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PROCLAMATION*by the**President of the Republic of South Africa***No. R. 44, 2001****AMENDMENT OF SCHEDULE 2 TO THE PUBLIC SERVICE ACT, 1994**

In terms of section 7 (5) (a) (ii) of the Public Service Act, 1994 (promulgated under Proclamation No. 103 of 1994), I hereby amend, at the request of the Premier of the Free State, Schedule 2 to the said Act, in respect of the Free State—

- (a) by the deletion of the words "Department of Environmental Affairs and Tourism" and "Head: Environmental Affairs and Tourism", where they appear in columns 1 and 2 of Schedule 2, respectively;
- (b) by the substitution for the words "Department of Finance, Expenditure and Economic Affairs" and "Head: Finance, Expenditure and Economic Affairs", where they appear in columns 1 and 2 of Schedule 2 respectively, of the words "Department of Finance and Expenditure" and "Head: Finance and Expenditure", respectively; and
- (c) by the insertion in columns 1 and 2 of Schedule 2, after the words "Department of Sport, Arts, Culture, Science and Technology" and "the Head: Sport, Arts, Culture, Science and Technology", of the words "Department of Tourism, Environmental and Economic Affairs" and "Head: Tourism, Environmental and Economic Affairs", respectively.

Given under my Hand and Seal of the Republic of South Africa at Pretoria this Twenty-ninth day of August, Two Thousand and One.

T. M. MBEKI**President**

By Order of the President-in-Cabinet:

G. FRASER-MOLEKETI**Minister of the Cabinet****PROKLAMASIE***van die**President van die Republiek van Suid-Afrika***No. R. 44, 2001****WYSIGING VAN BYLAE 2 BY DIE STAATSDIENSWET, 1994**

Ingevolge artikel 7 (5) (a) (ii) van die Staatsdienswet, 1994 (gepromulgeer deur Proklamasie No. 103 van 1994), wysig ek hierby, op versoek van die Premier van die Vrystaat, Bylae 2 by vermelde Wet, ten opsigte van die Vrystaat—

- (a) deur die woorde "Departement van Finansies, Besteding en Ekonomiese Sake" en "Hoof: Finansies, Besteding en Ekonomiese Sake", waar dit voorkom in kolom 1 en 2 van Bylae 2, met onderskeidelik die woorde "Departement van Finansies en Besteding" en "Hoof: Finansies en Besteding" te vervang;
- (b) deur die woorde "Departement van Omgewingsake en Toerisme" en "Hoof: Omgewingsake en Toerisme", waar dit voorkom in kolom 1 en 2 van Bylae 2, te skrap; en
- (c) deur in kolom 1 en 2 van Bylae 2 na die woorde "Departement van Sport, Kuns, Kultuur, Wetenskap en Tegnologie" en "Hoof: Sport, Kuns, Kultuur, Wetenskap en Tegnologie" onderskeidelik die woorde "Departement Toerisme, Omgewing- en Ekonomiese Sake" in te voeg.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Nege-en-twintigste dag van Augustus Tweeuisend en Een.

T. M. MBEKI**President**

Op las van die President-in-Kabinet:

G. FRASER-MOLEKETI**Minister van die Kabinet**

GOVERNMENT NOTICES

GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF AGRICULTURE DEPARTEMENT VAN LANDBOU

No. R. 876

14 September 2001

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

REGULATIONS RELATING TO THE GRADING, PACKING AND MARKING OF WHEAT INTENDED FOR SALE IN THE REPUBLIC OF SOUTH AFRICA: AMENDMENT

The Minister of Agriculture, acting under section 15 of the Agricultural Product Standards Act, 1990 (Act No. 119 of 1990)—

- (a) made the regulations in the Schedule; and
- (b) determined that the said regulations shall come into operation on 1 October 2001.

SCHEDULE

Definitions

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 905 of 10 July 1998, as amended by Government Notice No. R. 1421 of 6 November 1998.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended—

- (a) by the substitution for the definition of "consignment" of the following definition:

"**'consignment'** means—

- (a) a quantity of wheat of the same class, which belongs to the same owner, delivered at any one time under cover of the same consignment note, delivery note or receipt note, or delivered by the same vehicle or bulk container, or loaded from the same bin of a grain elevator or from a ship's hold; or
- (b) in the case where a quantity referred to in paragraph (a), is subdivided into different subclasses or grades, each such quantity of each of the different subclasses or grades;"

- (b) by the substitution for the definition of "damaged kernels" of the following definition:

"**'damaged kernels'** means wheat kernels and pieces of wheat kernels—

- (a) which have been damaged by insects;
- (b) which have been distinctly discoloured (orange-brown, dark brown or black) by external heat or as a result of heating caused by internal fermentation in wheat with an excessive moisture content, excluding wheat kernels in respect of which the discolouration is confined to the germ end;
- (c) which are immature and have a distinctly green colour; and
- (d) in which germination has proceeded to such an extent that the skin covering the embryo has been broken or developing rootlets are clearly visible;"

- (c) by the insertion of the following definition after the definition of "falling number":

"**'field fungi infected kernels'** means wheat kernels that are visibly infected with fungi, and that—

- (a) have greyish brush ends; or
- (b) have a dull lifeless chalky or pinkish and shrunken appearance as a result of *Fusarium* infection;"

- (d) by the substitution for the definition of "foreign matter" of the following definition:

"**'foreign matter'** means all the material excluding wheat, other grain and unthreshed ears;"

- (e) by the substitution for the definition of "heavily frost damaged kernels" of the following definition:

"**'heavily frost-damaged wheat'** means—

- (a) blistered wheat kernels which have been damaged by severe frost during the milk to soft dough stage and which is characterised by the kernels being fairly plumb but covered entirely with small blisters extending into the crease; excluding—
 - (i) kernels in which blistering is confined to the back of the kernel; and
 - (ii) immature wrinkled kernels in which wrinkling has been caused by frost while the kernels were still immature; and

- (b) wheat kernels (flaked) which have a slightly flaked-off bran coat due to frost: Provided that evidence of frost damage is present and that the bran coat had not been rubbed off due to handling;";
- (f) by the deletion of definition of "sprouted kernels";
- (g) by the substitution for the definition of "stinking smut infection" of the following definition:

"**'stinking smut infection'** means wheat that—

- (a) is infected with *Tilletia spp.* with the exception of wheat infected with *Tilletia indica*; or
- (b) has an unmistakable stinking smut odour; or
- (c) contains wheat kernels that are smeared with stinking smut; or
- (d) contains more than four stinking smut balls (or pieces of balls equal to four stinking smut balls) per 100 g of wheat;"; and

(h) by the insertion of the following definition after the definition for "stinking smut or *Tilletia spp* infection excluding *Tilletia indica*":

"**'storage fungi infected kernels'** means wheat kernels that are visibly infected with fungi, and that show—

- (a) blue, green, blackish or yellow fungal growth anywhere on the kernel; or
- (b) visible mould beneath the bran;".

Amendment of regulation 4 of the Regulations

3. Regulation 4 of the Regulations is hereby amended by the substitution for subregulation (1) of the following sub-regulation:

"(1) Notwithstanding the provisions of subregulations (2), (3), (4) and (5), all consignments of wheat must—

- (a) be free from any toxin, chemical or other substances that renders it unsuitable for commercial purposes: Provided that not more than 10 microgram per kilogram aflatoxin, of which not more than 5 microgram per kilogram will be aflatoxin B1, is permissible;
- (b) contain not more noxious seeds or ergot sclerotic than permitted in terms of the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act No. 54 of 1972);
- (c) be free from organisms of phytosanitary importance as determined in terms of the Agricultural Pest Act, 1983 (Act No. 36 of 1983);
- (d) be free from mould infected, sour and rancid other grain, foreign matter and any other matter;
- (e) be free from any odour, taste or colour not typical of undamaged and sound wheat;
- (f) with the exception of Class Other Wheat, be free from insects;
- (g) with the exception of Class Other Wheat, be free from stinking smut infection; and
- (h) with the exception of Class Other Wheat, have a moisture content not exceeding 13 per cent;".

Amendment of regulation 6 of the Regulations

4. Regulation 6 of the Regulations is hereby amended by the substitution for paragraph (c) of subregulation (3) of the following paragraph:

"(c) Notwithstanding the provision of paragraph (a), wheat shall be deemed to comply with the requirements of the paragraphs concerned if it deviates with not more than 30 seconds, lower than the minimum prescribed for Super Grade, Grade 1, Grade 2 and Utility Grade, as the case may be."

Amendment of regulation 11 of the Regulations

5. Regulation 11 of the Regulations is hereby amended by the deletion of subregulation (2).

Amendment of regulation 14 of the Regulations

6. Regulation 14 of the Regulations is hereby amended by the substitution for paragraph (b) of subregulation (3) of the following paragraph:

"(b) Fill the funnel with unsifted wheat taken from the sample of the consignment and level off the wheat by scraping off the excess: Provided that a clean sample, that is free from other grain, unthreshed ears, screenings and foreign matter shall be used if grading is conducted on a clean basis."

Substitution of regulation 16 of the Regulations

7. The following regulation is hereby substituted for regulation 16 of the Regulations:

- "16. (1) The moisture content of a consignment of wheat may be determined using any suitable method: Provided that the results thus obtained are in accordance ($\pm 0,3$ per cent) with the results obtained by the 72 hour air-oven method at 103 °C as described in subregulation 2.
- (2) The moisture content of wheat kernels shall according to the 72 hour air-oven method at 103 °C be determined as follows:
 - (a) Use apparatus prescribed according to AACC method 44-15A number 3 to 6.
 - (b) Weigh two or more empty dishes and lids and note the mass to 0,0001 g (D).

- (c) Weigh approximately 15 g unground wheat kernels into each dish and note the mass to 0,0001 g (A).
- (d) Cover the dishes with lids.
- (e) Place the dishes on a single shelf (do not stack) in an oven which had been preheated to $103 \pm 1^\circ\text{C}$. When placing the dishes in the oven, open the dishes and place the lids next to the dishes.
- (f) Start timing when the oven has regained the required temperature.
- (g) Place the lids on the dishes after 72 hours and remove the dishes from the oven one by one and place them immediately in a dessicator (do not stack).
- (h) Let the dishes cool in the dessicator for 45 to 60 minutes.
- (i) Remove the dishes from the dessicator one by one, weigh (B) and calculate the loss in mass (A - B).
- (j) Use the following equation to determine moisture percentage:

Calculation:

$$\text{Equation: \% moisture} = \frac{(A - B)}{C} \times 100$$

A = sample mass before drying including mass of dish and lid.

