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CONTENTS

INHOUD

No.	Page No.	Gazette No.	No.	Bladsy No.	Koerant No.
GOVERNMENT NOTICES			GOEWERMENSKENNISGEWINGS		
Labour, Department of			Arbeid, Departement van		
<i>Government Notices</i>			<i>Goewermenskennisgewings</i>		
R. 111			R. 111		
Labour Relations Act (66/1995): Clothing Industry (Western Cape): Extension of Provident Fund Collective Amending Agreement to Non-parties.....	3	22034	Wet op Arbeidsverhoudinge (66/1995): Klerasiensywerheid (Wes-Kaap): Uitbreiding van Voorsorgfonds Kollektiewe Wysigingsooreenkoms na Nie-partye	3	22034
R. 112			R. 112		
do.: do.: Extension of Knitting Division Collective Amending Agreement to Non-parties	4	22034	do.: do.: Uitbreiding van Brei-afdeling Kollektiewe Wysigingsooreenkoms na Nie-partye.....	5	22034
R. 113			R. 113		
do.: do.: Extension of County Areas Collective Amending Agreement to Non-parties	12	22034	do.: do.: Uitbreiding van Plattelandse Gebiede Kollektiewe Wysigingsooreenkoms na Nie-partye	12	22034
R. 114			R. 114		
do.: Correction Notice: Metal and Engineering Industries Bargaining Council: Extension of Lift Engineering Collective Re-enacting and Amending Agreement to Non-parties.....	13	22034	do.: Verbeteringskennisgewing: Metaalen Ingenieursnywerhede Bedingingsraad: Uitbreiding van Hysbakingenieurs Kollektiewe Herbekragtigings- en Wysigingsooreenkoms na Nie-partye	13	22034
R. 115			R. 115		
do.: do.: do.: Extension of Re-enacting and Amending Main Collective Agreement to Non-parties.....	14	22034	do.: do.: do.: Uitbreiding van Herbekragtigings- en Wysigings-Kollektiewe Hofooreenkoms na Nie-partye	14	22034
South African Revenue Service			Suid-Afrikaanse Inkomstediens		
<i>Government Notice</i>			<i>Goewermenskennisgewing</i>		
R. 110			R. 110		
Customs and Excise Act (91/1964): Amendment of Schedule No. 3 (No. 3/485)	15	22034	Doeane- en Aksynswet (91/1964): Wysiging van Bylae No. 3 (No. 3/485)....	15	22034

GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 111

9 February 2001

LABOUR RELATIONS ACT, 1995

CLOTHING INDUSTRY (WESTERN CAPE): EXTENSION OF PROVIDENT FUND COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the Collective Amending Agreement which appears in the Schedule hereto, which was concluded in the Clothing Industry Bargaining Council (Western Cape) and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 9 February 2001 and for the period ending 30 June 2001.

M. M. S. MDLADLANA

Minister of Labour

No. R. 111

9 Februarie 2001

WET OP ARBEIDSVERHOUDINGE, 1995

KLERASIENYWERHEID (WES-KAAP): UITBREIDING VAN VOORSORGFONDS KOLLEKTIEWE WYSIGINGSOOREENKOMS NA NIE-PARTYE

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Wysigingsooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Bedingingsraad vir die Klerasienywerheid (Wes-Kaap) aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 9 Februarie 2001 en vir die tydperk wat op 30 Junie 2001 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

Nota: 'n Afrikaanse vertaling van die Bylae by die Engelse kennisgewing, is beskikbaar by die Raad.

