRICA (PTY) LTD
611. ELGIN BROWN AND HAMER
613. ELITE INDUSTRIAL CLEANING
615. ELLIES ELECTRONICS EAST CAPE CC
617. ELLISRAS / MARAPONG TLC
619. ELWIERDA GAUTENG PROPERTY LIMITED
621. EMERSON ENERGY SYSTEMS
623. EMPANGENI TLC
625. ENGEN PETROLEUM LTD
627. ENTERPRISE FOODS (PTY) LTD
629. EPIC FOODS (PTY) LTD
631. EPOL (PTY) LTD PIETERMARITZBURG
633. EPOL (PTY) LTD ROODEPOORT
635. EQUIPMENT SPARE PARTS AFRICA (PTY) LTD
637. ERF SA PTY LTD
639. ERNEST & YOUNG
641. ESHOWE TRANSITIONAL LOCAL COUNCIL
643. ESKORT LIMITED
645. EXCLUSIVE BOOKS GROUP
647. EXPO LIQUOR LTD
578. DYAMBU OPERATIONS (PTY) LTD
580. E M PECKHAM
582. EAGLE ENGINEERING SUPPLIES TRADING AS FAG
584. EAGLE OTTAWA SOUTH AFRICA LTD
586. EAST CAPE AGRICULTURAL CO OPERATIVE LIMITED
588. EAST COAST SECURITY
590. EAST ZULU MOTORS (PTY) LTD
592. EASTERN CAPE MOTORS
594. EASTERN CHROME MINES
596. EASTERN STEELS
598. EDCO MARKETING
600. EDELS SA A DIVISION OF CONSHU LIMITED
602. EDILCON CONSTRUCTION (PTY) LTD
604. EDS SOUTH AFRICA (PTY) LTD
606. EDWARD SNELL & COMPANY LIMITED
608. ELECTRICAL PROTECTION COMPANY
610. ELECTRONIC COMMERCE & COURIER SERVICES (PTY) LTD
612. ELGIN ENGINEERING
614. ELLERINE HOLDINGS
616. ELLIOT INTERNATIONAL
618. ELRO J BRAAK PTY LTD
620. EMERALD SAFARI RESORT
622. EMMANUELS STAFFING SERVICES (PTY) LTD
624. EMSA (PTY) LTD
626. ENGINEERING MANAGEMENT SERVES
628. ENVIROSERV
630. EPOL (PTY) LTD
632. EPOL (PTY) LTD PRETORIA WEST
634. EPOL (PTY) LTD RUSTENBURG
636. ERBACON CONSTRUCTION
638. ERMELO TLC
640. ERNEST LOWE
642. ESKOM
644. EUROCOPTER SA (PTY) LTD
646. EXDIN ENGINEERING
648. EXPRESS PLANT HIRE (PTY) LTD

649. EYETHU FISHING (PTY) LTD
651. F & G PUBLIC PROTECTION SERVICES
653. FALLON EQUIPMENT
655. FAST N FRESH TRANSPORT
657. FASTPRING (PTY) LTD
659. FEARLESS SECURITY
661. FEDERAL MOGAL SEALING SYSTEM S A
663. FEDERAL MOGUL FRICTION PRODUCTS (PTY)LTD
665. FEDERATED TIMBERS CAPE TOWN
667. FEDERATED TIMBERS GEORGE
669. FEDERATED TIMBERS KEMPTON PARK
671. FEDERATED TIMBERS KNYSNA
673. FEDERATED TIMBERS MANABA BEACH
675. FEDERATED TIMBERS PARK RYNIE
677. FEDERATED TIMBERS PIETERSBURG
679. FEDERATED TIMBERS PORT ELIZABETH
681. FEDERATED TIMBERS RUSTENBURG
683. FEDERATED TIMBERS UPINGTON
685. FEDERATED TIMBERS WITBANK
687. FEDMIS PHALABORWA (PTY) LTD
689. FEMISTA (PTY) LTD
691. FERROMETALS DIVISION
693. FFE MINERALS SA PTY LTD
695. FIDELITY CASH MANAGEMENT SERVICES
697. FIELDMARKETING GROUP (PTY) LTD
699. FILPRO (PTY)LTD
701. FINESSE GROUP
703. FINLAR FOODS (PTY) LTD
705. FJE LABOUR SUPPLIERS AND SERVICES CC
707. FLEMING MARTIN SECURITIES LTD
709. FLEXOPRINT (PTY) LIMITED
711. FLINT CONSTRUCTION
713. FMC
715. FOCUS RETAIL SERVICES (PTY) LTD
717. FOODCORP (PTY) LIMITRD
719. FORM-SCAFF, A DIVISION OF HUNTS MANUFACTURERS CO. (PTY) LTD
720. FORWARD INFRA(PTY) LTD
721. EZAHHENI OPERATIONS
722. FH CHAMBER LAIN TRADING (PTY)LTD
723. FASHAF (PTY) LTD
724. FASTFLOOR SYSTEMS (PTY) LTD
725. FATTI'S & MONI'S
726. FEDERAL MARINE
727. FEDERAL MOGUL
728. FEDERAL MOGUL IGNITION
729. FEDERATED TIMBERS CAPE TOWN
730. FEDERATED TIMBERS HILLCREST
731. FEDERATED TIMBERS KENWYN
732. FEDERATED TIMBERS KOKSTAD
733. FEDERATED TIMBERS PAARL
734. FEDERATED TIMBERS PIETERMARITZBURG
735. FEDERATED TIMBERS PINETOWN
736. FEDERATED TIMBERS PORT SHEPSTONE
737. FEDERATED TIMBERS SOMERSET WEST
738. FEDERATED TIMBERS VREDENBURG
739. FEDGAS (PTY) LTD
740. FELTEX LIMITED
741. FERALLOYS LIMITED
742. FFE MINERALS BUFFALO (PTY) LTD
743. FFS (PTY) LTD
744. FIDELITY CLEANING SERVICES (PTY) LTD
745. FIFERS BAKERY
746. FINE CHEMICALS CORPORATION
747. FINEWOOD VENEERS (PTY)LTD
748. FISH RIVER SUN
749. FLEMING ASSET MANAGEMENT SA LIMITED
750. FLEX O THENE PLASTICS (PTY)LTD
751. FLIGHT CENTRE LIMITED
752. FLUOR DANIEL SA (PTY) LTD
753. FOCHVILLE TRANSITIONAL LOCAL COUNCIL
754. FOODCAN (A DIV OF CROWN NAMPAK (PTY) LTD
755. FOODWORLD GROUP
756. FORWARD INFRA(PTY) LTD

721. FOURIES POULTRY FARM (PTY) LTD
723. FRAME TEXTILE CORPORATION LTD
725. FRASER FYFE (PTY) LTD
727. FREE STATE DEPARTMENT OF HEALTH
729. FREIGHTMAX (PTY) LTD
731. FREY'S FARMS (PTY) LTD
733. FUCHS ELECTRONICS (PTY) LTD
735. FUTURA FOOTWEAR LIMITED
737. FUTURE PETROLEUM PTY LTD
739. G P HARDING + ASSOCIATES (PTY) LTD
741. G. U. D. FILTERS (PTY) LTD
743. GALLO AFRICA LIMITED
745. GAUTENG DEPARTMENT OF HOUSING
747. GB ENGINEERING (PTY) LTD
749. GEARINGS FOUNDRY
751. GEEST SA
753. GENERAL OPTICAL CO LTD
755. GENSEC
757. GEOLUX (PTY) LTD
759. GETRONICS SOUTH AFRICA (PTY) LTD
761. GILBARCO AFRICA SALES AND SERVICE
763. GIRAFFE CLOTHING CC
765. GIURICICH BROS (PTY) LTD
767. GLENMORE TEXTILE (PTY) LTD
769. GLOBAL CLEANING SERVICES (PTY) LTD
771. GLOBAL ROOFING SOLUTIONS
773. GLOBE ENGINEERING WORKS (PTY) LTD
775. GOLD FIELDS LIMITED
777. GOLDFIELDS TRUCKING (PTY) LTD
779. GOODHOPE SALES (CAPE) CC
781. GOTHIC CONSTRUCTION C C
783. GOVERNMENT PRINTING WORKS
785. GRAHAMSTOWN TLC
787. GRANT THORNTON KESSEL FEINSTEIN
789. GRAY SECURITY SERVICES LTD
791. GREATER BENONI CITY COUNCIL
722. FRAISER F.ALEXANDER TAILINGS (PTY) LTD
724. FRASER ALEXANDER CONSTRUCTION
726. FREDDY HIRSCH
728. FREE STATE DEV. CORPORATION
730. FRESHMARK (PTY) LTD
732. FRY'S METALS (PTY) LTD
734. FULLER VECOR (PTY) LTD
736. FUTURE MINING
738. G & W BASE & INDUSTRIAL MINERALS
740. G. FOX & CO. (PTY) LTD
742. GALISON MANUFACTURING (PTY) LTD
744. GATE STREET CLOTHING
746. GAUTENG GOVERNMENT
748. GEARHOUSE SOUTH AFRICA (PTY) LTD
750. GEELHOOTVLEI TIMBERS CC
752. GELVENOR TEXTILES
754. GENREC ENGINEERING (PTY) LTD
756. GENSEC PROPERTY SERVICES
758. GESTETNER (PTY) LTD
760. GIBB AFRICA (PTY) LTD
762. GILLETTE GROUP
764. GIRDER NACO (2000) (PTY) LTD
766. GLAXO WELLCOME SOUTH AFRICA
768. GLENRAND M.I.B
770. GLOBAL RESORTS S.A. (PTY) LTD
772. GLOBAL VILLAGE LEISURE RETAIL (PTY) LTD
774. GOLD FIELDS
776. GOLDEN ARROW BUS SERVICES (PTY) LTD
778. GOLF DATA C.C
780. GOSCOR
782. GOUDVELD WATER
784. GPMC
786. GRANT ANDREWS
788. GRAVELOTTIE MINES
790. GREAT BRAK TIMBER PROCESSORS PTY LTD
792. GREATER GERMISTON COUNCIL