B = sample mass after drying including mass of dish and lid.

C = sample mass before drying excluding mass of dish and lid before drying (A - D).

- (k) If the results of the replication differ by more than 0,2%, repeat, on new samples, steps (a), (b), (c), (d), (e), (f), (g), (h), (i) and (j)."

Substitution of regulation 17 of the Regulations

8. The following regulation is hereby substituted for regulation 17 of the Regulations:

"17. The percentage of protein of a consignment of wheat may be determined according to any suitable method: Provided that—

- (a) the determination shall be conducted on a sample which has been sifted using a 1,786 mm screen and from which other grain, unthreshed ears and foreign matter has been removed by hand; and
- (b) the results thus obtained are in accordance ($\pm 0,3$ per cent) with the results obtained by the Dumas Combustion Analysis Method [AACC (American Association of Cereal Chemists) Method 46/30/1995]."

Amendment of regulation 18 of the Regulations

9. Regulation 18 of the Regulations is hereby amended by—

- (a) the substitution for subregulation 1 of the following subregulation:

"(1) The falling number of a consignment of wheat may be determined according to any suitable method: Provided that—

- (a) the determination shall be conducted on a sample which has been sifted using a 1,786 mm screen and from which other grain, unthreshed ears and foreign matter had been removed by hand; and
- (b) the results thus obtained are in accordance (± 5 per cent) with the results obtained by the ICC (International Association of Cereal Chemistry) Standard No. 107/1 Approved: 1968, Revised: 1995 Method."

- (b) the substitution of paragraph (a) of subregulation (2) of the following paragraph:

"(a) the sampling in the mentioned method shall be replaced with the manner prescribed in regulation 9;" and

- (c) the substitution of paragraph (c) of subregulation 2 of the following paragraph:

"(c) a maximum deviation of 30 seconds shall be allowed."

- (d) the substitution of subregulation (3) of the following subregulation:

"(3) If the falling number of a consignment of wheat is in the case of Super Grade, Grade I and Grade 2 below the minimum set out in regulation 6 (3) (a) and taking into account regulation 6 (3) (c); or in the case of Utility Grade below 150 seconds, and before a consignment is downgraded—

- (a) an additional determination of falling number shall be done in the same working sample;
- (b) the average falling number shall be determined;
- (c) an additional determination on another working sample, shall be done if the average of the falling number is still below the minimum for the grade concerned; and
- (d) the average of all the readings shall be regarded as the falling number of the consignment."

Amendment of regulation 19 of the Regulations

10. Regulation 19 of the Regulations is hereby amended by the insertion of the following subregulation after subregulation (1):

- "(1A) Prior to the determination of any grading factor that is conducted on a sifted sample, that sifted sample shall be mixed thoroughly: Provided that all material that do not pass through the sieve shall represent the sifted sample."

Deletion of regulation 20 of the Regulations

11. Regulation 20 of the Regulations is hereby deleted.

Deletion of regulation 24 of the Regulations

12. Regulation 24 of the Regulations is hereby deleted.

Amendment of regulation 26 of the Regulations

13. Regulation 26 of the Regulations is hereby amended by the substitution for paragraph (b) of the following paragraph:

- "(b) Remove all heat-damaged kernels by hand and determine the mass of the heat-damaged kernels in each of the duplicate working samples concerned. Kernels from an additional working sample may also be sensorially assessed (by smelling and tasting the kernels) to confirm suspicion of heat damage."

Substitution of regulation 27 of the Regulations

14. The following regulation is hereby substituted for regulation 27 of the Regulations:

"Determination of percentage field and storage fungi infected kernels"

27. The percentage field fungi infected kernels and storage fungi infected kernels in a consignment of wheat shall be determined as follows:

- (a) Obtain two working samples of at least 25 g each from a screened sample.
- (b) Remove all field fungi infected kernels and storage fungi infected kernels respectively by hand and separately determine the mass of the field fungi infected kernels and storage fungi infected kernels in each of the working samples concerned.
- (c) Express the mass of field fungi infected kernels and storage fungi infected kernels determined respectively as a percentage of the total mass of the working sample concerned.
- (d) If the percentage of the working samples differ by more than 0,2 per cent an additional determination shall be performed on another working sample and the provisions of paragraphs (a), (b) and (c) shall *mutatis mutandis* apply to the additional working sample.
- (e) Determine the average of the percentages of field fungi infected kernels and storage fungi infected kernels, respectively obtained in paragraph (c) or (d) as the case may be.
- (f) Such average represents the percentage of field fungi infected kernels and storage fungi infected kernels respectively in the consignment concerned."

Substitution of Table 1 of the Annexure of the Regulations

15. The following table is hereby substituted for Table 1 of the Annexure of the Regulations:

No. R. 876

14 September 2001

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

**REGULASIES MET BETREKKING TOT DIE GRADERING, VERPAKKING EN MERK VAN KORING BESTEM VIR
VERKOOP IN DIE REPUBLIEK VAN SUID-AFRIKA: WYSIGING**

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

- (a) het die regulasies in die Bylae uitgevaardig; en
- (b) bepaal dat die genoemde regulasies op 1 Oktober 2001 in werking tree.

BYLAE**Woordomskrywing**

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermenskennigsewing No. R. 905 van 10 Julie 1998, soos gewysig deur Goewermenskennigsewing No. R. 1421 van 6 November 1998.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig—

- (a) deur die omskrywing van "besending" deur die volgende omskrywing te vervang:

"**'besending'** —

- (a) 'n hoeveelheid koring van dieselfde klas, wat aan dieselfde elenaar behoort, wat op 'n bepaalde tydstip afgelewer word onder dekking van dieselfde vragbrief, afleweringsbrief of ontvangsbewys, of gelewer word deur dieselfde voertuig of losmaathouer, of wat uit dieselfde buis van 'n graansuier of 'n skeeps-ruim gelaai word; of
- (b) in die geval waar 'n hoeveelheid in paragraaf (a) bedoel, ingedeel is in verskillende subklasse of grade, elke sodanige hoeveelheid van elk van die verskillende subklasse of grade;"

- (b) deur die omskrywing van "beskadigde korrels" deur die volgende omskrywing te vervang:

"**'beskadigde korrels'** koringkorrels en stukkie koringkorrels—

- (a) wat deur insekte beskadig is;
- (b) wat deur hitte van buite of as gevolg van hitte deur binnegisting in koring met 'n oormaat vog duidelik oranje-bruin, donkerbruin of swart, met uitsondering van koringkorrels ten opsigte waarvan die verkleuring tot die kiem-end beperk is;
- (c) wat onryp is en 'n duidelike groen kleur het; en
- (d) waarin ontkieming tot so 'n mate gevorder het dat die vel wat die kiem bedek, gebreek is of die ontwikkelende worteltjies duidelik sigbaar is;"

- (c) deur die omskrywing van "erg rypbeskadigde korrels" deur die volgende omskrywing te vervang:

"**'erg rypbeskadigde koring'**—

- (a) koringkorrels wat gedurende die melk- tot sagte deegstadium deur strawwe ryp beskadig is en wat gekenmerk word deur korrels wat taamlik vet, maar heeltemal tot in die groef met klein blasies bedek is, met uitsondering van—

- (i) korrels waarvan net die rugkant met blasies bedek is; en
- (ii) onryp gerimpelde korrels waarin rimpeling deur ryp veroorsaak is terwyl die korrels nog onryp was; en

- (b) koringkorrels met 'n effens afgeskilferde semelskil as gevolg van ryp: Met dien verstande dat bewys van rypskade teenwoordig is en dat die semelskil nie afgevyf is as gevolg van hantering nie;"

- (d) deur die volgende omskrywing na die omskrywing van "ongedorste are" in te voeg:

"**'opbergingswambesmette korrels'** koringkorrels wat sigbaar met swamme besmet is, en wat—

- (a) blou, groen, swartagtige of geel swamgroeie enige plek op die korrel vertoon; of
- (b) sigbare swamgroeie onder die semel vertoon;"

- (e) deur die omskrywing van "stinkbrandbesmetting" deur die volgende omskrywing te vervang:

"**'stinkbrand-besmetting'** koring wat—

- (a) met *Tilletia spp.* besmet is, met uitsondering van koring wat met *Tilletia indica* besmet is; of
- (b) 'n onmiskenbare stinkbrandreuk het; of
- (c) koringkorrels bevat wat met stinkbrand besmeer is; of
- (d) meer as vier stinkbrandballe of stukkie bal gelyk aan vier stinkbrandballe per 100 g koring bevat;"

- (f) deur die omskrywing van "uitgeloopte korrels" te skrap;

- (g) deur die volgende omskrywing na die omskrywing van "valgetal" in te voeg:

"**'veldswambesmette korrels'** koringkorrels wat sigbaar met swamme besmet is, en wat—

- (a) grysagtige kwas-ente het; of
- (b) as gevolg van *Fusarium*-besmetting 'n dowwe lewelose, krytagtige of pienkerige en verkrimpte voorkoms het;"

- (h) deur die omskrywing van "vreemde stowwe" deur die volgende omskrywing te vervang:

"**'vreemde voorwerpe'** alle materiaal, uitgesonderd koring, ander graan en ongedorste are."

Wysiging van regulasie 4 van die Regulasies

3. Regulasie 4 van die Regulasies word hierby gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) Nieteenstaande die bepalings van subregulasies (2), (3), (4) en (5), moet alle besendings koring—

- (a) vry wees van enige toksiene, chemiese of ander stowwe wat dit ongeskik vir kommersiële doeleindes maak: Met dien verstande dat hoogstens 10 mikrogram per kilogram aflatoksin waarvan aflatoksin B1 hoogstens 5 mikrogram per kilogram uitmaak, toelaatbaar is;
- (b) nie meer skadelike sade of ergot sclerotia bevat as wat toegelaat word kragtens die Wet op Voedingsmiddels, Skoonheidsmiddels en Ontsmettingsmiddels, 1972 (Wet No. 54 van 1972) nie;

- (c) vry wees van organismes van fitosanitêre belang soos bepaal word kragtens die Wet op Landbouplae, 1983 (Wet No. 36 van 1983);
- (d) vry wees van swambesmette, suur- en galsterige ander graan, vreemde voorwerpe en enige ander materiaal;
- (e) vry wees van enige reuk, smaak of kleur wat nie eie aan ongeskonde en gesonde koring is nie;
- (f) met die uitsondering van Klas Ander Koring, vry wees van insekte;
- (g) met die uitsondering van Klas Ander Koring, vry wees van stinkbrandbesmetting; en
- (h) met die uitsondering van Klas Ander Koring, 'n voginhoud van hoogstens 13 persent hê;".