SCHEDULE

CLOTHING INDUSTRY BARGAINING COUNCIL (WESTERN CAPE)

PROVIDENT FUND COLLECTIVE AGREEMENT

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

Cape Clothing Association

and the

Cape Fabric Knitting Association

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

Southern African Clothing and Textile Workers' Union

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

being the parties to the Clothing Industry Bargaining Council (Western Cape).

to amend the Agreement published under Government Notice No. R. 629 of 28 May 1999, as amended and extended by Government Notices Nos. R. 1255 and R. 1256 of 22 October 1999, and R. 513 of 26 May 2000.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Clothing Industry—

- (a) by the employers and employees who are members of the employers' organisations and the trade union, respectively, and who are engaged or employed in the Industry;

(b) in the Magisterial Districts of—

- (i) The Cape, Simonstown, Bellville, Goodwood, including those portions of the Magisterial Districts of Goodwood, Simonstown and Bellville from which the Magisterial District of Mitchells Plain was constituted on 2 March 1992, Somerset West, Strand, George and Worcester, on the operations set forth in paragraphs (a) and/or (b) of the definition of "Clothing Industry" in clause 3 of the Collective Agreement published under Government Notice No. R. 629 of 28 May 1999;
- (ii) Malmesbury, including that portion from which the Magisterial District of Moorreesburg was constituted on 29 November 1985 by Government Notice No. R. 2649, in respect of that part of the Industry in which employers and employees are associated for the making of all classes of women's and girls' wear, including parts of such garments and cloth belts;
- (iii) Wynberg, including that portion of the Magisterial District of Wynberg included when the Magisterial District of Mitchells Plain was constituted on 22 March 1992, on the operations set forth in paragraphs (a) and/or (b) of the definition "Clothing Industry" in clause 3 of the Collective Agreement published under Government Notice No. R. 629 of 28 May 1999.

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

- (a) apply only in respect of employees for whom wages are prescribed in the Main Collective Agreement, the Knitting Division Collective Agreement and the Country Areas Collective Agreement;
- (b) not apply to employees and working directors whose wages are more than the amount referred to in clause 1 (2) (b) of the Main Collective Agreement of the Council.

(3) Notwithstanding the provisions of subclauses (1) and (2), the terms of this Agreement shall apply in respect of employees and working directors who were contributors as at the date of coming into operation of the Agreement, published under Government Notice No. R. 629 of 28 May 1999.

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

2 PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 (2) of the Act, and shall remain in force until 30 June 2001.

3. CLAUSE 6: CONTRIBUTIONS

- (1) In subclause (1) (b), substitute the expression "5,0%" for the expression "4,5%".
- (2) In subclause (2) (a), substitute the expression "6,25%" for the expression "5,25%".
- (3) In subclause (2) (b), substitute the expression "7,0%" for the expression "6,0%".

Signed at Salt River on behalf of the Parties this 25th day of July 2000.

J. KIPLING

Chairperson of the Council

C. JEFTHA

Vice-Chairperson of the Council

P. R. CROSOER

Secretary of the Council

No. R. 112

9 February 2001

LABOUR RELATIONS ACT, 1995

**CLOTHING INDUSTRY (WESTERN CAPE): EXTENSION OF KNITTING DIVISION
COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the Collective Amending Agreement which appears in the Schedule hereto, which was concluded in the Clothing Industry Bargaining Council (Western Cape) and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 9 February 2001 and for the period ending 30 June 2001.

M. M. S. MDLADLANA

Minister of Labour

No. R. 112

9 Februarie 2001

WET OP ARBEIDSVERHOUDINGE, 1995

KLERASIENYWERHEID (WES-KAAP): UITBREIDING VAN BREI-AFDELING KOLLEKTIEWE WYSIGINGS-OOREENKOMS NA NIE-PARTYE

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Wysigingsooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Bedingingsraad vir die Klerasienywerheid (Wes-Kaap) aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 9 Februarie 2001 en vir die tydperk wat op 30 Junie 2001 eindig.

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

Nota: 'n Afrikaanse vertaling van die Bylae by die Engelse kennisgewing, is beskikbaar by die Raad.