793. GREATER JOHANNESBURG METROPOLITAN COUNCIL
795. GREATER NELSPRUIT UTILITY
797. GREEN VALLEY NUTS DIVISION OF IDC OF SA LTD
799. GRESCO SOUTH AFRICA (PTY) LTD
801. GRINAKER CONSTRUCTION LIMITED
803. GRINDROD SHIPS AGENCIES
805. GROEP 91 UITVOER (EDMS) BPK
807. GROUP FIVE BUILDING EAST (PTY) LTD
809. GROUP FIVE BUILDING SOUTH (PTY) LTD
811. GROUP FIVE CIVILS HOLDINGS (PTY) LTD
813. GROUP FIVE CORPORATE AND BUSINESS SERVICES
815. GROUP FIVE PIPE
817. GROUP FIVE ROADS AFRICA (PTY) LTD
819. GUARD ASSIGNMENT
821. GULF AGENCY COMPANY
823. H L HALL SONS TIMBER (PTY)LTD
825. HADECO (PTY)LTD
827. HAPPI PLASTIC (PTY) LTD
829. HARMONY CATERERS (PTY) LTD
831. HARTBESPOORT LOCAL COUNCIL
833. HARVEY ROOFING PRODUCTS (PTY) LTD
835. HAW & INGLIS (PTY) LTD
837. HEALTH & HYGIENE SERVICES
839. HEAVY TPT TRADING AS IMPERIAL CARGO
841. HELLA SOUTH AFRICAN (PTY)LTD
843. HENDLER & HART A DIVISION OF H & H INDUSTRY (PTY)LTD
845. HENKEL S.A. (PTY) LTD
847. HERNIC FERROCHROME (PTY) LTD
849. HEWLETT PACKARD SOUTH AFRICA
851. HI TECH AUTOMOTIVE (PTY)LTD
853. HI- TECH SPORT DISTRIBUTION (PTY)LTD
855. HIGHLANDS HOUSE
857. HILLSIDE ALUMINIUM
859. HITACHI CONSTRUCTION MACHINERY SOUTHERN AFRICA CO. LTD
861. HOECHST SOUTH AFRICA (PTY)LTD
863. HOLLARD INSURANCE GROUP
794. GREATER NABOOMSPRUIT
796. GREEN CROSS MANUFACTURERS (PTY) LTD
798. GREEN'S GREENS
800. GREY APPOINTMENTS (PTY) LTD
802. GRINDROD (PTY)LTD SHIPS AGENCIES DIVISION
804. GRINTEK GROUP LTD
806. GROUP 85 HOLDINGS (PTY) LTD
808. GROUP FIVE BUILDING NORTH
810. GROUP FIVE CIVILS (PTY) LTD
812. GROUP FIVE CIVILS SA (PTY) LTD
814. GROUP FIVE HOUSING & PROJECTS
816. GROUP FIVE PROJECTS (PTY) LTD
818. GROUP FIVE ROADS NORTH (PTY) LTD
820. GUARD THREE SECURITY
822. GWK BEPEK
824. HACKLEWOOD HILL COUNTRY HOUSE TR LOMBARD
826. HALCYON HOTEL
828. HARCOUT HOLDINGS (PTY)LTD
830. HARMONY GOLD MINING CO LTD
832. HARTEBEESTFONTEIN DIVISION
834. HARVEYS REFINISH (PTY) LTD
836. HAWKER SIDDELEY SWITCHGEAR
838. HEALTH AND SOC SERVICES
840. HELDERBERG MUNICIPALITY
842. HELLMANN WORLDWIDE LOGISTICS (PTY) LTD
844. HENHOUSE CC
846. HERFSMED KLINIEK
848. HESTO HARNESSSES (PTY)LTD
850. HI - FI CORPORATION
852. HI TECH INKS (PTY)LIMITED
854. HI-MAUR LABELLING SYSTEMS (PTY) LTD
856. HIGHVELD MUSHROOMS (PTY) LTD
858. HILTON SANDTON
860. HOBOGRO CC
862. HOVELD MEDI CLINIC
864. HOLLEY BROTHERS (PTY) LTD

865. HOME WAREHOUSE (PTY) LTD
867. HONEYWELL S.A.
869. HOPEWELL FOOTWEAR DIVISION (PTY) LTD
871. HOTEL TEMP (PTY) LTD
873. HOUERS KOOPERATIEF BEPERK
875. HOUT BAY FISHING INDUSTRIES
877. HSBC INVESTMRNT SA (PTY)LTD
879. HUBCO FORGINGS SA (PTY)LTD
881. HULETT ALUMINIUM (PTY) LTD
883. HUNTSMAN TIOXIDE
885. HYDROMED WELKOM MEDICLINIC
887. HYTEC HOLDINGS (PTY) LTD
889. I-NET BRIDGE PTY LTD
891. IBM SOUTH-AFRICA (PTY) LTD
893. IDASA
895. IGOLIDE HEALTH NETWORK
897. Ilinge MACDONALD CONSTRUCTION
899. ILS CONSULTING (PTY)LTD
901. IMPALA PLATINUM LIMITED
903. IMPERIAL BANK LIMITED
905. IMPERIAL MOTORS (PTY) LTD
907. IMPROVAIR, GAUTENG
909. IMX OUTSOURCING & SYSTEMS
911. INCREDIBLE CONNECTION (PTY) LTD
913. INDEPENDENT DEVELOPMENT TRUST
915. INDEPENDENT NEWSPAPERS (PTY) LTD
917. INDEPENDENT NEWSPAPERS KWAZULU NATAL
919. INDUSTRIAL DEVELOPMENT CORPORATION
921. INFLUENCE CLOTHING MANUFACTURING CC
923. INNER WEST CITY COUNCIL
925. INTER-WASTE (PTY) LTD
927. INTERACTIVE TUTOR (PTY) LTD
929. INTERJET MAINTANANCE
931. INTERNASIONAL HEALTHCARE DISTRIBUTION
933. INTERNATIONAL CENTRE FOR MNGT DEVELOPMENT
935. INTERNATIONAL TRIMMINGS (SA) (PTY) LTD
866. HOMECHOICE (PTY) LTD
868. HOOGLAND MEDI CLINIC
870. HOTAZEL MANGANESE MINES
872. HOUDINI LOCKSMITHS
874. HOUSE OF MONATIC
876. HOWICK T L C
878. HT GROUP (PTY) LTD
880. HUDACO FRICTION
882. HUMAN SCIENCES RESEARCH COUNCIL
884. HYDRA ARC (PTY) LTD
886. HYGROTECH SEED (PTY) LTD
888. I FUSION HOLDINGS
890. I.E. LOURENS WELGELEGEN LANDGOED
892. ICASA - BROADCASTING
894. IEMAS (CO-OP) LIMITED
896. ILIAD AFRICA TRADING (PTY) LTD
898. ILLOVO SUGAR LIMITED
900. IMIBALA (PTY) LTD
902. IMPERAIL GROUP MULTI -FRANCHISE DIVISION
904. IMPERIAL CAR RENTAL
906. IMPERIAL PANEL SHOPS
908. IMVELLO DRUM (PTY) LTD
910. INCE (PTY) LTD
912. INDEPENDANT COMPLAINTS DIRECTORATE
914. INDEPENDENT LIQUORS
916. INDEPENDENT NEWSPAPERS CAPE
918. INDUSTEX HOLDINGS (PTY) LTD
920. INTERNATIONAL PAINT (PTY) LTD
922. INFORMATION TRUST CORPORATION
924. INSTITUTE FOR THE BLIND
926. INTERACTION MARKET SERVICES (PTY) LTD AND ABILITY BROKERS (PTY) LTD
928. INTERBRAND (PTY) LTD
930. INTERNASIONAL COMPUTERS (SA) (PTY) LTD
932. INTERNASIONAL TRANSPORT CORPORATION
934. INTERNATIONAL COLLEGES GROUP
936. INTEROC (PTY) LTD

937. INTERPAK (TRESSO TRADING) (PTY) LTD
939. INTERPARK BOOKS
941. INTERTOLL AFRICA
943. INVESTEC BANK LTD
945. IPELEGENG TRANSPORT
947. IRVIN & JOHNSON LTD
949. ISIS INFORMATION SYSTEMS (PTY) LTD
951. ITALTILE CERAMICS LIMITED
953. J&M CLEANING
955. JACQUES HAU (PTY) LTD
957. JDG TRADING (PTY) LTD
959. JHB RC MISSION SCHOOL
961. JOES LABOUR HIRE
963. JOHANNESBURG STOCK EXCHANGE
965. JOHN CRANE (PTY) LTD
967. JOHN WHITTLE COMPONENTS (PTY) LTD
969. JOHNSON & JOHNSON (PTY) LTD
971. JOHNSON MATTHEY (PTY) LTD
973. JORDAN & COMPANY
975. JOY MINING MACHINERY
977. JUNIOR COLLEGE
979. JUNK MAIL PUBLISHING (PTY) LTD
981. JUSTINE-AVON
983. K MANNING ENTERPRISES
985. K W V SA (PTY)LTD
987. KAEFER THERMAL CONTRACTING SERVICES (PTY) LTD
989. KAIMANSGAT BOERDERY
991. KARAN BEEF (PTY) LTD
993. KAROO ORANJE LANDBOU KOOPERA
995. KATHU MUNICIPALITY
997. KATUSHYA SECURITY
999. KEITH FLEMING (PTY) LTD
1001. KENBAY (PTY) LTD
1003. KENRIDGE HOSPITAL
1005. KERTUCKY FARMS (PTY)LTD
1007. KEY MOTOR GROUP (PTY) LTD
938. INTERPARK (SA) (PTY) LTD
940. INTERSTATE BUS LINES (PTY) LTD
942. INTRAMED (PTY) LTD
944. IOCORE (PTY) LTD
946. IQ HEALTH (PTY) LTD
948. IRVIN & JOHNSON
950. IST HOLDINGS
952. J VAN DER SLUYS (PTY)LTD
954. J. BAROIR + SONS
956. JANSSEN-CILAG SOUTH AFRICA
958. JEFFARES & GREEN INC
960. JJ STEYN & SEUNS
962. JOHANNESBURG CHILD WELFARE SOCIETY
964. JOHN CRAIG GROUP LIMITED
966. JOHN THOMPSON AFRICA
968. JOHNSON & JOHNSON
970. JOHNSON CONTROLS AUTOMOTIVE TRIM
972. JOMELE PERSONNEL CONSULTANTS
974. JOST SOUTH AFRICA (PTY) LTD
976. JUNGLE OATS COMPANY
978. JUNIOR FLAIR (PTY) LTD
980. JURGENS CI (PTY) LTD
982. K K CLOTHING (PTY)LTD
984. K W V INTERNATIONAL
986. K. K. ENGINEERING (PTY) LTD
988. KAGISO BM PRINTING
990. KANGASLING CC
992. KARAN BEEF- FEEDLOT
994. KATBERG HOTEL (PTY) LTD
996. KATRIVER CITRUS COOPT
998. KAYMAC INDUSTRIES
1000. KELLOGG CO. OF SA (PTY) LTD
1002. KENFIL - STRONGBOW (PTY)LTD
1004. KENTOCKY FARM (PTY)LTD
1006. KERUCO FOODS CC
1008. KIMBERLEY ENGINEERING WORKS