Wysiging van regulasie 6 van die Regulasies

4. Regulasie 6 van die Regulasies word hierby gewysig deur paragraaf (c) van subregulasie (3) deur die volgende paragraaf te vervang:

"(c) Nieteenstaande die bepalings van paragraaf (a) word koring geag aan die toepaslike vereistes van die betrokke paragrafe te voldoen indien dit nie meer as 30 sekondes laer is as die minimum voorgeskryf vir Super Graad, Graad 1, Graad 2 en Utiliteitsgraad, na gelang van die geval, afwyk nie."

Wysiging van regulasie 11 van die Regulasies

5. Regulasie 11 van die Regulasies word hierby gewysig deur subregulasie (2) te skrap.

Wysiging van regulasie 14 van die Regulasies

6. Regulasie 14 van die Regulasies word hierby gewysig deur paragraaf (b) van subregulasie (3) deur die volgende paragraaf te vervang:

"(b) Vul die tregter met ongesifte koring wat verkry is vanaf die monster van die besending en skraap dit af sodat die tregter net gelyk vol is: Met dien verstande dat 'n skoon monster, wat vry van ander graan, ongedorste are, sifsels en vreemde voorwerpe is, gebruik moet word indien gradering op skoon basis uitgevoer word."

Vervanging van regulasie 16 van die Regulasies

7. Regulasie 16 van die Regulasies word hierby deur die volgende regulasie vervang:

"16. (1) Die voginhoud van 'n besending koring kan volgens enige geskikte metode bepaal word: Met dien verstande dat die resultate so verkry in ooreenstemming ($\pm 0,3$ persent) is met die resultate verkry deur die 72 uur lugoondmetode by 103°C soos beskrywe in subregulasie (2).

(2) Die voginhoud van koringkorrels volgens die 72 uur lugoondmetode by 103°C word soos volg bepaal:

- (a) Gebruik die apparate voorgeskryf volgens AACC metode 44-15A nommer 3 tot 6.
- (b) Weeg twee of meer leë bakkies en deksels en teken die massa aan tot $0,0001\text{ g}$ (D).
- (c) Weeg ongeveer 15 g ongemaalde koringkorrels in elke bakkie en teken die massa aan tot $0,0001\text{ g}$ (A).
- (d) Bedek die bakkies met deksels.
- (e) Plaas die bakkies op 'n enkele rak in 'n oond wat vooraf verhit is tot $103 \pm 1^{\circ}\text{C}$. Met plasing van bakkies in die oond, maak die bakkies oop en plaas die deksels langs die bakkies.
- (f) Begin tydsbepaling sodra die oond weer die verlangde temperatuur bereik het.
- (g) Plaas die deksels na 72 uur op die bakkies en haal die bakkies een vir een uit die oond en plaas hulle dadelik in 'n dessikator (moenie stapel nie).
- (h) Laat die bakkies in die dessikator afkoel vir 45 tot 60 minute.
- (i) Haal die bakkies een vir een uit die dessikator, weeg (B) en bereken die verlies in massa (A - B).
- (j) Gebruik die volgende vergelyking om die vogpersentasie te bepaal:

Berekening:

$$\text{Vergelyking: } \% \text{ vog} = \frac{(A - B)}{C} \times 100$$

A = Massa van monster voor droging met inbegrip van die massa van bakkie en deksel.

B = Massa van monster na droging met inbegrip van die massa van bakkie en deksel.

C = Massa van monster voor droging uitgesonderd massa van bakkie en deksel voor droging (A - D).

- (k) As die resultate van die herhalings met meer as $0,2\%$ verskil, herhaal, op nuwe monsters, stappe (a), (b), (c), (d), (e), (f), (g), (h), (i) en (j)."

Vervanging van regulasie 17 van die Regulasies

8. Regulasie 17 van die Regulasies word hierby deur die volgende regulasie vervang:

"17. Die persentasie proteïen van 'n besending koring kan volgens enige geskikte metode bepaal word: Met dien verstande dat—

- (a) die bepaling gedoen word op 'n monster wat oor die 1,786 mm gesif is en waarvan ander graan, ongedorste are en vreemde voorwerpe met die hand verwyder is; en
- (b) die resultate aldus verkry in ooreenstemming ($\pm 0,3$ persent) is met die resultate verkry deur die Dumas ontbrandingsanalise-metode [AACC ("American Association of Cereal Chemists") Metode 46/30/1995].

Wysiging van regulasie 18 van die Regulasies

9. Regulasie 18 van die Regulasies word hierby gewysig deur—

- (a) subregulasie 1 deur die volgende subregulasie te vervang:

→ "(1) Die valgetal van 'n besending koring kan volgens enige geskikte metode bepaal word: Met dien verstande dat—

- (a) die bepaling op 'n monster en wat oor die 1,786 mm gesif is waarvan ander graan, ongedorste are en vreemde voorwerpe met die hand verwyder is; en
- (b) die resultate aldus verkry in ooreenstemming (± 5 persent) is met die resultate verkry deur die ICC ("International Association for Cereal Chemistry")—Standaard No. 107/1 Goedgekeur: 1968, Hersien: 1995 metode.;

- (b) paragraaf (a) van subregulasie (2) deur die volgende paragraaf te vervang:

"(a) monsterneming in genoemde metode met die wyse voorgeskryf in regulasie 9, vervang.;" en

- (c) paragraaf (c) van subregulasie (2) deur die volgende paragraaf te vervang:

"(c) 'n maksimum afwyking van 30 sekondes toegelaat."

- (d) subregulasie (3) deur die volgende subregulasie te vervang:

"(3) Indien die valgetal van 'n besending koring in die geval van Supergraad, Graad 1 en Graad 2 laer is as die minimum soos in regulasie 6 (3) (a) uiteengesit en met inagneming van regulasie 6 (3) (c); of in die geval van Utiliteitsgraad laer as 150 sekondes is, en alvorens 'n besending afgegradeer word,—

- (a) moet 'n addisionele bepaling van valgetal op dieselfde werkmonster gedoen word;
- (b) moet die gemiddelde valgetal bereken word;
- (c) moet, wanneer die gemiddelde valgetal steeds laer as die voorgeskrewe minimum vir die betrokke graad is, 'n addisionele bepaling op 'n ander werkmonster gedoen word; en
- (d) moet die gemiddeld van al die lesings as die valgetal van die betrokke besending geag word."

Wysiging van regulasie 19 van die Regulasies

10. Regulasie 19 van die Regulasies word hierby gewysig deur die volgende subregulasie na subregulasie (1) in te voeg:

"(1A) Alvorens die bepaling van enige graderingsfaktor wat op 'n gesifte monster uitgevoer moet word, plaasvind, moet daardie gesifte monster deeglik gemeng word: Met dien verstande dat alle materiaal wat nie deur die sif gegaan het nie, die gesifte monster verteenwoordig."

Skrapping van regulasie 20 van die Regulasies

11. Regulasie 20 van die Regulasies word hierby geskrap.

Skrapping van regulasie 24 van die Regulasies

12. Regulasie 24 van die Regulasie word hierby geskrap.

Wysiging van regulasie 26 van die Regulasies

13. Regulasie 26 van die Regulasies word hierby gewysig deur die paragraaf (b) deur die volgende paragraaf te vervang:

"(b) Verwyder alle hittebeskadigde korrels met die hand en bepaal die massa van die hittebeskadigde korrels in elk van die betrokke duplikaatwerkmonsters. Korrels van 'n addisionele werkmonster mag ook sintuiglik ondersoek word (deur aan korrels te ruik en te proe) om vermoede van hittebeskadiging te bevestig."

Vervanging van regulasie 27 van die Regulasies

14. Die Regulasies word hierby gewysig deur regulasie 27 deur die volgende regulasie te vervang:

"Bepaling van veld- en opbergingswambesmette korrels

27. Die persentasie veld- en opbergingswambesmette korrels in 'n besending koring word soos volg bepaal:

- (a) Verkry twee werkmonsters van minstens 75 g elk van 'n gesifte monster.
- (b) Verwyder alle veld- en opbergingswambesmette korrels onderskeidelik met die hand en bepaal afsonderlik die massa van die veld- en opbergingswambesmette korrels in elk van die betrokke werkmonsters.
- (c) Druk die massa aldus bepaal vir veld- en opbergingswambesmette korrels onderskeidelik uit as 'n persentasie van die totale massa van die betrokke werkmonster.
- (d) Indien die persentasie van die werkmonsters met meer as 0,2 persent verskil moet 'n addisionele bepaling op 'n ander werkmonster gedoen word en is die bepalings van paragraawe (a), (b) en (c) *mutatis mutandis* op die addisionele monster van toepassing.

- (e) Bepaal die gemiddelde van die persentasies veld- en opbergingswambesmette korrels onderskeidelik in paragraaf (c) of (d), na gelang van die geval, verkry.
- (f) Sodanige gemiddeld verteenwoordig die persentasie veld- en opbergingswambesmette korrels onderskeidelik in die betrokke besending."

Vervanging van Tabel 1 van die Aanhangel van die Regulasies.