SCHEDULE**CLOTHING INDUSTRY BARGAINING COUNCIL (WESTERN CAPE)****KNITTING DIVISION COLLECTIVE AGREEMENT**

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

Cape Fabric Knitting Association

and the

Cape Clothing Association

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

Southern African Clothing and Textile Workers' Union

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

being the parties to the Clothing Industry Bargaining Council (Western Cape)

to amend the Agreement published under Government Notice No. R. 627 of 28 May 1999, as amended and extended by Government Notices Nos. R. 1253 and R. 1254 of 22 October 1999 and R. 488 of 19 May 2000.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Knitting Division of the Clothing Industry—

- (a) by the employers and the employees who are members of the employers' organisations and the trade union, respectively;
- (b) in the Magisterial District of The Cape, Wynberg, Simonstown, Goodwood and Bellville, including those portions of the Magisterial Districts of Wynberg, Simonstown, Goodwood and Bellville that were used to create the Magisterial District of Mitchells Plain on 2 March 1992, Somerset West, Strand, Malmesbury and George.

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

- (a) apply only in respect of employees for whom wages are prescribed in this Agreement;
- (b) not apply to employees and working directors whose wages are more than the amount referred to in clause 1 (2) (b) of the Main Collective Agreement of the Council.

(3) Clauses 1 (1) (a), 2 and 4 (b) (ii) of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade union, respectively.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 32 (2) of the Act and shall remain in force until 30 June 2001.

3. CLAUSE 4: WAGES

(1) In subclause (1), for the first half of the existing wage schedule, i.e. excluding the Fabric Knitting Division, substitute the following wage schedule:

- "(1) Subject to the provisions of this Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees, employed at Garment Knitting Establishments, shall be as follows:

	Wage per week R
Part A—Cutting Department	
Pattern maker:	
(a) Qualified.....	789,00
(b) Learner:	
First year:	
First six months of experience.....	442,00
Second six months of experience	488,00
Second year:	
First six months of experience.....	534,50
Second six months of experience	583,50
Third year:	
First six months of experience.....	636,00
Second six months of experience	686,50
Thereafter, the wage specified in (a), i.e.	789,00
Pattern grader:	
(a) Qualified.....	637,00
(b) Learner:	
First year:	
First six months of experience.....	416,00
Second six months of experience	442,00
Second year:	
First six months of experience.....	469,00
Second six months of experience	501,50
Third year:	
First six months of experience.....	534,50
Second six months of experience	569,00
Thereafter, the wage specified in (a), i.e.	637,00
Football jersey cutter:	
(a) Qualified.....	443,00
(b) Learner:	
First year:	
First six months of experience.....	333,00
Second six months of experience	352,50
Second year:	
First six months of experience.....	371,00
Second six months of experience	390,50
Third year:	
First six months of experience.....	409,50
Thereafter, the wage specified in (a), i.e.	443,00
Layer-up:	
(a) Qualified.....	382,00
(b) Learner:	
First year:	
First six months of experience.....	321,50
Second six months of experience	333,00

	Wage per week R
Second year:	
First six months of experience.....	347,50
Thereafter, the wage specified in (a), i.e.	382,00
Part B—Factory Operatives	
Grade A employee:	
(a) Qualified.....	488,00
(b) Learner:	
First year:	
First six months of experience.....	344,00
Second six months of experience	370,00
Second year:	
First six months of experience.....	395,50
Second six months of experience	416,00
Third year:	
First six months of experience.....	443,00
Thereafter, the wage specified in (a), i.e.	488,00
Grade B employee:	
(a) Qualified.....	417,00
(b) Learner:	
First year:	
First six months of experience.....	338,00
Second six months of experience	356,00
Second year:	
First six months of experience.....	374,50
Thereafter, the wage specified in (a), i.e.	417,00
(c) If advanced to Grade A, employee:	
First six months from date of advancement	417,00
Second six months from date of advancement.....	429,50
Third six months from date of advancement.....	443,00
Thereafter, the wage specified for a qualified Grade A employee, i.e.	
Grade C employee:	
(a) Qualified.....	370,00
(b) Learner:	
First year:	
First six months of experience.....	332,00
Second six months of experience	341,50
Thereafter, the wage specified in (a), i.e.	370,00
(c) If advanced to Grade B employee:	
First six months from date of advancement	370,00
Second six months from date of advancement.....	374,50
Thereafter, the wage specified for a qualified Grade B employee, i.e.	417,00
Part C—Clerical employees	
Clerk:	
(a) Qualified.....	538,00
(b) Learner:	
First year	396,50
Second year.....	431,00