1009. KIMBERLEY-CLARK OF SA (PTY) LTD
1011. KIRCHMANN HURRY INVESTMENTS (CONSTRUCTION) LIMITED
1013. KITE LOGISTICS (PTY) LTD
1015. KLEIN KAROO MEDI CLINIC
1017. KLIK LANDBOU BEPERK
1019. KNIGHTWATCH SECURITY
1021. KNYSNA MUNICIPALITY
1023. KOHLER'S GARAGE
1025. KOKWETU TRADING (PTY) LTD
1027. KOLOSUS FOOD TECHNOLOGIES LTD
1029. KOPANO HEALTHCARE
1031. KREDITINFORM (PTY) LTD
1033. KROMBERG & SCHUBERT
1035. KROMVLEI ESTATES CC
1037. KSB PUMPS (PTY) LTD
1039. KURUMAN MUNICIPALITY
1041. KWANYASWA CLOTHING (PTY) LTD
1043. KWAZULU TRANSPORT (PTY) LTD
1045. KWIKSPACE HOLDINGS (PTY) LTD
1047. KYNOCHEM (PTY) LTD
1049. L A COZENS T/A COZENS PERSONNEL
1051. L H LATEGAN (PTY) LTD
1053. L.A. CRUSHERS
1055. LABOUR SERVICES (PTY) LTD
1057. LACRETE CONSTRUCTION (PTY) LTD
1059. LADYSMITH KO-OPERATIEWE WYNMAKERY
1061. LADYSMITH/EMNAMBITHI LOCAL COUNCIL
1063. LAEVELD KORPORATIEWE BELEGGINGS BPK.
1065. LAMBERET SA (PTY) LTD
1067. LAMPRECHT CLINIC
1069. LANDMARK CONSTRUCTION PTY LTD
1071. LANKO LTD
1073. LASHER TOOLS
1075. LEAF TECHNOLOGIES
1077. LEAR ROSSLYN (PTY) LTD
1079. LEGAL AID BOARD
1010. KINESIS LOGISTICS
1012. KIRSTEN - THOMPSON CC T/A NASHUA EAST LONDON
1014. KLEIN KAROO DISTRICT COUNCIL
1016. KLERKSDORP CITY COUNCIL
1018. KNIGHT CELLULAR COMMUNICATIONS AND SECURITY
1020. KNOWLES SUPER SPAR
1022. KOHLER PACKAGING LTD
1024. KOK + GOLACH (PTY) LTD
1026. KOLOK (PTY) LTD
1028. KOMATSU SOUTHERN AFRICA (PTY) LTD
1030. KPMG
1032. KRIEG DELWERY
1034. KROMHOUT TRUST
1036. KRUPP ENGINEERING (PTY) LTD
1038. KULU SNACKS
1040. KWA DUKUZA TLC
1042. KWAZULU SHOE CO
1044. KWAZULU-NATAL DEPARTMENT OF EDUCATION AND CULTURE
1046. KYNOCH FEEDS (PTY) LTD
1048. KZNPA WORKS
1050. L GROMER (PTY) LTD
1052. L. C. PLASTIC (PTY) LTD
1054. L.A. LOURENS TURFBULT EDMS BPK
1056. LABOUR SUPPLY CHAIN
1058. LADYBRAND MUNICIPALITY
1060. LADYSMITH LEATHERS
1062. LAEVELD CITRUS (PTY) LTD
1064. LAKE SMIT AND PARTNERS INC.
1066. LAMINATED & COATED PRODUCTS
1068. LANDMARK CLEANING SERVICES CC
1070. LANGEBERG FOOD HOLDINGS (LFP)
1072. LASHER TOOLS
1074. LASHER TOOLS
1076. LEAR CORPORATION
1078. LEEUWFontein MYNE
1080. LEGAL EXPENSES INSURANCE SA LIMITED

1081. LEGEND SECURITY
1083. LENMED CLINIC
1085. LEPELLE NORTHERN WATER
1087. LETABAKOP PLASE (PTY) LTD
1089. LEWIS STORES (PTY)LTD
1091. LIBERTY GROUP
1093. LIFECARE SPECIAL HEALTH SERV.
1095. LINDSAY SAKER CENTRAL GAUTENG A
DIVISION OF IMPERIAL GROUP (PTY) LTD
1097. LINDUMN TOOL WORKS (PTY) LTD
1099. LOCAL COUNCIL STANDERTON
1101. LOG TEK
1103. LOGISTICS ANS DISTRIBUTION SOLUTIONS
(PTY) LTD
1105. LONG DISTANCE CAPE
1107. LONMIN PLATINUM
1109. LOTTERY FIELDMARKETING PTY.LTD
1111. LOUIS LEIPOLDT HOSPITAL
1113. LPI MINING PTY LTD
1115. LUK AFRICA (PTY) LTD
1117. LUTZVILLE VINEYARDS LTD
1119. LW VAN REENEN T/A BEEFMASTER
1121. M & D CATERING DISTRIBUTION (PTY) LTD
1123. M & R FOUNDERIES LIMITED
1125. M WEB HOLDINGS LIMITED
1127. M&R FOUNDRIES LIMITED
1129. MACADAMS MANUFACTURING
1131. MACPHAIL (PTY) LTD
1133. MACSTEEL INTERIOR SYSTEMS (PTY) LTD
1135. MACSTEEL TRADING (PTY)LTD
1137. MAGALIES PARK RESORT MANAGERS
1139. MAHELA BOERDERY
1141. MAKESHIFT (PTY)LTD
1143. MAKSAL TUBES (PTY) LTD
1145. MALELANE GARAGE (EDMS) BPK
1147. MALMESBURY TRANSITIONAL COUNCIL
1149. MANDINI TDA CO (PTY) LTD
1151. MANGOSUTHU TECHNIKON
1082. LEMFODER SA
1084. LEONI (SOUTH AFRICA) (PTY) LTD,
UITENHAGE PLANT
1086. LET CONSTRUCTION (PTY) LTD
1088. LEVI STRAVSS SA (PTY)LTD
1090. LH MARTHINUSEN DURBAN
1092. LIBRA BATHROOMWARE EXPORT (PTY)
1094. LILIMET KITCHENS
1096. LINDSAY SAKER EAST
1098. LITHOSAVER PINETOWN PTY LTD
1100. LOFTYS CONSTRUCTION (PTY) LTD
1102. LOGICAL NETWORK SERVICES PTY LTD
1104. LOLITA CLOTHING CO (PTY) LTD
1106. LONG DISTANCE LOGISTICS
1108. LORDSHIP TRADING ENTERPRISES (PTY)LTD
1110. LOTUS 2000
1112. LOUIS TRICHARDT MUNICIPALITY
1114. LTA LIMITED
1116. LUOMO-ATLANTIS
1118. LUX VERBI BM
1120. LYTTLETON DOLOMITE (PTY) LTD
1122. M & P MINING CONSULTANTS (PTY)LTD
1124. M CUBED CAPITAL LIMITED
1126. M&IC DISTRIBUTORS (PTY) LTD
1128. M.J. LOURENS
1130. MACDONALD'S TRANSPORT UPINGTON
(PTY) LTD
1132. MACROBERT INCORPORATED
1134. MACSTEEL ROOFING
1136. MACSTEEL TUBE & PIPE
1138. MAGALIES WATER
1140. MAIN INDUSTRIES (PTY) LTD
1142. MAKRO SA
1144. MALANSEUNS PLEASURE PLANTS
1146. MALESELA TECHNOLOGIES (PTY) LTD
1148. MAN TRUCK & BUS SA (PTY)LTD
1150. MANGANESE METAL COMPANY (PTY) LTD
1152. MANHATTAN HOTEL

1153. MANICA AFRICA (PTY)LTD
1155. MARBURG MANUF. (PTY) LTD
1157. MARINERS WHARF (PTY) LTD
1159. MARLIM (PTY) LTD
1161. MARRIOTT TRUST (PTY) LTD
1163. MARSHALLS GROUP LTD
1165. MARTIN JOUBERT T/A WOLFPAC SALES AND MERCHANDISING
1167. MASKEW MILLER LONGMAN
1169. MASS DISCOUNTERS
1171. MATROLAB PTY LTD
1173. MAXMORE (DIVISION OF NINIAN & LESTER (PTY) LTD
1175. MCCORD HOSPITAL
1177. MCGREGOR KOOP WYNKELDER
1179. MEATLANDS LTD
1181. MEDICAL STAFFING ASSIGNMENT BUREAU PTY LTD
1183. MEDIHELP
1185. MEDITERANEAN SHIPPING CO.
1187. MEDLAB (PTY) LTD
1189. MELISSAS THE FOOD SHOP
1191. MELLOR MANAGEMENT COMPANY
1193. MERCANTILE BANK LIMITED
1195. MERCURIUS MOTORS
1197. MESHCAPE INDUSTRIES (PTY) LTD
1199. MESSINA DAIMONDS (PTY) LTD
1201. METAL BOX SA LIMITED TRADING
1203. METCASH TRADING LTD
1205. METROFILE GROUP
1207. MHB BOERDERY (EDMS)BPK
1209. MICHAELHOUSE
1211. MICOR FREIGHT SERVICES
1213. MICROSOFT SA (PTY)LTD
1215. MIDBAY MOTORS (PTY) LTD
1217. MIDDELBURG MINE SERVICES (PTY) LTD
1219. MIDI TV (PTY) LTD
1221. MIDRAND CAMPUS (PTY) LTD
1223. MILADY'S
1154. MARANDA MINING CO. (PTY) LTD
1156. MARGATE TLC
1158. MARLEY (SA) (PTY) LTD (CONSOLIDATED)
1160. MARLIN CORPORATION LIMITED
1162. MARSH SA (PTY)LTD
1164. MARTIN JOHNSON (PTY)LTD
1166. MASANA LIMITED
1168. MASONITE AFRICA LTD
1170. MATHER & PLATT SA (PTY)LTD
1172. MATT ZONDAGH LANDGOED BK
1174. MCCARTHY MOTOR HOLDINGS
1176. MCG INDUSTRIES
1178. MCKINSEY INCORPORATED
1180. MEDI CLINIC LIMITED
1182. MEDICINE CHAIN MANAGEMENT COMPANY (PTY) LTD
1184. MEDIKREDIT INTEGRATED HEALTHCARE SOLUTIONS (PTY) LTD
1186. MEDITERRANEAN TEXTILE MILLS (PTY)LIMITED
1188. MEGAPAK
1190. MELLO MINING SUPPLIES
1192. MENTONE CLOTHING
1194. MERCHANTS SA (PTY) LTD
1196. MERRILL LYNCH SOUTH AFRICA (PTY) LTD
1198. MESSINA ASS. CARRIERS BEPERK
1200. MESSINA VERPAKKINGS (PTY)LTD
1202. METALLURGICAL DESIGN & MANAGEMENT (PTY) LTD
1204. METHODIST HOME FOR THE AGED
1206. METROPOLITAN LIFE
1208. MIBFA SECTION 21
1210. MICHELLE FOOTWEAR
1212. MICRO PRESS TOOL (PTY) LTD
1214. MIDAS LTD T/A GENIUNE PARTS (PTY) LTD
1216. MIDDELBURG FERRCHROME
1218. MIDDELBURG TLC
1220. MIDMED HOSPITAL
1222. MIDVAAL PRIVAAT HOSPITAL (PTY) LTD
1224. MILOC HOLDINGS LTD