15. Tabel 1 van die Aanhangel van die Regulasies word hierby deur die volgende tabel vervang:

ANNEXURE • AANHANGSEL

TABLE 1 • TABEL 1

**STANDARDS FOR GRADES OF CLASS BREAD WHEAT, CLASS BISCUIT WHEAT AND CLASS DURUM WHEAT
STANDAARDE VIR GRADE VAN KLAS BROODKORING, KLAS BESKUITJIEKORING EN KLAS DURUMKORING**

Nature of deviation Aard van afwyking	Maximum percentage permissible deviation (m/m) Maksimum persentasie toelaatbare afwyking (m/m)			
	Super Grade Super Graad	Grade 1 Graad 1	Grade 2 Graad 2	Utility Grade Utiliteitsgraad
1	2	3	4	5
(a) Heavily frost-damaged kernels/Erg rybeskadigde korrels [Reg.21]	5	5	5	10
(b) Field fungi infected kernels/Veldswambesmette korrels [Reg.27]	2	2	2	2
(c) Storage fungi infected kernels/Opbergingswambesmette korrels [Reg. 27]	0,5	0,5	0,5	0,5
(d) Screenings/Sifels [Reg.19]	3	3	3	10
(e) Other grain and unthreshed ears/Ander graan en ongedorste are [Reg 22]	1	1	1	4
(f) Gravel, stones, turf and glass/Gruis, klippies, turf en glas..... [Reg. 23]	0,5	0,5	0,5	0,5
(g) Foreign matter including gravel, stones, turf and glass: Provided that such deviations are individually within the limits specified in item (f)/Vreemde voorwerpe met inbegrip van gruis, klippies, turf en glas: Met dien verstande dat sodanige afwykings individueel binne die perke is in item (f) aangegee [Reg.23]	1	1	1	3
(h) Heat-damaged kernels/Hittebeskadigde korrels [Reg. 26]	0,5	0,5	0,5	0,5
(i) Damaged kernels, including heat-damaged kernels: Provided that such deviations are individually within the limit specified in item (h) and provided further that the minimum falling number value prescribed in regulation 6 (3) for the grade concerned is at least complied with/Beskadigde korrels met inbegrip van hittebeskadigde korrels: Met dien verstande dat sodanige afwyking individueel binne die perke is in item (h) aangegee en met dien verstande voorts dat minstens aan die minimum valgetalwaarde in regulasie 6 (3) vir die betrokke graad voorgeskryf, voldoen word [Reg 25]	2	2	2	5

Nature of deviation Aard van afwyking	Maximum percentage permissible deviation (m/m) Maksimum persentasie toelaatbare afwyking (m/m)			
	Super Grade Super Graad	Grade 1 Graad 1	Grade 2 Graad 2	Utility Grade Utiliteits-graad
1	2	3	4	5
(j) Deviations in items (d), (e), (g) and (i) collectively: Provided that such deviations are individually within the limits of the said items/Afwykinge in items (d), (e), (g) en (i) gesamentlik: Met dien verstande dat sodanige afwykinge individueel binne die perke van genoemde items is	5	5	5	10

**DEPARTMENT OF ENVIRONMENTAL AFFAIRS AND TOURISM
DEPARTEMENT VAN OMGEWINGSKE EN TOERISME**

No. R. 871

14 September 2001

NATIONAL PARKS ACT, 1976 (ACT No. 57 OF 1976)

AMENDMENT OF REGULATIONS FOR THE CONTROL MANAGEMENT AND MAINTENANCE OF THE NATIONAL PARKS AND FOR THE CONDUCT OF THE GENERAL BUSINESS OF THE BOARD

South African National Parks has, under section 29 of the National Parks Act, 1976 (Act No. 57 of 1976), and with the approval of the Minister of Environmental Affairs and Tourism, made the regulations in the Schedule.

SCHEDULE

Definition

1. In these regulations, unless the context indicates otherwise, "the regulations" means the regulations published under Government Notice No. R. 2006 of 2 October 1978, as amended by Government Notice Nos. R. 1979 of 15 August 1986; R. 661 of 30 March 1990; R. 1279 of 22 July 1994; R. 908 of 31 March 1996; R. 1089 of 15 August 1997; R. 442 of 9 April 1999; and R. 261 of 24 March 2000.

Insertion of regulation 44A in the Regulations

2. The following regulation is hereby inserted after regulation 44 of the Regulations:

"Designated individuals may carry a firearm under certain conditions

44A. (1) Notwithstanding the provisions of regulation 44, approved designated individuals who are not employees of the Board but are working within the boundaries of a park shall be permitted to carry a licensed firearm, subject to the following:

- (a) Permission is personal to a designated individual, and is non-transferable;
- (b) the firearm may only be used and displayed in a park for the purpose of the designated individual providing protection to himself or herself and accompanying visitors to a park;
- (c) the designated individual must have a FGASA Level III (SKS) qualification or a Board proficiency certificate;
- (d) the Board proficiency certificate is valid for a period of three years; and
- (e) any person must submit his or her written permission authorising him or her to carry a firearm in a park as a designated individual to an officer or authorised employee if requested to do so.

- (2) The Board, in its sole and absolute discretion, may withdraw permission granted to any designated individual.
- (3) The designated individual must apply to the Chief Executive of the Board and against receipt of documentary proof of the possession of a firearm license and the designated individual's qualifications, the Chief Executive may grant permission to that individual to carry a firearm in a park.
- (4) The designated individual may apply for temporary permission to carry a licensed firearm in a park for the purpose of conducting the Board proficiency test."

**DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT
DEPARTEMENT VAN JUSTISIE EN STAATKUNDIGE ONTWIKKELING****No. R. 847****14 September 2001****DESIGNATION OF COMMISSIONERS OF OATH IN TERMS OF SECTION 6 OF THE JUSTICES OF THE
PEACE AND COMMISSIONERS OF OATHS ACT, 1963**

Under section 6 of the Justice of the Peace and Commissioners of Oaths Act, 1963 (Act No. 16 of 1963), I, Penuell Mpapa Maduna, Minister for Justice and Constitutional Development, hereby amend the Schedule to Government Notice No. R. 903 of 10 July 1998, as amended by Government Notices Nos. R. 1687 of 24 December 1998, R. 950 of 6 August 1999, R. 1317 of 12 November 1999, R. 1510 of 24 December 1999, R. 1511 of 24 December 1999, R. 1180 of 17 November 2000 and R. 109 of 2 February 2001, as set out in the Schedule.

SCHEDULE

The Schedule to Government Notice No. 903 of 10 July 1998 is hereby amended by the addition of the following item after item 9 (c):

"9 (d) Crime Strategies Department:

General Manager, Commercial Crime Manager, Violent Crime Manager, ATM Project Manager, Research Manager and Statistical Manager."

P. M. MADUNA**Minister for Justice and Constitutional Development****No. R. 847****14 September 2001****AANWYSING VAN KOMMISSARISSE VAN EDE KRAGTENS ARTIKEL 6 VAN DIE WET OP
VREDEREGTERS EN KOMMISSARISSE VAN EDE, 1963**

Kragtens artikel 6 van die Wet op Vrederegters en Kommissaris van Ede, 1963 (Wet No. 16 van 1963), wysig ek, Penuell Mpapa Maduna, Minister van Justisie en Staatskundige Ontwikkeling, hierby die Bylae van Goewermentskennisgewing No. R. 903 van 10 Julie 1998, soos gewysig deur Goewermentskennisgewings Nos. R. 1687 van 24 Desember 1998, R. 950 van 6 Augustus 1999, R. 1317 van 12 November 1999, R. 1510 van 24 Desember 1999, R. 1511 van 24 Desember 1999, R. 1180 van 17 November 2000 en R. 109 van 2 Februarie 2001, soos in die Bylae uiteengesit.

BYLAE

Die Bylae van Goewermentskennisgewing No. 903 van 10 Julie 1998 word hierby gewysig deur die volgende item na item 9 (c) by te voeg:

"9 (d) Departement Misdaadvoorkomingstrategie:

Hoofbestuurder, Bestuurder: Kommersiële Misdaad, Bestuurder: Geweldsmisdade, OTM-Projekbestuurder, Navorsingsbestuurder en Bestuur: Statistieke."

P. M. MADUNA**Minister van Justisie en Staatskundige Ontwikkeling****DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID****No. R. 869****14 September 2001****LABOUR RELATIONS ACT, 1995****BARGAINING COUNCIL FOR THE BUILDING INDUSTRY (BLOEMFONTEIN): EXTENSION OF
AMENDMENT OF COLLECTIVE AGREEMENT TO NON-PARTIES**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the Bargaining Council for the Building Industry (Bloemfontein) 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 21 September 2001, and for the period ending 11 June 2003.

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

No. R. 869

14 September 2001

WET OP ARBEIDSVERHOUDINGE, 1995

BEDINGINGSRAAD VIR DIE BOUNYWERHEID (BLOEMFONTEIN): UITBREIDING VAN WYSIGING VAN KOLLEKTIEWE 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 Ooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Bedingingsraad vir die Bounywerheid (Bloemfontein) 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 21 September 2001, en vir die tydperk wat op 11 Junie 2003 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

SCHEDULE**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY (BLOEMFONTEIN)****COLLECTIVE AGREEMENT**

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

Construction Industries Association, Free State (formerly Bloemfontein Master Builders' and Allied Trades Association)

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

Amalgamated Union of Building Trade Works of South Africa

Bouwerkersvakbond and

Construction and Allied Workers' Union

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

being parties to the Bargaining Council for the Building Industry (Bloemfontein),

to amend the main Agreement published under Government Notice No. R. 1335 dated 6 November 1998, as extended and amended by Government Notices Nos. R. 1313 of 12 November 1999, R. 544 of 2 June 2000 and R. 546 of 2 June 2000 and R. 524 of 8 June 2001.

1. SCOPE OF APPLICATION

- (1) The terms and conditions of this Agreement shall be observed—
 - (a) in the Magisterial District of Bloemfontein;
 - (b) by all employers and employees who are members of the employers' organisation and by all employees who are members of the trade union/s;
 - (c) by all employers and employees to whom the Minister of Labour may extend this Agreement;
 - (d) by all employers and employees who are directly or indirectly involved in the Building Industry.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to—
 - (a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder;
 - (b) trainees under the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder;
 - (c) working partners, directors and owners of a building-related business.
- (3) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall not apply to—
 - (a) clerical and administrative employees;
 - (b) university students and graduates in Building Science and to construction supervisors, construction surveyors, architects and other persons doing practical work in the completion of their academic training;
 - (c) casual employees as defined in clause 3;
 - (d) non-parties in respect of clause 1 (1) (b) and 2.

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 of the Labour Relations Act, 1995, and shall remain in force until 11 June 2003.

3. CLAUSE 8: REMUNERATION

Substitute the following for subclause (1), (2) (a), (b) and (c) and (5) (a):

"(1) **Wages:** (a) General: No employer shall pay and no employee shall accept wages at rates lower than the following:

	<i>Cents per hour</i>
(i) Artisans.....	14,71
(ii) General workers	5,58
(iii) Employees working for less than three months in the Industry.....	4,75
After three months	5,58

Calculation of wages: The weekly wage of an employee shall be his hourly wage multiplied by 40, in the case of artisans and all other categories of employees.

(b) "Across-the board" increase for all categories shall be 8,5% for general workers and 8% for artisans of the actual wage. Nobody will receive less than the minimum prescribed wage.