	Wage per week R
Third year:	
First six months of experience.....	471,00
Thereafter, the wage specified in (a), i.e.	538,00
Factory clerk:	
(a) Qualified.....	404,00
(b) Learner:	
First year	321,50
Second year.....	343,00
Third year:	
First six months of experience.....	370,00
Thereafter, the wage specified in (a), i.e.	404,00
Part D—General	
Boiler attendant	383,50
Despatch packer	395,50
General worker	370,00
Labourer	374,50
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—	
(a) does not exceed 1 360 kg	395,50
(b) exceeds 1 360 but not 2 720 kg	411,00
(c) exceeds 2 720 kg	469,00
Supervisor, quality controller and instructor	501,50
Traveller's driver	411,00
Watchman or caretaker, whose ordinary hours of work are—	
(a) less than 60 hours per week	427,50
(b) 60 hours per week.....	448,50"

(2) In subclause (1), for the second half of the existing wage schedule, i.e. for the Fabric Knitting Division only, substitute the following wage schedule:

	Wage per week R
Part A—Design and Cutting Department	
Pattern maker:	
(a) Qualified.....	800,50
(b) Learner:	
First year:	
First six months of experience.....	446,50
Second six months of experience	493,00
Second year:	
First six months of experience.....	541,50
Second six months of experience	591,00
Third year:	
First six months of experience.....	643,50
Second six months of experience	695,50
Thereafter, the wage specified in (a), i.e.	800,50
Pattern grader:	
(a) Qualified.....	646,00

	Wage per week R
(b) Learner:	
First year:	
First six months of experience.....	420,50
Second six months of experience	446,50
Second year:	
First six months of experience.....	476,00
Second six months of experience	507,50
Third year:	
First six months of experience.....	541,50
Second six months of experience	576,00
Thereafter, the wage specified in (a), i.e.	646,00
Football jersey cutter:	
(a) Qualified.....	448,50
(b) Learner:	
First year:	
First six months of experience.....	381,50
Second six months of experience	396,00
Second year:	
First six months of experience.....	416,00
Thereafter, the wage specified in (a), i.e.	448,50
Layer-up:	
(a) Qualified.....	386,00
(b) Learner:	
First year:	
First six months of experience.....	381,50
Thereafter, the wage specified in (a), i.e.	386,00
Part B—Factory operatives	
Grade A employee:	
(a) Qualified.....	493,00
(b) Learner:	
First year:	
First six months of experience.....	381,50
Second six months of experience	399,50
Second year:	
First six months of experience.....	421,50
Second six months of experience	448,50
Thereafter, the wage specified in (a), i.e.	493,00
Grade B employee:	
(a) Qualified.....	421,50
(b) Learner:	
First year:	
First six months of experience.....	381,50
Thereafter, the wage specified in (a), i.e.	421,50
(c) If advanced to Grade A employee:	
First six months from date of advancement	421,50
Second six months from date of advancement	436,00
Third six months from date of advancement	448,50
Thereafter, the wage specified for a qualified Grade A employee, i.e.....	493,00