1225. MIMS (A DIVISION OF TML)
1227. MINOLCO (PTY) LTD
1229. MIS ENGINEERING (PTY) LTD
1231. MKTV TOBACCO LIMITED
1233. MOBIL OIL S.A. (PTY) LTD
1235. MOMENTUM ADVISORY SERVICES (PTY) LTD
1237. MOMENTUM GROUP
1239. MONDI LIMITED
1241. MONOWELD GALVANISERS
1243. MONTEITH TRUST
1245. MOORREESBURGSE KORINGBOERE
1247. MORESPORT (PTY) LTD
1249. MORNINGSIDE MEDI CLINIC
1251. MORULA SUN HOTEL AND GAMING
1253. MOSSOP-WESTERN LEATHERS
1255. MOVIE CAMERA COMPANY
1257. MPUMALANGA GOVERNMENT
1259. MR PRICE HOME
1261. MSA (AFRICA) PTY
1263. MTN (PTY) LTD MTEL (PTY) LTD
1265. MULTICHOICE AFRICA (PTY) LTD
1267. MULTOTEC WEAR LININGS (PTY) LTD
1269. MUNICIPALITY DE AAR
1271. MURRAY & ROBERTS CAPE LTD
1273. MURRAY & ROBERTS EASTERN CAPE (PTY) LTD
1275. MURRAY ROBERTS CIVILS (PTY) LTD
1277. MUTUAL & FEDERAL INSURANCE CO. LTD
1279. N.L.K. BEPERK
1281. NACS
1283. NALCO CHEMSERVE (PTY) LTD
1285. NALEDI MINING SERVICES (PTY) LTD
1287. NAMPAK CORRUGATED
1289. NAMPAK SACKS
1291. NASHUA CAPE TOWN
1293. NATAL PORTLAND CEMENT
1295. NATAL SHARKS BOARD
1226. MINACO GRANITE & MARBLE LTD
1228. MINTEK
1230. MISTER SWEET (PTY) LTD
1232. MMABANA CULTURAL FOUNDATION
1234. MOLTON BROS.
1236. MOMENTUM EMPLOYEE BENEFITS
1238. MOMENTUM WEALTH
1240. MONEY WISE ELITE BRANCHES (PTY) LTD
1242. MONSANTO SA (PTY) LTD
1244. MOORDDRIFT DAIRY
1246. MORELAND DEVELOPMENTS
1248. MORKELS
1250. MORRIS MATERIAL HANDLING
1252. MOSSEL BAY MUNICIPALITY
1254. MOTORVIA
1256. MPF MANAGEMENT SERVICES
1258. MPUMALANGA PARKS BOARD
1260. MS TRUST T/A MAGNETIC STORM
1262. MSD (PTY) LTD
1264. MUCH ASPHALT (PTY) LTD
1266. MULTICHOICE AFRICA (PTY) LTD
1268. MULTOTEC WEAR LININGS (PTY) LTD
1270. MUNICIPALITY WOLMARANSSTAD
1272. MURRAY & ROBERTS BUILDINGS (PTY) LTD
1274. MURRAY & ROBERTS GILLIS-MASON (PTY) LTD
1276. MUSTEK LIMITED
1278. MUTUAL CONSTRUCTION CO.
1280. NABISCO SA
1282. NADKIM CLOTHING C.C.
1284. NALEDI METALS (PTY) LTD
1286. NAMAKWA SANDS
1288. NAMPAK PRODUCTS (PTY) LTD T/A PETERS PAPERS
1290. NAMPAK TISSUE (PTY) LTD
1292. NATAL BLOOD TRANSFUSION SERVICE
1294. NATAL SERVICES HOMES
1296. NATAL TRUST FARMS (PTY) LTD

1297. NATAL WHOLESALE CHEMISTS
1299. NATIONAL BOTANICAL INSTITUTE
1301. NATIONAL BRANDS LTD
1303. NATIONAL DEPARTMENT OF AGRICULTURE
1305. NATIONAL DEPARTMENT OF HOUSING
1307. NATIONAL DEPARTMENT OF TRANSPORT
1309. NATIONAL NETWORK TRANSPORT
1311. NATIONAL SCRAP METAL
1313. NATIONAL TRADING COMPANY WADEVILLE
1315. NATIONWIDE AIRLINES (PTY) LTD
1317. NATURE CONSERVATION SERVICE
1319. NAVADA CLOTHING MANUFACTURERS (PTY) LTD
1321. NCT FORESTRY COOP LTD
1323. NECSA
1325. NEI TRANSFORMERS
1327. NELSPRUIT MEDI-CLINIC
1329. NESBIT & HOPWOOD CC
1331. NETSTAR
1333. NEW AGE BEVERAGES LIMITED
1335. NEW VAAL MOTORS
1337. NEWCASTLE LOCAL COUNCIL
1339. NEWCLIP MEDIA MONITORING
1341. NGSE (PTY) LTD
1343. NIKE SOUTH AFRICA
1345. NINIAN & L ESTER (PTY) LTD
1347. NISSAN S.A. (PTY) LTD
1349. NORDBERG (PTY) LTD
1351. NORDBERG (PTY) LTD
1353. NORTH EAST CAPE FOREST
1355. NORTH WEST HOUSING CORPORATION
1357. NORTH-WEST WATER SUPPLY
1359. NORTHERN PROVINCE DEP OF HEALTH AND WELFARE
1361. NORTHERN RADIOLOGY TRUST
1363. NOVA CLOTHING (PTY) LTD
1365. NOVARTIS S A (PTY) LTD
1367. NSA SECURITY SERVICES
1298. NATIONAL AIRWAYS CORPORATION (PTY)LTD
1300. NATIONAL BRANDS LIMITED
1302. NATIONAL CONVERTER INDUSTRIE
1304. NATIONAL DEPARTMENT OF ENVIROMENTAL (PRETORIA)
1306. NATIONAL DEPARTMENT OF PUBLIC WORKS
1308. NATIONAL HOUSE KEEPING BUREAU
1310. NATIONAL OCCUPATIONAL SAFETY ASSOSIATION
1312. NATIONAL SHAVING PRODUCTS (PTY) LTD
1314. NATIONAL ZOOLOGICAL GARDENS OF SOUTH AFRICA
1316. NATREF
1318. NAUTILUS MARINE (PTY) LTD
1320. NC DEPT OF EDUCATION
1322. NEBCO
1324. NEDCOR INVESTMENT BANK LIMITED
1326. NEIL MULLER CONSTRUCTION (PTY) LTD
1328. NEMPAC SERVICES (PTY) LTD
1330. NESTLE (SOUTH AFRICA) (PTY) LIMITED
1332. NETTEX (PTY) LTD
1334. NEW UNITED PHARMACEUTICAL DISTRIBUTORS PTY LTD
1336. NEWCASTLE DIAMOND CUTTING WORKS (PTY) LTD
1338. NEWCASTLE PRIVATE HOSPITAL
1340. NEWINGTON TIMBER CO. LTD
1342. NIGHT HAWK SECURITIES CC T/A ET
1344. NINHAM SHAND CONSULTING ENGINEERS
1346. NIRAN MANUFACTURING (PTY) LTD
1348. NMS & R&D
1350. NORDBERG (PTY) LTD
1352. NORMANS TRANSPORT
1354. NORTH SAFETY PRODUCTS (PTY) LTD
1356. NORTH WEST PROV.
1358. NORTHERN CRIME SECURITY
1360. NORTHERN PROVINCE DEPARTMENT OF PUBLIC WORKS
1362. NOTHERN FREE STATE DISTRICT COUNCIL
1364. NOVAGROUP (PTY) LTD
1366. NPC (ELECTRONICS) LTD TRADING AS PANASONIC S.A.
1368. NTE CO-OPERATIVE LTD

1369. NTINGWE TEA ESTATE
1371. NU-WORLD INDUSTRIES
1373. NUTRITIONAL FOODS (PTY) LTD
1375. NWK LIMITED
1377. OAK VALLEY ESTATES
1379. OCONBRIK MANUFACTURING (PTY) LTD
1381. OFFICE OF THE AUDITOR GENERAL
1383. OFFICE OF THE PREMIER FREE STATE
1385. OGILVY & MATHER RIGHTFORDS (CAPE)
1387. OGILVY & MATHER RIGHTFORDS (GAUTENG)
1389. OKAPI S.A. (PTY) LTD
1391. OLD MUTUAL SOUTH AFRICA
1393. OMNIA GROUP LTD
1395. OOS VRYSTAAT KAAP BEDRYF BEPERK
1397. ORACLE CORPORATION (SA)
1399. ORANJERIVIER WYNKELDERS KOOP BPK
1401. OUDSHOORN MUNICIPALITY
1403. OUTSURANCE INSURANCE COMPANY LTD
1405. P&O GRINDROD LOGISTICS (PTY) LTD
1407. P.J.P. SECURITY CC
1409. PAARL MEDI-CLINIC
1411. PAARL POST WEB PRINTERS
1413. PADCA
1415. PAN AFRICAN SHOPFITTEES (PTY) LTD
1417. PARADIGM CAPITAL HOLDINGS LIMITED
1419. PARMALAT
1421. PATLEYS (PTY)LTD
1423. PAUL VIVALDI FASHIONS (PTY) LTD
1425. PEARLMAN (PTY)LTD
1427. PENINSULA BEVERAGE CO (PTY)LTD
1429. PENTAGON CAPITAL MANAGEMENT SERVICES (PTY)LTD
1431. PEP CLOTHING
1433. PERMOSEAL (PTY) LTD
1435. PFG BUILDING GLASS (PTY)LTD
1437. PG BISON
1439. PHARMA NATURA PTY LTD
1370. NU NIZAMS (PTY) LTD
1372. NUCLEAR CORPORATE FURNITURE
1374. NUWE BOERDERY (EDMS) BPK
1376. O C S CLEANING (PTY) LTD
1378. OCEANA FISHING DIVISION PTY LTD
1380. ODENDAALSRUS
1382. OFFICE OF THE PREMIER NORTHERN PROVINCE
1384. OFFICE OF THE PREMIER (GAUTENG PROVINCIAL GOVERNMENT)
1386. OGILVY & MATHER RIGHTFORDS (GAUTENG & CAPE)
1388. OHLHORST & PARTNERS (PTY) LTD
1390. OLD MUTUAL ASSET MANAGERS SA (PTY)LTD
1392. OMEGA SECURITY CC
1394. OOKIEP COPPER COMPANY LTD
1396. OPTIMUM COLLIERY
1398. ORANJE TOYOTA AND NORTHERN TRANSVAAL
1400. ORTMANN BROSS
1402. OUR PARENTS HOME
1404. P & O NEDLLOYL LIMITED
1406. P&O PORTS STEVEDORING SA (PTY) LIMITED
1408. P.P.M.S T/A INNOVEX
1410. PAARL MUNICIPALITY
1412. PAARL PRINTING (PTY) LTD
1414. PALABORA MINING COMPANY LIMITED
1416. PANORAMA MEDI-CLINIC LTD
1418. PARK HYATT JOHANNESBURG/OXFORD
1420. PAT CORNICK
1422. PATON CALVERT MANUFACTURING CO (PTY)LTD
1424. PEAK PERSONNEL (PTY)LTD
1426. PEGMIN (PTY) LTD
1428. PENINSULA TECHNIKON
1430. PEP (SA) (PTY) LTD
1432. PERING MINE (PTY) LTD
1434. PETPAK
1436. PFIZER SOUTH AFRICA
1438. PG GLASS (PTY) LTD
1440. PHARMACEUTICAL HEALTHCARE DISTRIBUTORS (PTY) LTD