(2) **Supplementary remuneration and contributions:** (a) Except in respect of a casual employee, every employer shall pay each week to the Secretary of the Council in respect of each category of employee, as stipulated below, the total sum prescribed in Column G hereunder: Provided that such sum shall be allocated as set out hereunder:

(i) Holiday Fund.....	Column A
(ii) Provident Fund	Column B
(iii) Contributions to Bargaining Council Expenses	Column C
(iv) Trade Union Subscriptions	Column D
(v) Wage Guarantee Fund	Column E
(vi) Funeral Benefit	Column F
(vii) TOTAL SUM.....	Column G

Employers	Per week						
	A	B	C	D	E	F	G
	R	R	R	R	R	R	R
All employees earning R5,58 up to and including R7,08 ph	22,40	34,40	2,40	—	0,45	0,49	60,14
All employees earning R7,09 up to and including R8,65 ph	28,80	44,00	2,40	—	0,45	0,49	76,14
All employees earning R8,66 up to and including R10,54 ph	35,20	54,40	2,40	—	0,45	0,49	92,94
All employees earning R10,55 up to and including R12,42 ph	43,20	66,40	2,40	—	0,45	0,49	112,94
All employees earning R12,43 up to and including R14,70 ph	51,20	78,40	2,40	—	0,45	0,49	132,94
All employees earning R14,71 up to and including R17,36 ph	59,20	90,40	2,40	1,75	0,45	0,49	154,69
All employees earning R17,37 and more	70,40	108,00	2,40	1,75	0,45	0,49	183,49

(b) Except in respect of a casual employee who works for an employer for less than four weeks, every employer shall deduct each week from the remuneration due to each employee, as stipulated below, the amount prescribed in Column E hereunder: Provided that such sum shall be allocated as set out hereunder:

(i) Holiday Fund.....	Column A
(ii) Provident Fund	Column B
(iii) Contributions to Bargaining Council	Column C
(iv) Trade Unions	Column D
(v) TOTAL SUM.....	Column E

Employees	Per week				
	A	B	C	D	E
	R	R	R	R	R
All employees earning R5,58 up to and including R7,08 ph.....	22,40	34,40	0,20	—	57,00
All employees earning R7,09 up to and including R8,65 ph.....	28,80	44,00	0,20	—	73,00
All employees earning R8,66 up to and including R10,54 ph.....	35,20	54,40	0,20	—	89,80
All employees earning R10,55 up to and including R12,42 ph.....	43,20	66,40	0,20	—	109,80
All employees earning R12,43 up to and including R14,70 ph.....	51,20	78,40	0,20	—	129,80
All employees earning R14,71 up to and including R17,36 ph.....	59,20	90,40	0,20	1,75	151,55
All employees earning R17,37 and more ph.....	70,40	108,00	0,20	1,75	180,35

(c) Every employer shall, in addition to any remuneration to which an employee may be entitled in terms of clause 8 (1), pay such employee the total sum prescribed in Column C hereunder:

- (i) Holiday Fund..... Column A
(ii) Provident Fund Contributions..... Column B
(iii) TOTAL SUM..... Column C

Employees	Per Hour		
	A	B	C
	c	c	c
All employees earning R5,58 up to and including R7,08 ph.....	0,56	0,43	0,99
All employees earning R7,09 up to and including R8,65 ph.....	0,72	0,55	1,27
All employees earning R8,66 up to and including R10,54 ph.....	0,83	0,68	1,56
All employees earning R10,55 up to and including R12,42 ph.....	1,08	0,83	1,91
All employees earning R12,43 up to and including R14,70 ph.....	1,28	0,98	2,26
All employees earning R14,71 up to and including R17,36 ph.....	1,48	1,13	2,61
All employees earning R17,37 and more ph.....	1,76	1,35	3,11

(5) **Allowances:** (a) An employee who is required to work away from his/her residence and who cannot return home after each working day, shall be paid a living away allowance of R15, per day in respect of each night spent away from his residence."

4. CLAUSE 12: PROVIDENT FUND

(2) In subclause (2) substitute (d), (f) and (g) for the following:

- "(d) Membership of the Provident Fund shall be compulsory for all employees for whom wages are prescribed in clause 8 (1) (a) (i) and (ii).
(f) The contribution towards the Provident Fund amounts to 8% of wages. The Provident Fund contribution shall be on a 50% employer and 50% employee basis and shall be increased yearly with not less than the same percentage as the minimum wage increase.
(g) An additional amount of 49c shall be contributed by employers per week on behalf of employees for whom wages are prescribed in clause 8 (1) (a) (i) and (ii) towards the Funeral Fund, which forms part of the Provident Fund.

5. CLAUSE 13: MEDICAL AID

"This Fund is hereby discontinued and the contributions made by the employer towards this Fund will be added to the Hourly Wage."

6. CLAUSE 14: BUILDING INDUSTRY SICK FUND

"This Fund is hereby discontinued and the contributions made by the employer towards this Fund will be added to the Hourly Wage."

7. CLAUSE 15: STABILIZATION FUND

"This Fund is hereby discontinued and the contributions made by the employer towards this Fund will be added to the Hourly Wage."

Thus done and signed at Bloemfontein on 27 March 2001, for and on behalf of the Bargaining Council for the Building Industry (Bloemfontein).

I. J. ELS

Chairperson

C. H. VAN ZYL

Vice-Chairperson

A. C. M. VAN VUUREN

Secretary

No. R. 870

14 September 2001

LABOUR RELATIONS ACT, 1995

MEAT TRADE, GAUTENG: EXTENSION OF AMENDMENT OF MAIN COLLECTIVE 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 Bargaining Council for the Meat Trade, Gauteng 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 Trade, with effect from 25 September 2001, and for the period ending 30 June 2002.

M. M. S MDLADLANA

Minister of Labour

SCHEDULE

BARGAINING COUNCIL FOR MEAT TRADE, GAUTENG

COLLECTIVE AGREEMENT

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

Meat Traders Association Gauteng

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

Meat Distributors and Allied Workers Union of South Africa (MDAWUSA)

South African Meat Distributors and Allied Workers Union

Gauteng Retail Meat Trade Employees' Union

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

being the parties to the Bargaining Council for Meat Trade, Gauteng, to amend the agreement published under Government Notice R. 71 of 4 February 2000.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Meat Trade in the following Magisterial Districts:
Alberton, Boksburg, Brakpan, Germiston, Johannesburg, Randburg, Roodepoort, Benoni, Krugersdorp, Randfontein, Springs and the area within a 25 km radius of Church Square, Pretoria—

(a) by all employers who are members of the employers' Organisation and by all employees who are members of the trade unions, and who are engaged or employed in the Meat Trade.

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

(3) The provisions of clause 1 (1) (a) and (b) and 1A of this Agreement shall not be binding on non-parties.

1A. PERIOD OF OPERATION

This Agreement shall come into operation on such a date fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force until 30 June 2002.

2. CLAUSE 3: RENUMERATION

Substitute the following for clause 3:

(1) No employer shall pay and no employee shall accept wages lower than the following:

	Per month
Bookkeeper	2 600,00
Cashier	1 260,00
Cashier and invoice clerk	1 730,00
Labourer, I	1 260,00
Labourer, II	1 210,00
Manager	4 270,00
Mass measurer and/or pricer	1 260,00
Master meat cutting technician, grade IA	3 950,00
Meat cutting technician, grade IB	3 440,00
Meat cutting technician, II	1 890,00
Motor vehicle driver, the unladen mass of which vehicle together with the unladen mass of any trailer does not exceed—	
450 kg	1 260,00
2 700 kg	1 380,00
4 500 kg	1 610,00
Salesperson	1 910,00
Security officer	1 610,00
Shop controller/supervisor	6 950,00
Trainee meat cutting technician—	
during 1st year of experience	1 230,00
during 2nd year of experience	1 410,00
during 3rd year of experience	1 610,00
Trainee shop controller/supervisor	3 440,00
Wrapper and/or packer	1 210,00

- (2) **Differential rates:** An employer who requires or permits an employee of one category to perform the duties of a higher paid category for longer than one hour in any one day, either in addition to his own work or in substitution thereof, shall pay such employee in respect of that day, not less than one sixth of the higher weekly wage prescribed in subclause (1).

3. Clause 22: COUNCIL FUNDS

Substitute the following for clause 22:

"22. COUNCIL FUNDS

The funds of the Council, which shall be vested in and administered by the Council, shall be provided in the following manner:

- Every employer shall, in respect of every establishment he owns or conducts, pay a monthly levy of R30,00.
- every employer shall deduct R15,00 per month from the wage payable to every employee in his employment and add to such an deduction an equivalent amount;
- the employer must ensure that the above amounts are received at the Council' address by no later than the 10th day of each succeeding month, together with the form specified by the Council."

4. CLAUSE 23: SICK BENEFIT FUND

Substitute the following for the Schedule in clause 23:

"SCHEDULE

Membership category	MONTHLY SALARY		
	R1 000–R1 500	R1 501–R4 000	R4 001–+
Single member	R543,00	R620,20	R665,02
Member plus one dependant	R740,20	R806,20	R872,20
Member plus two dependants	R752,20	R824,20	R896,20
Member plus three dependants	R776,20	R848,20	R920,20
Member plus four or more	R800,20	R872,20	R944,20
Single pensioner	R300,00	Hospital Plan Excluded	
Pensioner plus one dependant	R432,00	Hospital Plan excluded	
Pensioner plus 2 dependants		Rate on request	
Members of Hospital Plan only	R224,20	Medical Aid Benefits excluded	
All Accident Plan	R58,50	Additional to applicable contribution in Table A"	

5. CLAUSE 24: RETIREMENT FUNDS

Substitute the following for clause 24 (4):

- "(4) For the purpose of providing members of the Funds with benefits, every employer shall deduct five percent of the specified wage from the wages payable to an employee and add to it five percent of the specified minimum wage. In the event of an employee who works on three days per week or less, the employer must deduct three percent of the specified minimum wage from the wages payable to such an employee and add to it three percent of the specified minimum wage."

6. CLAUSE 31: RESOLUTION OF DISPUTES

Substitute the following for clause 31:

31A. GENERAL DISPUTE SETTLEMENT PROCEDURE

- (1) Functions to be performed by the council in terms of this Agreement, shall be performed by the Secretary. The Secretary may delegate any of his/her functions and responsibilities as set out in this Agreement.
- (2) Any notice or service required in terms of this Agreement may be given by means of telefax, hand delivered or registered post.
- (3) The council may be a party to a dispute, which is processed in terms of this Agreement.
- (4) Without in any way detracting from the rights and obligations emanating from this Agreement, it shall be interpreted and applied in a manner that promotes effective dispute resolution.
- (5) The provisions of this dispute procedure stand in addition to any other legal remedy through which the council may enforce a Collective Agreement.