	Wage per week R
Grade C employee:	
If advanced to Grade B employee:	381,50
First six months from date of advancement.....	381,50
Thereafter, the wage specified for a qualified Grade B employee, i.e.	421,50
Part C—Clerical employees	
Clerk	
(a) Qualified.....	545,50
(b) Learner:	
First year of experience	403,50
Second year of experience.....	438,00
Third year of experience.....	477,50
Thereafter, the wage specified in (a), i.e.	545,50
Factory clerk:	
(a) Qualified.....	411,00
(b) Learner:	
First year of experience	381,50
Thereafter, the wage specified in (a), i.e.	411,00
Part D—General	
Boiler attendant.....	387,50
Despatch packer.....	401,50
General worker.....	381,50
Labourer.....	381,50
Motor vehicle driver of a vehicle, the unladen mass of which together with the unladen mass of any trailer or trailers drawn by such vehicle—	
(a) does not exceed 1 360 kg	401,50
(b) exceeds 1 360 but not 2 700 kg	417,00
(c) exceeds 2 720 kg	476,00
Supervisor, quality controller and instructor.....	507,50
Traveller's driver.....	417,00
Watchman or caretaker, whose ordinary hours of work are—	
(a) less than 60 hours per week	431,50
(b) 60 hours per week.....	453,50".

(3) Delete clause (4) (d) in its entirety.

(4) Substitute the following new sub-clause 10:

"(10) Notwithstanding anything to the contrary herein, the wage of an employee who, immediately prior to the date on which this Agreement comes into operation, is in receipt of a wage higher than that prescribed for the class of work in which he is engaged shall, with effect from the date on which this Agreement comes into operation, be increased by an amount equal to the difference between the wage prescribed in the agreements published under Government Notices No. R 1254 of 22 October 1999 in respect of Garment Knitting establishments and R. 488 of 19 May 2000 in respect of Fabric Knitting establishments, and the wage prescribed in this Agreement for the class of work in which he is engaged: Provided that this sub-clause shall not apply to an employee who, by virtue of the operation of clause 1 (2) (b), previously fell outside the provisions of the Agreement published under Government Notices No. R. 1254 of 22 October 1999 and R. 488 of 19 May 2000, as the case may be."

(5) In sub-clause (11), substitute the year "2000" for the year "1999" wherever it occurs.

4. CLAUSE 15: ANNUAL LEAVE AND PAID PUBLIC HOLIDAYS

Substitute the following new subclause for subclause (1):

(1) **Annual leave:** Subject to the provisions of subclause (7), every employee shall between 15 December of each year and 14 January of the following year be granted the following annual leave:

(a) **Employees employed at Garment Knitting Establishments:**

In the case of an employee who on the latest day on which he can commence leave has completed at least one year's continuous employment with his employer

- (i) 13 ordinary working days, leave and shall, in respect of such leave, be paid for 15 ordinary working days at full wage; plus
- (ii) Christmas Day, Day of Goodwill and New Year's Day as paid holidays in accordance with clause 11(4) of the Agreement published under notice No. R. 627 of 28 May 1999; and
- (iii) when the Day of Reconciliation falls within the period of annual leave, it shall in accordance with clause 11(4) of the Agreement published under Notice No. R. 627 of 28 May 1999, also be observed as a paid public holiday thus extending the annual leave period by one day;

(b) **Employees employed at Fabrick Knitting Establishments:**

(i) In the case of an employee who on the latest day on which he can commence leave has completed at least one year's continuous employment with his employer

- (a) 15 ordinary working days, leave and shall in respect of such leave be paid for 15 ordinary working days at full wage; plus
- (b) Christmas Day, Day of Goodwill and New Year's Day as paid public holidays in accordance with clause 11(4) of this Agreement; and
- (c) when the Day of Reconciliation falls within the period of annual leave, it shall in accordance with clause 11(4) of this Agreement also be observed as a paid public holiday thus extending the annual leave period by one day;

(ii) Provided that for the period ending 14 January 2001, each employee shall be entitled to two additional days' paid annual leave, i.e. a total of 17 ordinary working days, leave at full wage, plus payment of a once-off only "interest" payment in an amount of R28,90.

(iii) Provided further that by mutual agreement between the employer and his employees, the employees' annual leave entitlement may be reduced by two days during the annual shut down period with such remaining two paid working days being taken during the course of the following year, but by no later than the start of the next annual shutdown period of the establishment concerned.