1441. PHILIP L GARLICK TIMBER (PTY)LTD
1443. PICK + PAY
1445. PIEMANS PANTRY
1447. PIETERSBURG MEDI CLINIC
1449. PIKETKO (PTY) LTD
1451. PITSENG CATERING SERVICES (PTY)LTD
1453. PLACER DOME WESTERN AREAS JOINT VENTURE
1455. PLASCON
1457. PLASCON PAINTS (CAPE) (PTY)
1459. PLASTAFRICA (PTY) LTD
1461. PLAYTEX - A SARALEE COMPANY
1463. PLEXICOR (PTY) LTD
1465. PLYCRAFT (PTY) LTD
1467. POINT + LADDERS (PTY) LTD
1469. POLYFLOW (PTY)LTD
1471. PORT SHEPSTONE LOCAL COUNCIL
1473. POTCHEFSTROOM MEDI-CLINIC
1475. POTGIETERSRUS TLC
1477. POWERCOMP (PTY) LTD
1479. PPC CEMENT (PTY)LTD
1481. PPC EASTERN CAPE
1483. PPC LIME ACRES
1485. PPC SALDANHA
1487. PPECB
1489. PRECISION EXHAUST SYSTEMS (PTY) LTD
1491. PREMIER SPRINGS DBN
1493. PREMIUM COMPONENTS
1495. PRESTASI BROKERS
1497. PRESTIGE CLOTHING MAN
1499. PRESTOLITE ELECTRIC (PTY) LTD
1501. PRICEWATERHOUSECOOPERS
1503. PRIMA INDUSTRIAL
1505. PRIME CURE CLINICS (PTY) LTD
1507. PROCOR SECURITY SERVICES (PTY) LTD
1509. PRODUCTION MANAGEMENT INSTITUTE OF SA (PTY)LTD
1511. PROFESSIONAL LOSS CONTROL
1442. PHILIPS SA (PTY) LTD
1444. PICK + PAY RETAIL (PTY) LTD
1446. PIETERMARITZBURG MSUNDUZI TRANSITIONAL LOCAL COUNCIL
1448. PIETERSBURG POLOKWANE TLC
1450. PISO PLANT (PTY) LTD
1452. PLAASLIKE OORGANGSRAAD GLENCOE
1454. PLASCOM
1456. PLASCON (COASTAL) PAINTS (PTY) LTD
1458. PLASSER RAILWAY MACHINERY (SA) (PTY) LTD
1460. PLATTNER GOLF (PTY)LTD
1462. PLESSEY (PTY) LTD
1464. PLK LANDBOU (EDMS)BPK
1466. POINEER FISHING
1468. POLOMAN (PTY)LTD
1470. PORT SHEPSTONE FRESH MEAT
1472. PORTER MOTOR GROUP
1474. POTCHEFTROOM CITY COUNCIL
1476. POWER GROUP OF COMPANIES
1478. PPC PARKTOWN
1480. PPC DE HOEK
1482. PPC HERCULES, JUPITER, BEESTEKRAAL & P/RIVER
1484. PPC RIEBEECK
1486. PPC SLURRY
1488. PQ AFRICA
1490. PREMIER PERSONNEL
1492. PREMIER SPRINGS ROBERTV.
1494. PREMQUIP MANUFACTURING
1496. PRESTIGE CLEANIG SERVICES
1498. PRESTIGE HOUSEWARES (PTY) LTD
1500. PRETORIA UROLOGY HOSPITAL
1502. PRIESKA MUNICIPALITY
1504. PRIMA KLIPBREKEN (PTY)LTD
1506. PRINTPAK
1508. PROCTER AND GAMBLE SA (PTY)LTD
1510. PROFESSIONAL ASSIGNMENTS GROUP (PTY)LTD
1512. PROFESSIONAL PROVIDENT SOCIETY SA

1513. PROGLOVE CC
1515. PROMINENT CLEANING CC
1517. PROMINENT SECURITY CC
1519. PROTEA FURNISHERS SA (PTY) LTD
1521. PROTEA INDUSTRIAL CHEMICALS
1523. PROVINCIAL ADMINISTRATION WESTERN
1525. PSG ANCHOR LIFE
1527. PYRAMID FREIGHT (PTY) LTD
1529. QMART TRADING PTY LTD
1531. QUALITY PROTECTION SERVICES (PTY) LTD
1533. QUENSPARK
1535. R C SUPERMARKET CC
1537. R. T. V. VARK VLEISBEMARKERS (EDMS) BPK
1539. R.G KNIGHTS AND SON C.C.
1541. RACEC (PTY) LTD
1543. RAINBOW CHICKEN FARMS
1545. RAM PRODUCTS (PTY) LTD
1547. RAND AFRIKAANS UNIVERSITY
1549. RAND REFINET LIMITED
1551. RANDFONTEIN ESTATES LTD
1553. RAUBEX CONSTRUCTION (PTY) LTD
1555. REACH TECHNOLOGIES (PTY) LTD
1557. RECLAMATION GROUP
1559. RECREATION AFRICA LEISURE INDUSTRIES
1561. RED ALERT
1563. REDELINGHUYS VENNOTE
1565. REEF INDUSTRIAL PAINTERS
1567. REGENT INSURANCE CO LTD
1569. REHAU POLYMER (PTY) LTD
1571. REITZ PETSANA TLC
1573. RELO P/L IRS P/L
1575. RELY PRECISION CASTINGS
1577. RENNIES EXPRESS FREIGHT (PTY) LTD
1579. RENT-A-BAKKIE (PTY) LTD
1581. RENWICK GROUP PTY LTD
1583. REPUBLICAN NEWS AGENCY
1514. PROJECT LITRACY
1516. PROMINENT PAINTS (PTY) LTD
1518. PROTEA CHEMICALS (CAPE)
1520. PROTEA HOTEL EDWARD
1522. PROTEKON (PTY) LTD
1524. PROVINCIAL DEPARTMENT OF PLANNING, LOCAL GOVERNMENT AND HOUSING (WESTERN CAPE)
1526. PUBLIC WORKS ROADS TRANSPORT
1528. QD ELECTRONICS (PTY) LTD
1530. QORUS SERVICES (PTY) LTD
1532. QUEENSTOWN MUNICIPALITY
1534. QUEST PERSONNEL
1536. R. ROSS & SON
1538. R.F GIVERS PTY LTD
1540. R.H. JOHNSON CRANE HIRE (PTY) LTD
1542. RADEEN FASHIONS (PTY) LTD
1544. RAINBOW CONSTRUCTION (PTY) LTD
1546. RAMSAY ENGINEERING
1548. RAND AIR A DIVISION OF ATLAS COPCO
1550. RAND WATER
1552. RAOUL AND CAVIAR FASHIONS
1554. RAUMIX (PTY) LTD.
1556. RECKITT BENCKISER (PTY) LTD
1558. RECOIL (PTY) LTD
1560. RECTRON (PTY) LTD
1562. RED ROCK HATCHERY
1564. REDITYPE PERSONNEL (PTY) LTD
1566. REGBAUDI ENGINEERING (PTY) LTD.
1568. REHAU INDUSTRIES (PTY) LTD
1570. REID & MITCHELL
1572. RELIFF INTERIOR & JOINEY CC
1574. RELY METPRO
1576. RENNIES CARGO TERMINALS (PTY) LIMITED
1578. RENNIES SHIPS AGENCY (PTY) LTD
1580. RENTOKIL INITIAL (PTY) LIMITED
1582. REPUBLIC UMBRELLA
1584. REPUBLICAN PRESS

1585. RESEARCH SURVEYS (PTY) LTD
1587. RESTRUCT (PTY) LTD
1589. RETAIL SHOPFITTING SERVICES
1591. REUVERS TRUST
1593. REVLON SA (PTY) LTD
1595. REYROLLE
1597. RHINOCEROS CLOTHING CC
1599. RHOMBERG
1601. RICHARDS BAY MINERALS
1603. RITCHIE MOTORS (ZULULAND) (PTY) LTD
1605. RIVERSIDE FARM
1607. ROAD ACCIDENT FUND
1609. ROBERT FLEMING SA LTD
1611. ROBINSON LIQUORS (PTY) LTD
1613. ROCKING SEVEN RANCHING
1615. ROLLING STOCK REPAIR SERVICES
1617. ROODEZANDT KOOPERATIEWE WYNMAKERY
BPK
1619. ROOOSSENEKAL FOODS PTY LTD
1621. ROSENDAL POULTRY
1623. ROSS POULTRY BREEDERS
1625. ROTOFLEX QUIX
1627. ROYAL BAFOKENG ADMINISTRATION
1629. RTT CONSUMER (PTY) LTD
1631. RUC HOLDINGS LIMITED
1633. RUPERT INTERNATIONAL
1635. RUSTENBURG CITY COUNCIL
1637. RYMCO (PTY) LTD
1639. S A FINE WORSTEDS
1641. S A FLOCK
1643. S BUYS (PTY) LTD
1645. S.A. BLOOD TRANSFUSION
1647. S.A. CLOTHING LADIES WEAR
1649. S.A. INDUSTRIAL CLEANING
1651. SA BANKERS SERVICES COMPANY LTD
(BANKSERV)
1653. SA EAGLE INSURANCE COMPANY LTD
1655. SA LADDER (PTY) LTD
1586. RESEPKOR LTD H/A RESKOR
1588. RETAIL APPAREL GROUP
1590. REUNERT DEFENCE LOGISTICS (PTY) LTD
1592. REVERT RISK MANAGEMENT (PTY) LTD
1594. REX TRUEFORM CLOTHING CO.
1596. RFF FOODS (PTY) LTD
1598. RHODES UNIVERSITY
1600. RICHARDS BAY COAL TERMINAL CO LTD
1602. RIETSPRUIT MINE SERVICES
1604. RIVERSIDE ENTERPRISES
1606. RMB PROPERTIES (PTY) LTD
1608. ROAMER RAND CC
1610. ROBERTSON + CAINE (PTY) LTD
1612. ROBOR TUBE
1614. ROHLIG PERISHABLE CARCO AGENTS
1616. ROMATEX LIMITED
1618. ROOIBERG WINERY
1620. ROSEBANK HOTEL
1622. ROSENDAL FARMS
1624. ROTTEK INDUSTRIES (PTY) LTD
1626. ROUXCOR HOLDINGS
1628. RTT (PTY) LTD
1630. RUBBER ROLLENS (PTY) LTD
1632. RUMDEL CONSTRUCTION (PTY) LTD.
1634. RUSTENBURG BASE METALS REFINERS
(PTY) LTD
1636. RUTHERFORD
1638. S & B SCAFFOLDING SYTEMS
1640. S A D VINE FRUIT (PTY) LTD
1642. S A MINT COMPANY (PTY) LTD
1644. S&P HOLDINGS (PTY) LTD
1646. S.A. CLOTHING INDUSTRIES (PTY) LTD
1648. S.A. FORCES INSTITUTE
1650. S.A. WEATHERWEAR MNFRS(PTY) LTD
1652. SA CLEANING SERVICES PTY LTD
1654. SA FIVE ENG (PTY) LTD
1656. SA LITHO PRINTING & PACKAGING