31B. DISPUTES CONCERNING INTERPRETATION OF THIS AGREEMENT

Any dispute about the interpretation or application of this Agreement referred to the Council shall be resolved as follows:

- (a) Any dispute in terms of this Agreement shall be referred to the Council in writing. The Council shall attempt to resolve the dispute through conciliation using a suitably qualified conciliator. Within 14 days of such conciliation, the Council shall convey its decision to the disputants, or state that the dispute remains unresolved;
- (b) if the Council fails to resolve the dispute or if any party is aggrieved by the Council's decision referred to in paragraph (a), it may within seven days of the decision request that the dispute be referred to arbitration;
- (c) should the dispute be referred for arbitration, the Council must appoint an Arbitrator and all proceedings will be subject to the provisions of the Labour Relations Act, 1995. The arbitrator shall have the power to decide upon the procedure to be followed at the arbitration hearing, and shall, in its discretion, be entitled to make an award in respect of the parties' arbitration costs, in terms of section 138 (10) of the Act. The arbitrator's decision shall be final and binding.

31C. DISPUTES CONCERNING DISMISSALS

Any dispute that relates to the dismissal of one or more employees and that is referred to the Council shall be dealt with in terms of this clause:

- (a) Any such dispute shall be referred to the Council, in writing within 30 days of the date of dismissal: Provided that the Council may condone a late referral of such a dispute on good cause shown.
- (b) The party referring the dispute shall satisfy the Council that a copy of the referral has been served on all other parties to the dispute. This service shall be effected by means of telefax, hand delivery or registered post.
- (c) The Council shall arrange a meeting within 30 days of receipt of notification of the dispute for the purpose of attempting to resolve the dispute through conciliation.
- (d) If the Council fails to resolve the dispute or if any party is aggrieved by the Council's decision referred to in subclause (1) it may within seven days of the decision request that the dispute be referred to arbitration.
- (e) Should the dispute be referred for arbitration, the Council must appoint an Arbitrator and all proceedings will be subject to the provisions of the Labour Relations Act, 1995. The arbitrator shall have the power to decide upon the procedure to be followed at the arbitration hearing, and shall, in its discretion, be entitled to make an award in respect of the parties' arbitration costs, in terms of section 138 (10) of the Act. The arbitrator's decision shall be final and binding.

31D. PROCEDURE TO ENFORCE COMPLIANCE WITH THIS AGREEMENT

The Council shall take all reasonable steps to ensure compliance with this Agreement. If, whether through its own investigations or through any other source, it appears as if the provisions of this Agreement have been breached then the following procedure shall apply to enforce compliance:

- (a) The Secretary of the Council may request a designated agent to investigate the alleged breach.
- (b) If, on completion of the investigation, the designated agent has reason to believe that this Agreement has been breached, the designated agent may endeavor to secure compliance with this Agreement through conciliation. The designated agent may issue a compliance order, which calls upon a person or party to comply in a specified manner and within a specified time period, with the terms of this Agreement.

- (c) At the end of the investigation, the designated agent shall submit a report to the Secretary of the Council as to the result of the investigation, the steps taken to secure compliance with this Agreement through conciliation and the outcome thereof.
- (d) On receipt of the report, the Secretary may—
 - (i) require the designated agent to make further investigations; or
 - (ii) refer to the matter to arbitration in terms of this Agreement; or
 - (iii) take such other steps as may be deemed reasonable.
- (e) If the Secretary of the Council decides to refer the matter to arbitration, he must appoint an arbitrator to hear and determine the alleged breach of this Agreement.
- (f) The Secretary of the Council shall decide the date, time and venue of the arbitration hearing.
- (g) The Secretary of the Council shall serve notices of the date, time and venue of the arbitration on all the parties who may have legal interest in the outcome of the arbitration. Any party who has legal interest in the outcome of the arbitration shall have the right to—
 - (i) give evidence;
 - (ii) call witnesses;
 - (iii) question witnesses of any other party;
 - (iv) address concluding arguments to the arbitrator;
 - (v) be represented by—
 - (aa) legal practitioner; or
 - (ab) an office bearer or official of his trade union or employers' organisation and, if the party is a juristic person, by a director or employee thereof.
- (h) The arbitrator shall have the following powers:
 - (i) To determine whether there has been a breach of the Agreement;
 - (ii) to make any appropriate award that gives effect to the Agreement and ensures compliance therewith;
 - (iii) to determine the appropriate form of and procedure to be followed at the arbitration proceedings;
 - (iv) to make any order as to costs that he deems appropriate and where the Act provides for such an order to be made or for the Council to recover its costs of providing the arbitration service. The arbitrator shall make a costs order against the party concerned which shall, as a minimum, cover the Council's costs of dealing with the dispute;
 - (v) to make an award in the absence of a party who is alleged to have breached the Agreement if—
 - (i) the party fails to appear in person or be represented at the arbitration proceedings;
 - (ii) proof is presented that such party has been notified of the proceedings;
 - (iii) prima facie evidence has been presented to the arbitrator that the party in question has failed to comply with this Agreement.
 - (vi) vary, rescind or amend an arbitration award made by him or any other arbitrator on good cause shown. Without limiting the generality hereof, the arbitrator shall have this power if—
 - (i) the award was erroneously sought or erroneously made in the absence of any party affected by the award;
 - (ii) the award is ambiguous or contains an obvious error or omission, but only to the effect of that ambiguity, error or omission;
 - (iii) the award was granted as a result of a mistake common to the parties to the proceedings;
 - (vii) to subpoena witnesses to attend a hearing, if necessary.
- (i) The Council shall serve any award made by the arbitrator together with any reasons on all interested parties.
- (k) The Secretary of the Council may apply to make the arbitration award an order of the Labour Court in terms of section 158 (1) of the Act.

Thus done and signed at Johannesburg on this 22nd day of January 2001.

C. DEACON

For the Secretary of the Council

E. M. P. BIELOVICH

Chairman of the Meat Traders Association (Gauteng)

E. T. SELORO

Secretary of the Meat Distributors and Allied Workers Union South Africa

P. KESWA

Secretary of the South African Meat Distributors and Allied Workers Union

G. S. KOK

Secretary of the Gauteng Meat Traders Employees Union

E. N. DEFTEREOS

Chairman of the Council

No. R. 870

14 September 2001

WET OP ARBEIDSVERHOUDINGE, 1995

VLEISBEDRYF, GAUTENG: UITBREIDING VAN WYSIGING VAN HOOF KOLLEKTIEWE 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 Bylae hiervan verskyn en wat in die Bedingingsraad vir die Vleisbedryf, Gauteng aangegaan is en kragtens Artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Wysigingsooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Bedryf, met ingang van 25 September 2001, en vir die tydperk wat op 30 Junie 2002 eindig.

M. M. S MDLADLANA

Minister van Arbeid

BYLAE

BEDINGINGSRAAD VIR DIE VLEISBEDRYF, GAUTENG

KOLLEKTIEWE OOREENKOMS

ooreenkomstig die Wet op Arbeidsverhoudinge, 1995, soos gewysig, gesluit deur en aangegaan tussen die

Meat Traders Association Gauteng

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem), aan die een kant, en die

Meat Distributors and Allied Workers Union of South Africa (MDAWUSA)

South African Meat Distributors and Allied Workers Union

Gauteng Retail Meat Trade Employees Union

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Bedingingsraad vir die Vleisbedryf, Gauteng om die ooreenkoms gepubliseer by **Governmentenskennisgewing R. 71 van 4 Februarie 2001.**

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie ooreenkoms moet in die Vleisbedryf in die volgende landdrosdistrikte nagekom word:

Alberton, Boksburg, Brakpan, Germiston, Johannesburg, Randburg, Roodepoort, Benoni, Krugersdorp, Randfontein, Springs en die area binne 'n 25km radius vanaf Kerkplein, Pretoria—

(a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakbonde is, en wat by die Vleisbedryf betrokke of daarin werksaam is;

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing slegs ten opsigte van werknemers vir wie lone in hierdie Ooreenkoms voorgeskryf word.

(3) Klousule 1 (1) (a), en (b) en 1A van hierdie Ooreenkoms is nie bindend vir nie partye nie.

1A. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op datum wat deur die Minister van Arbeid ingevolge artikel 32 van die Wet op Arbeidsverhoudinge, 1995, vasgestel en bly van krag tot 30 Junie 2002.

2. KLOUSULE 3: BESOLDIGING

Vervang klousule 3 deur die volgende:

- (1) Geen laer lone as die volgende mag deur die werkgewer betaal of deur 'n werknemer aanvaar word nie:

	Per maand
Boekhouer	2 600,00
Kassiere	1 260,00
Kassier en faktuurklerk	1 730,00
Arbeider, I	1 260,00
Arbeider, II	1 210,00
Bestuurder	4 270,00
Massameter en/of prysbepaler	1 260,00
Meester-vleissnytegnikus, graad IA	3 950,00
Vleissnytegnikus, graad IB	3 440,00
Vleissnytegnikus, graad II	1 890,00
Motorvoertuigdrywer, waar die ongelaai massa van die voertuig tesame met die ongelaai massa van enige sleepwa nie die volgende oorskry nie:	
450 kg	1 260,00
2 700 kg	1 380,00
4 500 kg	1 610,00
Verkoopspersoon	1 910,00
Sekuriteitsbeampte	1 610,00
Winkelkontroleur/toesighouer	6 950,00
Leerlingvleissnytegnikus—	
gedurende 1ste jaar van opleiding	1 230,00
gedurende 2de jaar van opleiding	1 410,00
gedurende 3de jaar van opleiding	1 610,00
Leerlingwinkelkontroleur/toesighouer	3 440,00
Toedraaier en/of verpakker	1 210,00

- (2) **Differensiële lone:** 'n Werkgewer wat van 'n werknemer van een kategorie verwag of hom toelaat om die pligte van 'n hoër betaalde kategorie vir langer as een uur op enige dag te doen, hetsy bo en behalwe sy eie werk of in plaas daarvan, moet sodanige werknemer vir daardie betrokke dag minstens een sesde van die hoër weeklikse loon soos voorgeskryf in subklousule (1) betaal word.