(c) In the case of an employee who on the date of closing of the establishment for the specified annual leave period, has not completed one year's continuous employment with his employer and whose employment has not been terminated

- (i) for each completed month of employment in that year an amount equal to one day's pay; plus
- (ii) for any of the following public holidays falling within the period during which the establishment is closed for the annual holiday period—Day of Reconciliation, Christmas Day, Day of Goodwill and New Year's Day—an amount equal to one day's pay in respect of each such holiday:

Provided that upon termination of employment an employee shall receive payment in lieu of leave calculated as follows: One day's pay in respect of each completed month of employment calculated from 15 December of the previous year or from the date of engagement, whichever is the shorter period: Provided further that an employer shall not set off against such days of paid leave any days of paid leave granted such employment in excess of the number of day's paid leave he was required to pay the employee in terms of this subclause.

5. CLAUSE 26: CLOTHING INDUSTRY HEALTH CARE FUND

(1) In subclause (4) (a), substitute "R420,00" for "R401,50" under Group 1, and substitute R420,01 for "R401,51" under Group 2.

(2) In subclause (4) (b), substitute "R420,01" for "R401,51" where it appears under Groups 1 and 2.

Signed at Salt River, on behalf of the parties, this 14th day of September 2000.

J. KIPLIN

Chairperson of the Council

C. JEFTHA

Vice-Chairperson of the Council

P. R. CROSOER

Secretary of the Council

No. R. 113

9 February 2001

LABOUR RELATIONS ACT, 1995

**CLOTHING INDUSTRY (WESTERN CAPE): EXTENSION OF COUNTRY AREAS
COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the Collective Amending Agreement which appears in the Schedule hereto, which was concluded in the Clothing Industry Bargaining Council (Western Cape) and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 9 February 2001 and for the period ending 30 June 2001.

M. M. S. MDLADLANA
Minister of Labour

No. R. 113

9 Februarie 2001

WET OP ARBEIDSVERHOUDINGE, 1995

**KLERASIENYWERHEID (WES-KAAP): UITBREIDING VAN PLATTELANDSE GEBIEDE KOLLEKTIEWE
WYSIGINGSOOREENKOMS NA NIE-PARTYE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Wysigingsooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Bedingingsraad vir die Klerasienywerheid (Wes-Kaap) aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgevers en werknemers in daardie Nywerheid, met ingang van 9 Februarie 2001 en vir die tydperk wat op 30 Junie 2001 eindig.

M. M. S. MDLADLANA
Minister van Arbeid

Nota: 'n Afrikaanse vertaling van die Bylae by die Engelse kennisgewing, is beskikbaar by die Raad.

SCHEDULE**CLOTHING INDUSTRY BARGAINING COUNCIL (WESTERN CAPE)
COUNTRY AREAS COLLECTIVE AGREEMENT**

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

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the
Southern African Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part,
being the parties to the Clothing Industry Bargaining Council (Western Cape)

to amend the Agreement published under Government Notice No. R. 718 of 11 June 1999, as amended and extended by Government Notices Nos. R. 1251 and R. 1252 of 22 October 1999.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Clothing Industry—
 - (a) by the employers and the employees who are members of the employers' organisation and the trade union, respectively;
 - (b) in the Magisterial Districts of George and Worcester.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—
 - (a) apply only in respect of employees for whom wages are prescribed in this Agreement;
 - (b) not apply to employees and working directors whose wages are more than R22 256 per annum;
 - (c) not apply to employers and employees engaged or employed in the Knitting Division.
- (3) Clauses 1 (1) (a) and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade union, respectively.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 32 (2) of the Act and shall remain in force until 30 June 2001.