1657. SA NATIONAL PARKS
1659. SAAMBOU HOLDINGS LTD
1661. SABC
1663. SACD (DURBAN)
1665. SACD (PORT ELIZABETH)
1667. SAFAIR (PTY)LTD
1669. SAFCON (PTY) LTD
1671. SAFETY & SECURITY
1673. SAGE LIFE HOLDINGS
1675. SALDANHA STEEL (PTY)LTD
1677. SALVATION ARMY
1679. SAMDI
1681. SANDOWN MOTOR HOLDINGS
1683. SANDTON MEDICAL CLINIC
1685. SANI- TECH(PTY) LTD
1687. SANS FIBRES (PTY) LTD
1689. SAP SOUTHERN AFRICA
1691. SAPPI LIMITED
1693. SASFIN BANK LTD
1695. SASOL CHEMICAL INDUSTRIES
1697. SASOL FIBRES (PTY) LTD
1699. SASOL OIL (PTY) LTD
1701. SASOL TECHNOLOGY (PTY) LTD
1703. SAVANNAH ENGINEERING (PTY) LTD
1705. SBS AFRICA HOLDING (PTY) LTD
1707. SC JOHNSON+SON OF SA (PTY) LTD
1709. SCANIA SOUTH AFRICA (PTY) LTD
1711. SCHLUMBERGER MEASUREMENT & SYSTEMS (PTY) LIMITED
1713. SCIMITAR SECURITY
1715. SCRIBANTE PLANT HIRE
1717. SEASPRITE (PTY) LTD
1719. SEATING EASTERN CAPE (PTY)LTD
1721. SECTIONAL POLES (PTY)LTD
1723. SEDCO FOREX INTERNATIONAL INC
1725. SEEMAN'S QUALITY MEAT PRODUCTS
1727. SEKUNJALO HEALTH CARE
1658. SA SECURITY SERVICES (PTY) LTD
1660. SAATCHI & SAATCHI RECRUITMENT
1662. SACD (CAPE TOWN)
1664. SACD (GAUTENG)
1666. SACFC (PTY) LTD
1668. SAFBIN MANUFACTURING
1670. SAFCOR FREIGHT (PTY) LTD
1672. SAFROPA (PTY)LTD
1674. SAINT-GOBIAN ABRASIVES
1676. SALOM ARBEID BK
1678. SAMCOR (PTY) LTD
1680. SAN LAMEER MASTER HOMEOWNERS ASS
1682. SANDRINGHAM GARDENS
1684. SANDVIK TAMROCK SA (PTY) LTD
1686. SANLAM LIFE INSURANCE LIMITED
1688. SANTAM LIMITED
1690. SAPEKOE ESTATE PTY LTD
1692. SASBO - THE FINANCE UNION
1694. SASFIN FRANKEL POLLAK SECURITIES
1696. SASOL COAL (PTY)LTD
1698. SASOL LIMITED
1700. SASOL SYNTHETIC FUELS
1702. SATRA
1704. SBH COTTON MILLS (PTY) LTD
1706. SBV SERVICES (PTY) LTD
1708. SCALA FOUNDATIONS DISTRIBUTORS
1710. SCHINDLER LIFTS S.A. (PTY) LTD
1712. SCHNEIDER BRUCE (PTY)
1714. SCORE SUPERMARKETS
1716. SEA HARVEST CORPORATION
1718. SEATING (PTY) LTD
1720. SECHABA PROTECTION
1722. SECUFORCE SECURITY
1724. SEEKERS TRAVEL WORLD
1726. SEKERHEID (PTY) LTD
1728. SENTECH (PTY) LTD

1729. SENTRAAL-SUID-KOOPERASIE-BEPERK
1731. SENTRASURE LTD
1733. SENWES LIMITED
1735. SERVEST (PTY) LTD T/A CLEANCOR
1737. SERVEST (PTY) LTD T/A GREMICK
1739. SERVISTAR (PTY) LTD
1741. SHAFT SINKERS (PTY) LTD
1743. SHASTEAN INVESTMENTS (PTY) LTD T/A HYDORTEC
1745. SHELCO SHELVEING (PTY)LTD
1747. SHEPSTONE & WYLIE
1749. SHIELD
1751. SHOE CITY
1753. SHURLOK
1755. SIGMA HEALTH FUND MANAGERS
1757. SILTEK HOLDINGS (PTY) LTD
1759. SIMBA (PTY) LTD
1761. SIX SONS CC T/A KLOPPERS
1763. SKELTON & PLUMMER PROJECTS (PTY)LTD
1765. SKIPPER INTERNASIONAL (TIE MAN TRADING) (PTY) LTD
1767. SLAVEPAK (PTY) LTD
1769. SMILE EDUCATION SYSTEMS (PTY) LTD
1771. SMITH PENTOW MARINE (PTY) LTD
1773. SMITHS MANUFACTURING
1775. SNUGGLERS MANUFACTURING (PTY) LTD
1777. SOCIETY FOR THE JEWISH HANDICAPPED
1779. SOLID DOORS PTY LTD
1781. SONY SA (PTY) LTD
1783. SOUTH AFRICAN AIRWAYS
1785. SOUTH AFRICAN BREWERIES
1787. SOUTH AFRICAN COTTON SPINNERS
1789. SOUTH BAKELS (PTY) LTD
1791. SOUTHERN AFRICAN SHIPYARDS (PTY) LTD
1793. SOUTHERN SUN HOTEL INTEREST (PTY)LIMITED
1795. SOWETAN NEWSPAPER
1797. SPAR EASTERN CAPE
1799. SPAR WESTERN CAPE
1730. SENTRALE KAROO DISTRIKRAAD
1732. SENTRY SECURITY (PTY) LTD
1734. SERV-QUEST
1736. SERVEST (PTY) LTD T/A COPICOR
1738. SERVEST (PTY) LTD T/A HYGIENE SERVICES
1740. SFF ASSOCIATION
1742. SHARP ELECTRONICS
1744. SHAVRON PLANT + SERV (PTY) LTD
1746. SHELL SOUTH AFRICA (PTY) LTD
1748. SHERATON PRETORIA HOTEL & TOWERS
1750. SHIELD SECURITY GROUP (PTY) LTD
1752. SHOPRITE CHECKERS LTD
1754. SIEMENS BUSINESS SERVICES (PTY) LTD
1756. SILICON SMELTERS (PTY) LTD
1758. SILVERAY STATIONERY COMPANY (PTY) LTD
1760. SIMONSIG WYNLANDGOED
1762. SIXEL & PATTERSON S.A (LTD) PTY
1764. SKF MANUFACTURING
1766. SKY MARK SECURITY SERVICES (SA)
1768. SMA SECURITY SERVICES
1770. SMITH & NEPHEW LIMITED
1772. SMITHKLINE BEECHAM PHARMACEUTICALS (PTY)LTD
1774. SNIP TRADING (PTY) LTD
1776. SOCIETE GENERALE JOHANNESBURG BRANCH
1778. SOFTCON SOFTWARE CONTROL SERVICES (PTY) LTD
1780. SONDOR INDUSTRIES LIMITED
1782. SOUTH AFRICA AIRLINE
1784. SOUTH AFRICAN BANK NOTE COMPANY (PTY) LTD
1786. SOUTH AFRICAN BUREAU OF STANDARDS
1788. SOUTH AFRICAN STEVEDORES LTD
1790. SOUTH PENINSULA MUNICIPALITY
1792. SOUTHERN CAPE DISTRICT COUNCIL
1794. SOUTHERNERA RESOURCES
1796. SPAR CENTRAL OFFICE
1798. SPAR KWA ZULU NATAL
1800. SPARTA BABY BEEF

1801. SPARTAN TRUCK HIRE
1803. SPH GROUP(PTY) LTD
1805. SPORT RECREATION, ARTS AND CULTURE
1807. SPRINGBOK BOX (PTY) LTD
1809. SQUADRON SECURITY
1811. SRK CONSULTING
1813. ST AMBULANCE DURBAN CENTRE
1815. ST JOHN AMB BLOEMFONTEIN
1817. ST JOHN AMBULANCE EAST LONDON
1819. ST JOHN AMBULANCE FOUNDATION
HELDERBERG CENTRE
1821. ST JOHN AMBULANCE FOUNDATION
PIETERMARITZBURG
1823. ST JOHN AMBULANCE KIMBERLEY CENTRE
1825. ST JOHN AMBULANCE WELKOM CENTRE
1827. ST STITHIANS COLLEGE
1829. STAFLEX (PTY) LTD
1831. STANDERTON MILES PTY LTD
1833. STAR-KNIT (PTY) LTD
1835. STATE INFORMATION TECHNOLOGY AGENCY
(PTY) LTD
1837. STATUS MEDICAL AID ADMINISTRATORS
(PTY) LTD
1839. STEERS HOLDINGS
1841. STEFANUTTI & BRESSAN
1843. STELLENBOSCH MEDI CLINIC
1845. STELLENBOSCH VINEYARDS LTD
1847. STELLENPAK BPK
1849. STERI KLEEN (PTY) LTD
1851. STETTY WYNKELDER
1853. STONCOR AFRICA
1855. STONE SHACK CC
1857. STORMBERG D. COUNCIL
1859. STRATON CLOTHING MANUFACTURERS
1861. STRIP STEEL (PTY) LTD
1863. STUCKEN & CO (PTY) LTD
1865. STUTTAFORDS DEPARTMENT STORES
1867. SUBURBAN SERVICES
1869. SUDS LAUNDRIES (PTY)LTD
1871. SUIDERLAND CHARKA
1802. SPECIAL OPERATIONS SERVICES (PTY)
1804. SPIF INVESTMENTS PTY LTD
1806. SPRINGBOK ATLAS
1808. SPRINGS TLC
1810. SQUID GRAPHIX CC
1812. ST AIDAN'S MISSION HOSPITAL
1814. ST ANDREWS SCHOOL FOR GIRLS (PTY) LTD
1816. ST JOHN AMBULANCE CAPE TOWN
1818. ST JOHN AMBULANCE FOUNDATION
1820. ST JOHN AMBULANCE FOUNDATION
JOHANNESBURG CENTRE
1822. ST JOHN AMBULANCE FOUNDATION STELLA
LONDT CENTRE
1824. ST JOHN AMBULANCE PE CENTRE
1826. ST MARTINS SCHOOL
1828. ST. MARY'S HOSPITAL
1830. STANDBY ARMED REACTION SERVICES
(PTY) LTD
1832. STANHOPE BOOT & SHOE MANUFACTURERS
1834. STARKE AYRES (PTY)LTD
1836. STATISTICS SOUTH AFRICA
1838. STC FREQUENCY TECHNOLOGY
1840. STEFANUTTI & BRESSAN CIVILS (PTY)LTD
1842. STEINER HYGIENE
1844. STELLENBOSCH MUNICIPALITY
1846. STELLENBOSCH FARMERS' WINERY LIMITED
1848. STENTOR ESTATES (PTY) LTD
1850. STERLING CLOTHING
1852. STEVEN LUMBER MILLS
1854. STONE HARBOUR CLOTHING
1856. STOPE TECHNOLOGY SERVICES (PTY) LTD
1858. STRATAGEM TRAINING SERVICES (PTY)LTD
1860. STRIKE TECHNOLOGIES (PTY) LTD
1862. STRUIK NEW HOLLAND PUBLISHERS
(PTY)LTD
1864. STURROCK & ROBSON INDUSTRIES (PTY)
LTD
1866. STYLE APPOINTMENTS
1868. SUD CHEMIE ZEOLITES (PTY) LTD
1870. SUGARBIRD (PTY) LTD
1872. SUIDWES BELEGGINGS BEPERK