3. KLOUSULE 22: RAADSFONDSE

Vervang klousule 22 deur die volgende:

"22. RAADSFONDSE

Die fondse van die Raad wat by die Raad berus en deur hom geadministreer word, moet op die volgende wyse verkry word:

- Elke werkgewer moet vir elke bedryfsinstelling wat hy besit of bestuur, 'n maandelikse heffing van R30,00 betaal;
- elke werkgewer moet elke maand R15,00 aftrek van die loon betaalbaar vir elke werknemer en moet 'n ekwivalente bedrag by sodanige aftrekking voeg;
- die werkgewer moet verseker dat bogenoemde bedrae die Raad se adres bereik nie later nie as die 10de dag van elke daaropvolgende maand, tesame met die vorm soos gespesifiseer deur die Raad."

4. KLOUSULE 23: SIEKTEBYSTANDSFONDS

Vervang die Bylae in klousule 23 deur die volgende:

"BYLAE

Lidmaatskaps Kategorie	SALARIS PER MAAND		
	R1 000–R1 500	R1 501–R4 000	R4 001–+
Enkelid	R543,00	R620,20	R665,02
Lid plus een afhanklike	R740,20	R806,20	R872,20
Lid plus twee afhanklikes	R752,20	R824,20	R896,20
Lid plus drie afhanklikes	R776,20	R848,20	R920,20
Lid plus vier of meer afhanklikes	R800,20	R872,20	R944,20

		SALARIS PER MAAND		
Lidmaatskaps Kategorie		R1 000–R1 500	R1 501–R4 000	R4 001–+
Enkelpensioenaris	R300,00	Hospitaalplan uitgesluit.		
Pensioenaris plus een afhanklike	R432,00	Hospitaalplan uitgesluit.		
Pensioenaris plus twee of meer afhanklikes		Tarief beskikbaar op aanvraag		
Lede van Hospitaalplan alleenlik	R224,20	Mediesefondsvoordele uitgesluit		
Ongeluks Plan	R58,50	Addisioneel by toepaslike bydrae in Tabel A"		

5. KLOUSULE 24: AFTREEFONDSE

Vervang klousule 24 (4) deur die volgende:

- "(4) Met die doel om lede van die Fonds van voordele te voorsien, moet elke werkgewer vyf persent van die gespesifiseerde loon van die lone betaalbaar aan elke werknemer aftrek en vyf persent van die voorgeskrewe minimum loon byvoeg. In die geval van 'n werknemer wat drie dae per week of minder werk, moet die werkgewer drie persent van die gespesifiseerde loon van die lone betaalbaar aan sodanige werknemer aftrek en drie persent van die voorgeskrewe minimum loon byvoeg."

6. KLOUSULE 31: GESKILBESLEGTING

Vervang klousule 31 deur die volgende:

31A. ALGEMENE GESKILBESLEGTINGSPROSEDURE

- (1) Die funksies wat deur die Raad verrig word in terme van hierdie Ooreenkoms, moet deur die Sekretaris verrig word. Die Sekretaris kan enige van sy/haar funksies of verantwoordelikhede ingevolge hierdie Ooreenkoms deleger.
- (2) Enige kennisgewing of diens wat ingevolge hierdie Ooreenkoms bepaal word, kan deur middel van telefaks, handaflewering of geregistreerde pos gegee word.
- (3) Die Raad kan 'n party tot 'n geskil wees wat ingevolge hierdie Ooreenkoms geprosesseer word.
- (4) Sonder om in enige manier van die regte en verpligtinge wat vanuit die Ooreenkoms voortspruit, weg te doen, sal dit op 'n manier toegepas en geïnterpreteer word wat effektiewe geskiloplossing bevoordeel.
- (5) Die voorbehoudsbepalings van hierdie geskilprosedure gaan gepaard met enige ander wettige middel wat die Raad kan gebruik om 'n Kollektiewe Ooreenkoms af te dwing.

31B. GESKILLE AANGAANDE INTERPRETASIE VAN DIE OOREENKOMS

Enige geskil oor die interpretasie, toepassing of uitvoering van hierdie Ooreenkoms moet na die Raad verwys word en moet soos volg besleg word.

- (a) Enige geskil in terme van hierdie ooreenkoms moet skriftelik aan die Raad gerig word. Die Raad moet poog om die geskil deur konsiliasie te besleg deur van 'n toepaslik gekwalifiseerde konsiliator gebruik te maak. Die Raad moet binne 14 dae van sodanige konsiliasie sy besluit aan die disputante bekend maak, of meld dat die geskil onopgelos is;
- (b) indien die Raad nie daarin slaag om die geskil te besleg nie of indien enige party veronreg is deur die Raad se besluit, soos bedoel in paragraaf (a), kan dit binne sewe dae versoek dat die geskil na arbitrasie verwys word;
- (c) sou die geskil vir arbitrasie verwys word, moet die Raad 'n Arbitrator aanstel en alle verrigtinge sal onderhewig wees aan die bepalinge van die Wet op Arbeidsverhoudinge, 1995. Die Arbitrator sal die mag hê om te besluit oor die prosedure wat gevolg moet word by die arbitrasie, en sal, in sy goetdunke, geregtig wees om 'n uitspraak te lewer aangaande die partye se arbitrasie koste, ingevolge Artikel 138 (10) van die Wet. Die arbitrator se beslissing sal finaal en bindend wees.

31C. GESKILLE AANGAANDE ONTSLAGTE

Enige geskil wat handel oor die ontslag van een of meer werknemers en wat na die Raad verwys word sal ingevolge hierdie klousule hanteer word:

- (a) Enige sodanige geskil moet skriftelik binne 30 dae vanaf die datum van ontslag na die Raad verwys word: Met dien verstande dat die Raad enige laat verwysing van sodanige geskil, op grondige rede, kan goedmaak.
- (b) Die party wat die geskil verwys moet die Raad oortuig dat 'n afskrif van die verwysing op al die ander partye tot die geskil gedien is. Sodanige bewys kan gelewer word deur middel van 'n telefax, handafgelewer of per geregistreerde pos.
- (c) Die Raad moet, binne 30 dae van ontvangs van kennisgewing van 'n geskil, 'n vergadering reël met die doel om die geskil op te los deur middel van konsiliasie.
- (d) Indien die Raad nie daarin slaag om die geskil te besleg nie of enige party veronreg is deur die Raad se besluit, soos in paragraaf (c) bedoel, kan die Raad binne sewe dae na die besluit versoek dat die geskil na arbitrasie verwys word.

- (e) Sou die geskil vir arbitrasie verwys word, moet die Raad 'n Arbitrer aanstel en alle verrigtinge sal onderhewig wees aan die bepalings van die Wet op Arbeidsverhoudinge, 1995. Die arbitrer sal die mag hê om te besluit oor die prosedure wat gevolg moet word by die arbitrasie, en sal, in sy goeie dinge, geregtig wees om 'n uitspraak te lewer aangaande die partye se arbitrasie koste, ingevolge Artikel 138 (10) van die Wet. Die arbitrer se beslissing sal finaal en bindend wees.

31D. PROSEDURE VIR AFDWINGING INGEVOLGE HIERDIE OOREENKOMS

Die Raad moet redelike stappe volg om hierdie Ooreenkoms af te dwing. Indien, deur sy eie ondersoeke of enige ander middel, dit bleik dat die bepalings van hierdie Ooreenkoms oortree word moet die volgende prosedure gevolg word:

- (a) Die Sekretaris van die Raad kan 'n aangewese agent versoek om die beweerde oortredings te ondersoek.
- (b) Indien, na voltooiing van die ondersoek, die aangewese agent rede het om te glo dat die Ooreenkoms oortree is, kan die aangewese agent poog om afdwingbaarheid van hierdie Ooreenkoms te verseker deur konsiliatie. Die aangewese agent kan 'n nakomingsbevel uitreik wat van enige persoon vereis om op 'n gespesifiseerde wyse en binne 'n gespesifiseerde tydperk aan die vereistes van hierdie Ooreenkoms te voldoen.
- (c) Aan die einde van die konsiliatie proses, moet die aangewese agent 'n verslag aan die Sekretaris van die Raad voorlê oor die uitslag van die ondersoek, die stappe wat gevolg is om afdwingbaarheid van hierdie Ooreenkoms te verseker en die uitslag daarvan.
- (d) Op ontvangs van die verslag, kan die Sekretaris—
 - (i) versoek dat die aangewese agent verder ondersoek instel; of
 - (ii) die aangeleentheid vir arbitrasie verwys ingevolge hierdie Ooreenkoms of
 - (iii) enige sodanige ander stappe volg wat redelik geag word.
- (e) Indien die sekretaris van die Raad besluit om die aangeleentheid vir arbitrasie te verwys, moet hy 'n arbitrer aanstel om die beweerde oortreding aan te hoor en te beslis.
- (f) Die Sekretaris van die Raad moet besluit op die datum, tyd en plek van die arbitrasie verhoor.
- (g) Die Sekretaris van die Raad moet kennisgewings van die datum, tyd en plek van die arbitrasie op alle partye, wat moontlik 'n wettige belang in die uitslag van die arbitrasie het, dien. Enige party wat moontlik 'n wettige belang in die uitslag van die arbitrasie het, het die reg om—
 - (i) getuie te lewer;
 - (ii) getuies te roep;
 - (iii) getuies van enige ander partye te ondervra;
 - (iv) sluitings argumente aan die arbitrer voor te lê;
 - (v) verteenwoordig word deur—
 - (aa) 'n regspraktisyn; of
 - (ab) 'n ampsbekeder of amptenaar van sy vakbond of werkgewersorganisasie en, indien die party 'n regsgeleerde persoon is, deur 'n direkteur of 'n werknemer daarvan.
- (h) Die arbitrer sal die volgende magte hê:
 - (i) Om te beslis of daar 'n oortreding van die Ooreenkoms was;
 - (ii) om enige toepaslike uitspraak te lewer wat uitvoering gee aan hierdie Ooreenkoms of wat afdwingbaarheid daarvan verseker;
 - (iii) om die toepaslike vorm en prosedure vas te stel wat by die arbitrasie gevolg moet word;
 - (iv) Om 'n bevel, soos hy goed dink, te lewer en waar die Wet voorsiening maak vir sodanige bevel om die arbitrasie koste te verhaal: Met dien verstande dat waar die Raad se geakrediteerde konsiliator 'n raadgewende uitspraak maak wat wesenlik dieselfde as die bevel wat deur die arbitrer gemaak is, moet die arbitrer uitspraak teen die ander party vir die koste maak, wat minstens, die Raad se onkoste moet dek vir die hantering van die dispuut;
 - (v) Om uitspraak te lewer in die afwesigheid van 'n party, wat na bewering, die Ooreenkoms oortree het indien—
 - (i) sodanige party of 'n verteenwoordiger daarin versuim om die arbitrasie verhoor by te woon;
 - (ii) bewys word gelewer dat sodanige party in kennis gestel is van die verhoor.
 - (iii) prima facie bewys gelewer word by die arbitrasie dat sodanige party versuim het om aan die vereistes van die Ooreenkoms te voldoen.
 - (vi) om enige uitspraak wat deur hom of enige ander arbitrer gemaak is, op grondige rede te wysig, nietig te verklaar of te verander. Sonder om die geheel hiervan te beperk, sal die arbitrer hierdie magte hê indien—