3. CLAUSE 15: ANNUAL LEAVE AND PAID PUBLIC HOLIDAYS

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

"(i) 15 ordinary working days at full wage;"

4. CLAUSE 26: CLOTHING INDUSTRY HEALTH CARE FUND

(1) In subclause (4) (a), substitute the expression "R420,00" for the expression "R401,50", and the expression "R420,01" for the expression "R401,51".

(2) In subclause (4) (b) substitute the expression "R420,01" for the expression "R401,51".

Signed at Salt River, on behalf of the parties, this 25th day of July 2000.

J. KIPLING

Chairperson of the Council

C. JEFTHA

Vice Chairperson of the Council

P. R. CROSOER

Secretary of the Council

No. R. 114

9 February 2001

LABOUR RELATIONS ACT, 1995

CORRECTION NOTICE**METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL: EXTENSION OF LIFT ENGINEERING COLLECTIVE RE-ENACTING AND AMENDING AGREEMENT TO NON-PARTIES**

The following corrections to Government Notice No. R. 1125 appearing in *Government Gazette* No. 21736 of 17 November 2000, is hereby published for general information:

1. In the English text to the Schedule:

1.1 In the pre-amble to the Agreement:

"1. SCOPE OF APPLICATION OF AGREEMENT"

Substitute the following for clause 1 (2):

"The provisions of clauses 1 (1) (b), 2 and 3 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade unions, respectively."

1.2 "5. CLAUSE 17 OF THE FORMER AGREEMENT: PAID SICK LEAVE"

Insert the following subclause 7 after subclause 6:

"7. The employer may require an employee to produce a medical certificate signed by a registered medical practitioner in respect of any absence from work on a Friday or Monday or on the working day immediately before or after any paid public holiday before making payment of any amount payable in terms of this subclause."

1.3 "6. CLAUSE 17A OF THE FORMER AGREEMENT: FAMILY RESPONSIBILITY LEAVE"

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

"(2) An employer must, at the request of the employee, grant the employee three days' paid leave during each annual leave cycle, which the employee is entitled to take—"

1.4 Substitute the attestation to the Agreement for the following:

"Signed at Johannesburg, for and on behalf of the parties, on this 8th day of August 2000."

No. R. 114

9 Februarie 2001

WET OP ARBEIDSVARHOUDINGE, 1995

VERBETERINGSKENNISGEWING**METAAL- EN INGENIEURSNYWERHEDE BEDINGINGSRAAD: UITBREIDING VAN HYSBAKINGENIEURS KOLLEKTIEWE HERBEKRAGTIGINGS- EN WYSIGINGSOOREENKOMS NA NIE-PARTYE**

Onderstaande verbeterings aan Goewermentskennisgewing No. R. 1125 wat in *Staatskoerant* No. 21736 van 17 November 2000 verskyn, word hierby vir algemene inligting gepubliseer:

1. In die Engelse teks van die Bylae:

1.1 In die inleiding tot die Ooreenkoms:

"1. SCOPE OF APPLICATION OF AGREEMENT"

Vervang klousule I (2) met die volgende:

"The provisions of clauses 1 (1) (b), 2 and 3 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade unions, respectively."

1.2 "5. CLAUSE 17 OF THE FORMER AGREEMENT: PAID SICK LEAVE"

Voeg die volgende subklousule 7 van subklousule 6 in:

"7. The employer may require an employee to produce a medical certificate signed by a registered medical practitioner in respect of any absence from work on a Friday or Monday or on the working day immediately before or after any paid public holiday before making payment of any amount payable in terms of this subclause."

1.3 "6. CLAUSE 17A OF THE FORMER AGREEMENT: FAMILY RESPONSIBILITY LEAVE"

Vervang die inleiding tot subklousule (2) met die volgende:

"(2) An employer must, at the request of the employee, grant the employee three days' paid leave **during each annual leave cycle**, which the employee is entitled to take—"

1.4 Vervang die attestasie van die Ooreenkoms met die volgende:

"Signed at Johannesburg, for and on behalf of the parties, on this 8th day of August 2000."