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| 1873. SULZER SOUTH AFRICA LTD | 1874. SUMITOMO CORPORATION |
| 1875. SUMMERPRIDE FOODS (PTY)LTD | 1876. SUN CITY |
| 1877. SUN INTERNATIONAL (SOUTH AFRICA) | 1878. SUN INTERNATIONAL NALEDI SUN |
| 1879. SUN INTERNATIONAL-THABA NCHU SUN | 1880. SUNDAY TIMES & SPORTSDAY |
| 1881. SUNTEX (PTY) LTD | 1882. SUPER GROUP LIMITED |
| 1883. SUPERCARE CLEANING | 1884. SUPERCARE SECURITY (PTY) LTD |
| 1885. SUPERSTRUC ENGINEERS (PTY)LTD | 1886. SUPRACHEM (PTY)LTD |
| 1887. SUPREME AIR (PTY) LTD | 1888. SUPREME SERVICES (PTY) LTD |
| 1889. SVEDALA SOUTH AFRICA (PTY) LTD | 1890. SVENMILL LTD |
| 1891. SWARTLAND BOUDIENSTE (EDMS) BPK | 1892. SWEET-ORR & LYBRO (PTY) LTD |
| 1893. SWISS RE LIFE & HEALTH | 1894. SWISSPORT SA (PTY) LTD |
| 1895. SWITCHBOARD MANUFACTURERS (PTY) LTD | 1896. SYKES ENTERPRISES |
| 1897. SYMO CORPORATION LTD | 1898. T N T INTERNATIONAL EXPRESS |
| 1899. TAB NORTH WEST (PTY)LTD | 1900. TABARNELLI FARMING |
| 1901. TABLE BAY HOTEL | 1902. TAFTA |
| 1903. TASTIC RICE CORPORATION | 1904. TBWA HUNT LASCURIS TVL |
| 1905. TDM (PTY)LTD | 1906. TEBA LTD |
| 1907. TEBA SAVINGS FUND | 1908. TECHNIKON NATAL |
| 1909. TECHNIKON NORTH WEST | 1910. TECHNOBYTE (PTY) LTD T/A PINNACLE MICRO |
| 1911. TECHNOLOGY & PROCUREMENT HOLDINGS (PTY)LTD | 1912. TECQUEST INDUSTRIAL SERVICES (PTY) LTD |
| 1913. TEKWANI SAWMILLS (PTY) LTD | 1914. TELESURE INVESTMENT HOLDINGS (PTY)LTD |
| 1915. TELKOM DIRECTORY SERVICES | 1916. TELKOM S. A. LTD |
| 1917. TEMPEST CAR HIRE | 1918. TENSILE RUBBER (PTY)LTD |
| 1919. TEQUILA CAPE TOWN | 1920. TES/T METAL BOX GLASS DIVISION |
| 1921. TESAME BOERDERY (EDMS)BPK | 1922. TFD NETWORK AFRICA (PTY) LTD |
| 1923. THABA MCILU SLAGHUIS | 1924. THE GLENAIRIC TRUST |
| 1925. THE TODWIC COMPANY OF SA LTD | 1926. THE ARWA CONSORTIUM (PTY) LTD |
| 1927. THE BEACH HOTEL | 1928. THE CAR TRADER (PTY) LTD |
| 1929. THE CAROUSEL | 1930. THE CITIZEN |
| 1931. THE FOSCHINI GROUP | 1932. THE FUEL LOGISTICS HOLDING COMPANY (PTY) LTD |
| 1933. THE HECKETT MULTISERVICE GROUP (PTY)LTD | 1934. THE I Q BUSINESS GROUP |
| 1935. THE INTERNET SOLUTION | 1936. THE KELLY PERSONNEL GROUP |
| 1937. THE LASER TRANSPORT GROUP (PTY)LIMITED | 1938. THE LORD CHARLES HOTEL |
| 1939. THE MAGIC COMPANY (PTY) LTD | 1940. THE MAILHOUSE-SUMARD SERVICES (PTY) LTD |
| 1941. THE MARINE HERMANUS | 1942. THE MERIDIAN GROUP |
| 1943. THE MICHELANGELO HOTEL | 1944. THE NEWSPAPER PRINTING COMPANY |

1945. THE NORTHERN CAPE PROVINCIAL
ADMINISTRATION
1947. THE PLAYHOUSE COMPANY
1949. THE PORT ELIZABETH HOTEL GROUP
1951. THE RECLAMATION GROUP (PTY) LTD
1953. THE SCIENTIFIC GROUP
1955. THE VINEYARD HOTEL
1957. THOMAS FOUNDRY (PTY) LTD
1959. THUTHUKANI FINANCIAL SERVICES (PTY) LTD
1961. TIBETT AND BRITTEN
1963. TIGER WHEEL & TYRE
1965. TJC HOLDINGS (PTY)LTD
1967. TML (HEAD OFFICE)
1969. TML (MEDIA SERVICES)
1971. TOLCON (PTY)LTD
1973. TOMLINSONS WATERPROOFING CC
1975. TONGAAT-HULETT SUGAR LIMITED
1977. TOPTURF CONTRACTS CC
1979. TOTAL SA (PTY) LTD
1981. TRANS HEX GROUP LIMITED
1983. TRANSDECO GTMH (PTY) LTD
1985. TRANSNET LIMITED
1987. TRESPAPHAN SA (PTY) LTD
1989. TRI TIMCO (PTY) LTD
1991. TRICOR MARKETING (PTY) LTD
1993. TRIDENT STEEL (PTY) LTD.
1995. TRIDONIC SA (PTY) LTD
1997. TRIVETT ELECTRICAL SERVICES
1999. TRT SHIPPING SERVICES (PTY) LTD
2001. TRUEART FURNITURE FACTORY (PTY) LTD
2003. TRUWORTHS
2005. TUINROETE AGRI BEPERK
2007. TUPPERWARE SA (PTY) LTD
2009. TURFTEK (PTY) LTD
2011. TUSK RESORTS
2013. TWENTY THREE SPORTSWEAR (1967)(PTY) LTD
2015. TYCO INTERNATIONAL
1946. THE ORDER OF ST JOHN
1948. THE PLETTENBURG HOTEL
1950. THE RECLAMATION GROUP (PTY)LTD
NORTHERN COASTAL DIVISION
1952. THE ROYAL HOTEL
1954. THE STANDARD BANK OF SOUTH AFRICA
LIMITED
1956. THEBE HOSKENS
1958. THOMPSONS TASTY MEATS
1960. TIBBETT & BRITTEN SA (PTY)LTD
1962. TIGER EYE RETAIL
1964. TIMKEN S.A. (PTY) LTD
1966. TLC GREATER STILFONTEIN
1968. TML (MAGAZINE DIVISION)
1970. TML BUSINESS PUBLISHING
1972. TOMBSTONE WORLD
1974. TONGAAT TEXTILES (PTY) LIMITED
1976. TOPICS
1978. TOSA PIPE SYSTEMS
1980. TRADEMARK MERCHANDISING & SALES
1982. TRANSCAPE STEELS (PTY) LTD
1984. TRANSMAN (PTY)LIMITED
1986. TRANSVAAL SUIKER BEPERK
1988. TRI RESTURANTS (PTY) LTD
1990. TRICON RESTAURANTS INTERNATIONAL
1992. TRIDENT SECURITY
1994. TRIDENT STERLING
1996. TRIUMPH PACKAGING
1998. TRS STAFFING SOLUTIONS (SA) (PTY) LTD
2000. TRUCKAFRICA SOUTH-AFRICA (PTY) LTD
2002. TRUMP & SPRINGBOK HOLDINGS
2004. TSOGO SUN
2006. TUNA MARINE (PTY) LTD
2008. TURF AG PRODUCTS (PTY) LTD
2010. TURNERS INTERNATIONAL TRAVEL
SERVICES (PTY) LTD
2012. TWEWATERS FUEL (PTY)LTD
2014. TWO A DAY GROUP LTD
2016. U-LITE HOLDINGS (PTY) LTD