- (i) die uitspraak foutiewelik in die afwesigheid van enige party, wat deur die arbitrasie geraak word, gemaak is;
- (ii) die uitspraak onduidelik is of 'n duidelike fout of weglating bevat, maar alleenlik tot sodanige onduidelikheid, fout of weglating;
- (iii) die uitspraak toegestaan is as gevolg van 'n algemene fout deur die partye tot die verrigtinge;
- (vii) om getuies te dagvaar om 'n verhoor by te woon, indien nodig.
- (j) Die Raad moet enige uitspraak wat deur die arbiter gemaak is, tesame met enige redes, op alle partye wat belang het tot die arbitrasie, dien.
- (k) Die Sekretaris van die Raad kan aansoek doen om 'n uitspraak van 'n arbiter, 'n bevel van die Arbeidshof te maak ingevolge artikel 158 (1) van die Wet.

Gedoen en geteken te Johannesburg op hierdie 22ste dag van Januarie 2001.

C. DEACON

Namens die Sekretaris van die Raad

E. M. P. BIELOVICH

Voorsitter van die Meat Traders' Association (Gauteng)

E. T. SELORO

Sekreraris van die Meat Distributors' and Allied Workers' Union (South Africa)

P. KESWA

Sekretaris van die South African Meat Distributors and Allied Workers Union

G. S. KOK

Sekretaris van die Gauteng Meat Traders' Association

E. N. DEFTEREOS

Voorsitter van die Raad

No. R. 872

14 September 2001

LABOUR RELATIONS ACT, 1995

CLOTHING INDUSTRY (WESTERN CAPE): EXTENSION OF PERIOD OF OPERATION OF COUNTRY AREAS COLLECTIVE AGREEMENT

I, Thembinkosi Mkalipi, Executive Manager: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32 (6) (a) (i) of the Labour Relations Act, 1995, extend the periods fixed in Government Notices Nos. R. 718 of 11 June 1999, R. 1251 and R. 1252 of 22 October 1999, R. 113 of 09 February 2001 and R. 538 of 15 June 2001, by a further period ending 30 June 2002.

T. MKALIPI, Executive Manager: Collective Bargaining

No. R. 872

14 September 2001

WET OP ARBEIDSVERHOUDINGE, 1995

KLERASIENYWERHEID (WES-KAAP): VERLENGING VAN TYDPERK VAN PLATTELANDSE GEBIEDE KOLLEKTIEWE OOREENKOMS

Ek, Thembinkosi Mkalipi, Uitvoerende Bestuurder: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 32 (6) (a) (i) van die Wet op Arbeidsverhoudinge, 1995, die tydperke vasgestel in Goewermenskennisgewings Nos. R. 718 van 11 Junie 1999, R. 1251 en R. 1252 van 22 Oktober 1999, R. 113 van 9 Februarie 2001 en R. 538 van 15 Junie 2001, met 'n verdere tydperk wat op 30 Junie 2002 eindig.

T. MKALIPI, Uitvoerende Bestuurder: Kollektiewe Bedinging

No. R. 873**14 September 2001**

LABOUR RELATIONS ACT, 1995

**CLOTHING INDUSTRY (WESTERN CAPE): EXTENSION OF PERIOD OF OPERATION OF
MAIN COLLECTIVE AGREEMENT**

I, Thembinkosi Mkalipi, Executive Manager: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32 (6) (a) (i) of the Labour Relations Act, 1995, extend the periods fixed in Government Notices Nos. R. 628 of 28 May 1999, R. 1258 of 22 October 1999, R. 85 of 26 January 2001 and R. 535 of 15 June 2001, by a further period ending 30 June 2002.

T. MKALIPI, Executive Manager: Collective Bargaining**No. R. 873****14 September 2001**

WET OP ARBEIDSVARHOUDINGE, 1995

**KLERASIENYWERHEID (WES-KAAP): VERLENGING VAN TYDPERK VAN HOOF
KOLLEKTIEWE OOREENKOMS**

Ek, Thembinkosi Mkalipi, Uitvoerende Bestuurder: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 32 (6) (a) (i) van die Wet op Arbeidsverhoudinge, 1995, die tydperke vasgestel in Goewermentskennisgewings Nos. R. 628 van 28 Mei 1999, R. 1258 van 22 Oktober 1999, R. 85 van 26 Januarie 2001 en R. 535 van 15 Junie 2001, met 'n verdere tydperk wat op 30 Junie 2002 eindig.

T. MKALIPI, Uitvoerende Bestuurder: Kollektiewe Bedinging**No. R. 874****14 September 2001**

LABOUR RELATIONS ACT, 1995

**CLOTHING INDUSTRY (WESTERN CAPE): EXTENSION OF PERIOD OF OPERATION OF
KNITTING DIVISION COLLECTIVE AGREEMENT**

I, Thembinkosi Mkalipi, Executive Manager: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32 (6) (a) (i) of the Labour Relations Act, 1995, extend the periods fixed in Government Notices Nos. R. 627 of 28 May 1999, R. 1254 of 22 October 1999, R. 488 of 19 May 2000, R. 112 of 9 February 2001 and R. 537 of 15 June 2001, by a further period ending 30 June 2002.

T. MKALIPI, Executive Manager: Collective Bargaining**No. R. 874****14 September 2001**

WET OP ARBEIDSVARHOUDINGE, 1995

**KLERASIENYWERHEID (WES-KAAP): VERLENGING VAN TYDPERK VAN
KOLLEKTIEWE OOREENKOMS VIR DIE BREI-AFDELING**

Ek, Thembinkosi Mkalipi, Uitvoerende Bestuurder: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 32 (6) (a) (i) van die Wet op Arbeidsverhoudinge, 1995, die tydperke vasgestel in Goewermentskennisgewings Nos. R. 627 van 28 Mei 1999, R. 1254 van 22 Oktober 1999, R. 488 van 19 Mei 2000, R. 112 van 9 Februarie 2001 en R. 537 van 15 Junie 2001, met 'n verdere tydperk wat op 30 Junie 2002 eindig.

T. MKALIPI, Uitvoerende Bestuurder: Kollektiewe Bedinging

No. R. 875

14 September 2001

LABOUR RELATIONS ACT, 1995

CLOTHING INDUSTRY (WESTERN CAPE): EXTENSION OF PERIOD OF OPERATION OF PROVIDENT FUND COLLECTIVE AGREEMENT

I, Thembinkosi Mkalipi, Executive Manager: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32 (6) (a) (i) of the Labour Relations Act, 1995, extend the periods fixed in Government Notices Nos. R. 629 of 28 May 1999, R. 1255 and R. 1256 of 22 October 1999, R. 513 of 26 May 2000, R. 111 of 9 February 2001 and R. 536 of 15 June 2001, by a further period ending 30 June 2002.

T. MKALIPI, Executive Manager: Collective Bargaining

No. R. 875

14 September 2001

WET OP ARBEIDSVERHOUDINGE, 1995

KLERASIENYWERHEID (WES-KAAP): VERLENGING VAN TYDPERK VAN KOLLEKTIEWE VOORSORGFONDSOOREENKOMS

Ek, Thembinkosi Mkalipi, Uitvoerende Bestuurder: Kollektiewe Bedinging, behoortlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 32 (6) (a) (i) van die Wet op Arbeidsverhoudinge, 1995, die tydperke vasgestel in Goewermmentskenningsgewings Nos. R. 629 van 28 Mei 1999, R. 1255 en R. 1256 van 22 Oktober 1999, R. 513 van 26 Mei 2000, R. 111 van 9 Februarie 2001 en R. 536 van 15 Junie 2001, met 'n verdere tydperk wat op 30 Junie 2002 eindig.

T. MKALIPI, Uitvoerende Bestuurder: Kollektiewe Bedinging

SOUTH AFRICAN REVENUE SERVICE SUID-AFRIKAANSE INKOMSTEDIENS

No. R. 858**14 September 2001**

CUSTOMS AND EXCISE ACT, 1964.- AMENDMENT OF SCHEDULE NO. 3 (No. 3/501)

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. MPAHLWA
DEPUTY MINISTER OF FINANCE**

SCHEDULE

I				II		III	
Rebate Item	Tariff Heading	Rebate Code	C D	Description		Extent of Rebate	Annotations
310.08				By the deletion of tariff headings Nos. 32.08 and 32.09.			

No. R. 858**14 September 2001**

DOEANE- EN AKSYNSWET, 1964.- WYSIGING VAN BYLAE NO. 3 (No.3/501)

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.MPAHLWA
ADJUNKMINISTER VAN FINANSIES**

BYLAE

I				II		III	
Korting= item	Tarief= pos	Korting= kode	C D	Beskrywing		Mate van Korting	Annotations
310.08				Deur tariefposte Nos. 32.08 and 32.09 te skrap.			

No. R. 860

14 September 2001

**CUSTOMS AND EXCISE ACT, 1964.-
AMENDMENT OF SCHEDULE NO. 3 (No. 3/502)**

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. MPAHLWA
DEPUTY MINISTER OF FINANCE**

SCHEDULE

I Rebate Item	II				III Extent of Rebate	Anno= tations
	Tariff Heading	Rebate Code	C D	Description		
321.01				By the deletion of tariff heading No. 15.11.		

No. R. 860

14 September 2001

**DOEANE- EN AKSYNSWET, 1964.-
WYSIGING VAN BYLAE NO. 3 (No. 3/502)**

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. MPAHLWA
ADJUNKMINISTER VAN FINANSIES**

BYLAE

I Korting= item	II				III Mate van Korting	Anno= tasies
	Tarief= pos	Korting= kode	T S	Beskrywing		
321.01				Deur tariefpos No. 15.11 te skrap.		

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