No. R. 115

9 February 2001

LABOUR RELATIONS ACT, 1995

CORRECTION NOTICE

METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL: EXTENSION OF RE-ENACTING AND AMENDING AGREEMENT TO NON-PARTIES

The following corrections to Government Notice No. R. 1128 appearing in *Government Gazette* No. 21736 of 17 November 2000, is hereby published for general information:

1. In the English text to the Schedule:

1.1 In the pre-ambule to the Agreement:

"1. SCOPE OF APPLICATION OF AGREEMENT"

Substitute the following for clause I (2):

"The provisions of clauses 1 (1) (d), 2 and 3 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade unions, respectively."

1.2 "6. CLAUSE 4: HOURS OF WORK

Implementation process:

Substitute the first sentence of **Step 2** for the following:

"Where Step 1 is unsuccessful in resolving the dispute, **both parties or either party** may refer the matter to one of an agreed panel of Independent Mediation Services of SA (IMSSA) arbitrators, who will attempt to settle the dispute."

No. R. 115

9 Februarie 2001

WET OP ARBEIDSVERHOUDINGE, 1995

VERBETERINGSKENNISGEWING

METAAL- EN INGENIEURSNYWERHEDE BEDINGINGSRAAD: UITBREIDING VAN HERBEKRAGTIGINGS- EN WYSIGINGS- KOLLEKTIEWE HOOFOOREENKOMS NA NIE-PARTYE

Onderstaande verbeterings aan Goewermentskennisgewing No. R. 1128 wat in *Staatskoerant* No. 21736 van 17 November 2000 verskyn, word hierby vir algemene inligting gepubliseer:

1. In die Engelse teks van die Bylae:

1.1 In die inleiding tot die Ooreenkoms:

"1. SCOPE OF APPLICATION OF AGREEMENT"

Vervang klousule I (2) met die volgende:

"The provisions of clauses 1 (1) (d), 2 and 3 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade unions, respectively."

1.2 "6. CLAUSE 4: HOURS OF WORK

Implementation process:

Vervang die eerste sin van **Stap 2** met die volgende:

"Where Step 1 is unsuccessful in resolving the dispute, **both parties or either party** may refer the matter to one of an agreed panel of Independent Mediation Services of SA (IMSSA) arbitrators, who will attempt to settle the dispute."

SOUTH AFRICAN REVENUE SERVICE SUID-AFRIKAANSE INKOMSTEDIENS

No. R. 110

9 February 2001

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 3 (No. 3/485)

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

M. MPHAHLWA

Deputy Minister of Finance

SCHEDULE

Rebate Item	Tariff Heading	Rebate Code	C. D.	Description	Extent of Rebate	Anno-tations
318.01	"3920.10	01.06	65	By the insertion after tariff heading No. 39.20 of the following: Plates, sheets, film, foil and strip, of polymers of propylene, non-cellular and not reinforced, laminated, supported or similarly combined with other materials of a thickness of 0,2 mm or more but not exceeding 3 mm, for the manufacture of ostomy pouches of subheading No. 9018.90	Full duty"	

No. R. 110

9 Februarie 2001

DOEANE- EN AKSYNSWET, 1964.

WYSIGING VAN BYLAE No. 3 (No. 3/485)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 3 by genoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.

M. MPHAHLWA

Adjunkminister van Finansies

BYLAE

Korting= item	Tarief= pos	Korting= kode	T. S.	Beskrywing	Mate van korting	Anno= tasies
318.01	"3920.10	01.06	65	Deur na tariefpos No. 39.20 die volgende in te voeg: Plate, velle, film, foelie en reep, van polimere van propileen, nie-sellulêr en nie versterk, gelamelleer, gesteun of op dergelike wyse met ander stowwe saamgevoeg nie, met 'n dikte van minstens 0,2 mm maar hoogstens 3 mm, vir die vervaardiging van ostomiesakkies van subpos No. 9018.90	Volle reg"	

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