2017. UBUNYE CLEANING SERVICES
2019. UKLEBE SECURITY
2021. ULTRA HIGH PRESSURE UNITS (PTY) LTD
2023. UMBOGINTWINI OPERATION SERVICES
2025. UMHLATHUZA VALLEY SUGAR COMPANY LTD
2027. UNI-SPAN MANUFACTURING
2029. UNIHOLD BUS. SOLUTIONS
2031. UNION CARRIAGE & WAGON CO. (PTY) LTD
2033. UNIQUE ENGINEERING
2035. UNITED CHIX (PTY) LTD
2037. UNITED DISTILLERS & VINTNERS SA (PTY)LTD
2039. UNITRANS MOTOR (PTY) LTD
2041. UNITRANS MOTORS (PTY) LTD
2043. UNITRANS MOTORS (PTY) LTD
2045. UNIVERSAL PRINT GROUP (PTY) LTD
2047. UNIVERSAL WEB (PTY) LTD
2049. UNIVERSITY OF DURBAN WESTVILE
2051. UNIVERSITY OF PORT ELIZABETH
2053. UNIVERSITY OF STELLENBOSCH
2055. UNIVERSITY OF THE NORTH QWAQWA CAMPUS
2057. UNIVERSITY OF VENDA
2059. UPINGTON MUNICIPALITY
2061. USKO LIMITED & ITS GROUP COMPANIES
2063. UUNET SA (PTY) LTD
2065. V.V.B CONSTRUCTION C.C.
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2069. VALLEY PACKERS COOPERATIVE PTY LTD
2071. VALUE LOGISTICS (PTY) LTD
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2075. VANDRIC MINING SERVICES CC
2077. VENDA SUN - SISA
2079. VENTURE SOUTH AFRICA
2081. VEREENIGING MEDI -CLINIC
2083. VESUVIUS RAND STEEL
2085. VIAMAX (PTY) LTD
2087. VICTORIA AND ALFRED WATERFRONT (PTY) LTD
2018. UEC TECHNOLOGIES (PTY) LTD
2020. ULSTERCARPET MILLS (PTY) LTD
2022. ULUNDI TRANSITIONAL LOCAL COUNCIL
2024. UMGENI WATER
2026. UMTAMVUNA/ PORT EDWARD TLC
2028. UNICORN LINES (PTY)LTD LINE DIVISION
2030. UNILEVER SOUTH AFRICA (PTY) LTD
2032. UNION SPINNING MILLS (PTY) LTD
2034. UNISYS AFRICA LTD
2036. UNITED COLD STORAGE (PTY) LTD
2038. UNITRANS FREIGHT (PTY) LTD COMMERCIAL DIVISION
2040. UNITRANS MOTORS (PTY) LTD
2042. UNITRANS MOTORS (PTY) LTD
2044. UNIVA (PTY) LTD
2046. UNIVERSAL PRODUCT NETWORKS (PTY) LTD
2048. UNIVERSITY OF CAPE TOWN
2050. UNIVERSITY OF NATAL
2052. UNIVERSITY OF SOUTH AFRICA
2054. UNIVERSITY OF THE NORTH
2056. UNIVERSITY OF THE WESTERN CAPE
2058. UNIVERSITY OF ZULULAND
2060. UQU REGIONAL COUNCIL
2062. UTHINGO MANAGEMENT (PTY) LTD
2064. UWP ENGINEERS (PTY) LTD
2066. VAAL SANITARYWARE
2068. VADIGOR INVESTMENTS (PTY) LTD SENTRY SECURITY
2070. VALLEY TRUCKS CC
2072. VALUE TRUCK RENTAL ISANDO
2074. VANCUT
2076. VAT REFUND ADMINISTRATOR (PTY)
2078. VENTURE COMPUTER COMPANY
2080. VEREENIGING KAPANONG
2082. VERGENOEG MINING CO.
2084. VETSAK LIMITED
2086. VICKERS OMC
2088. VIRGINIA TLC

2089. VIRO SOLID SECURITY GROUP
2091. VITAL MERCHANDISING SERVICES
2093. VODACOM (PTY) LTD
2095. VOLTEX (PTY)LTD
2097. VRN STEEL (PTY) LTD
2099. VRYSTAAT KOOPERASIE BEPERK
2101. WALROFLEX
2103. WALTONS STATIONERY - KZN
2105. WALTONS STATIONERY CC (PTY) LTD
2107. WARNER-LAMBERT SA PTY LTD
2109. WATSON SHOES
2111. WBHO CONSTRUCTION (PTY) LTD
2113. WEIGH-LESS
2115. WELFIT ODDY (PTY) LTD
2117. WELLINGTON MANUCIPALITY
2119. WERKMANS ATTORNEYS
2121. WEST COAST PENINSULA
2123. WESTERN INVESTMENT COMPANY
2125. WESTMINISTER PRODUCE (PTY) LTD
2127. WETHERLYS (PTY) LTD
2129. WHITELEYS
2131. WICTRA CONSULTANTS CC
2133. WILLARD BATTERIES
2135. WILMED PARK PRIVATE HOSPITAL
2137. WISPECO (PTY) LTD
2139. WOLPE FASHIONS
2141. WOOLWORTHS (PTY) LTD
2143. WORCESTER MUNICIPALITY
2145. WURTH SOUTH AFRICA CO
2147. X-PERT GROUP
2149. XCEL INFORMATION TECHNOLOGIES
2151. XPS SERVICES (PTY) LTD
2153. XSTRATA SOUTH AFRICAN (PTY) LTD
VANADIUM DIVISION RHOVAN
2155. YARNEX (PTY)LTD
2157. YELLOW JACKET GROUP
2159. YORK INTERNATIONAL (S.A.) INC
2090. VISIMED
2092. VKE CONSULTING ENGINEERS
2094. VOLKSWAGEN OF SOUTH AFRICA (PTY)LTD
2096. VOSA A DI OF DORBYL LTD
2098. VRYHEID TLC
2100. W.P.D VAN ZYL
2102. WALTEX CARPETS
2104. WALTONS STATIONERY CO. (PTY) LTD
(WESTERN CAPE DIVISION)
2106. WARMAN AFRICA (PTY)LTD
2108. WATER AND SANITATION SERVICES SOUTH
AFRICA (PTY) LTD
2110. WAYNE RUBBER DIVISION
2112. WEBASTO SA (PTY)LTD
2114. WEIR-ENVIROTECH (PTY) LTD
2116. WELKOM MUNICIPALITY
2118. WELPROP MINING SERV (PTY) LTD
2120. WESKUS DISTRIKRAAD
2122. WEST RAND ENGINEERING WORKS (PTY)
LTD
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2126. WESTON GOUD BELEGGINGS
2128. WHIRLPOOL SOUTH AFRICA (PTY) LTD
2130. WHOLESALE HOUSING SUPPLIES (PTY) LTD
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2134. WILLWTON OIL AND CAKE MILLS PTY LTD
2136. WINDING WIRES (PTY) LTD
2138. WK CONSTRUCTION (PTY) LTD
2140. WOODLINE TIMBER INDUSTRIES (PTY) LTD
2142. WORCESTER MINERALS (PTY) LTD
2144. WRAPSA (PTY) LTD
2146. WYETH SA (PTY) LTD
2148. XACTICS (PTY) LTD
2150. XEROX SA (PTY) LTD
2152. XSTRATA SOUTH AFRICA (PTY) LTD MINING
DIVISION - RUSTENBURG
2154. XSTRATA SOUTH AFRIKA (PTY) LTD
2156. YELLAND CONTROL
2158. YELLOWSTONE TIMBER HOLDINGS LTD
2160. YORK TIMBERS LTD

2161. YSTERPLAAT MAINT & SEC. C.C.

2163. ZEERUST MUNICIPALITY

2165. ZF LEMFORDER SA PTY LTD

2167. ZIMCO ALUMINIUM CO. (PTY) LTD

2169. ZIZAP INVESTMENTS (PTY) LTD T/A
REEDS/SUZU

2171. ZULULAND ANTHRACITE COLLIERY

2162. ZEBEDIELA CITRUS (PTY) LTD

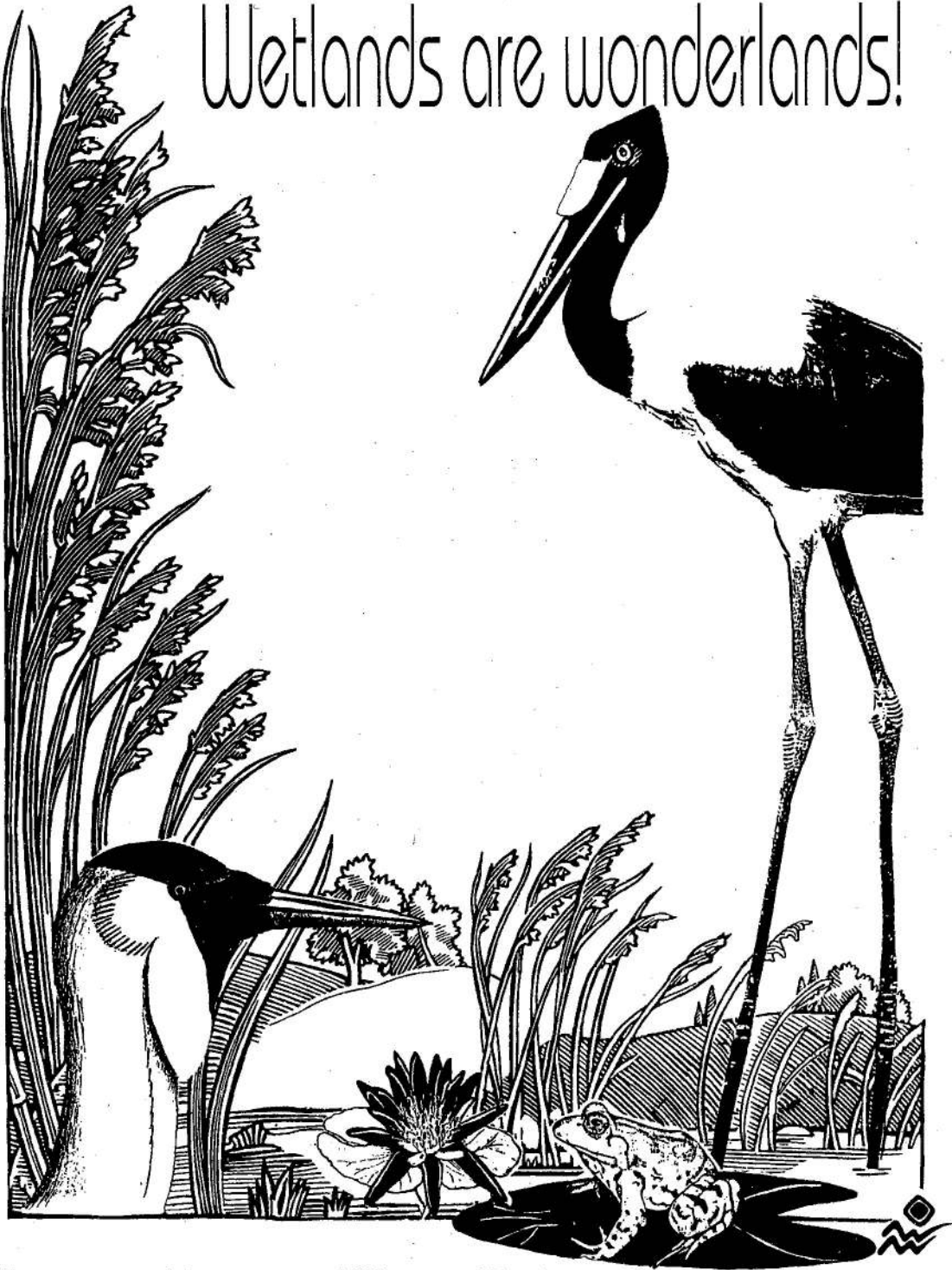
2164. ZEUNA STARKER S A PTY LTD

2166. ZIMBALI LODGE

2168. ZITON S.A. (PTY) LTD

2170. ZONKESIZWE CLEANING (PTY) LTD

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