



Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID-AFRIKA

Regulation Gazette

No. 7457

Regulasiekoerant

Vol. 447

Pretoria, 27 September 2002

No. 23853



AIDS HELPLINE: 0800-0123-22 Prevention is the cure

CONTENTS

No.		Page No.	Gazette No.
GOVERNMENT NOTICES			
Health, Department of			
<i>Government Notice</i>			
R. 1196	Choice on Termination of Pregnancy Act (92/1996): Designation of facilities for the surgical termination of pregnancies	3	23853
Land Affairs, Department of			
<i>Government Notice</i>			
R. 1198	KwaZulu-Natal Ingonyama Trust Act (3/1994): Amendment of regulation 2	9	23853
Labour, Department of			
<i>Government Notice</i>			
R. 1200	Labour Relations Act (66/1995): Bargaining Council for the Building Industry (East London): Extension of amendment of Collective Agreement to Non-parties.....	11	23853

INHOUD

No.		Bladsy No.	Koerant No.
GOEWERMENSKENNISGEWINGS			
Arbeid, Departement van			
<i>Goewermentskennisgewing</i>			
R. 1200	Wet op Arbeidsverhoudinge (66/1995): Bedingsraad vir die Bounwyerheid (Oos-Londen): Uitbreiding van wysiging van Kollektiewe Ooreenkoms na Nie-partye	16	23853
Gesondheid, Departement van			
<i>Goewermentskennisgewing</i>			
R. 1196	Wet op Keuse oor die Beëindiging van Swangerskap (92/1996): Aanwysing van fasiliteite vir die chirurgiese beëindiging van swangerskappe	6	23853
Grondsake, Departement van			
<i>Goewermentskennisgewing</i>			
R. 1198	KwaZulu-Natal Ingonyama Trust Wet (3/1994): Wysiging van regulasie 2.....	10	23853

GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF HEALTH DEPARTEMENT VAN GESONDHEID

No. R. 1196

27 September 2002

CHOICE ON TERMINATION OF PREGNANCY ACT, 1996 (ACT NO. 92 OF 1996)

DESIGNATION OF FACILITIES FOR THE SURGICAL TERMINATION OF PREGNANCIES

I, Mantombazana Edmie Tshabalala-Msimang, Minister of Health, hereby designate, in terms of section 3 of the Choice on Termination of Pregnancy Act, 1996 (Act No. 92 of 1996), the institutions listed in the Schedule as facilities where the surgical termination of pregnancies may take place in accordance with the said Act.

SCHEDULE

Definitions

1. In this schedule any word or expression to which a meaning has been assigned in the Act shall bear such meaning and, unless the context otherwise indicates -

"access" means access to resources without these necessarily having to be on site at a facility;

"operating theatre" means an operating unit which is fully equipped to administer a local or general anaesthetic and to deal with any complication that may arise as a result of such an anaesthetic;

"the Act" means the Choice on Termination of Pregnancy Act, 1996 (Act No. 92 of 1996).

Requirements to be met by public health facilities and private health facilities in order to be designated as facilities contemplated in section 3 of the Act

2. Any public or private health facility must meet the following requirements in order to be designated in terms of section 3 of the Act as a facility where the surgical termination of pregnancies may take place:
 - (a) access to medical and nursing staff;
 - (b) access to an operating theatre;
 - (c) appropriate surgical equipment;
 - (d) drugs for intravenous and intramuscular injection;
 - (e) emergency resuscitation equipment and access to emergency referral center or facility;
 - (f) access to appropriate transport should the need arise for emergency transfer;
 - (g) facilities and equipment for clinical observation and access to in-patient facilities;
 - (h) appropriate infection control measures;
 - (i) access to safe waste disposal infrastructure; and
 - (j) telephonic means of communication.

Facilities

3. (1) The following private and public health facilities meet the requirements stated in paragraph 2 and are hereby designated as facilities contemplated in section 3 of the Act:

Private health facilities

Impilo Medical Centre (Vereeniging)

East Rand Women's Health Clinic (Germiston)

Hilltop Medical Centre (Randburg)

Public health facilities

2 Military Hospital (Wynberg)

Calvinia Hospital (Calvinia)



DR M. E. TSHABALALA-MSIMANG

MINISTER OF HEALTH

No. R. 1196

27 September 2002

WET OP KEUSE OOR DIE BEËINDIGING VAN SWANGERSKAP, 1996
(WET NO. 92 VAN 1996)

AANWYSING VAN FASILITEITE VIR DIE CHIRURGIESE BEËINDIGING VAN
SWANGERSKAPPE

Ek, Mantombazana Edmie Tshabalala-Msimang, Minister van Gesondheid, wys hierby kragtens artikel 3 van die Wet op Keuse oor die Beëindiging van Swangerskap, 1996 (Wet No. 92 van 1996), die inrigtings gelys in die Bylae aan as fasiliteite waar die chirurgiese beëindiging van swangerskappe in ooreenstemming met genoemde Wet kan plaasvind.

BYLAE

Woordsomskrywings

1. In hierdie Bylae het 'n woord of uitdrukking waaraan 'n betekenis in die Wet geheg is, daardie betekenis en tensy uit die samehang anders blyk, beteken -

"die Wet" die Wet op Keuse oor die Beëindiging van Swangerskap, 1996 (Wet No. 92 van 1996);

"operasie teater" 'n operasie-eenheid wat volledig toegerus is om 'n lokale of algemene narkose toe te dien en om enige komplikasie wat as gevolg van sodanige narkose kan ontstaan, te hanteer;

"toegang" toegang tot hulpbronne sonder dat die hulpbronne noodwendig op die terrein by 'n fasiliteit hoef te wees.

Vereistes waaraan openbare gesondheidsfasiliteite en privaat gesondheidsfasiliteite moet voldoen ten einde as fasiliteit bedoel in artikel 3 van die Wet aangewys te word as fasiliteit

2. 'n Openbare of privaat gesondheidsfasiliteit moet aan die volgende vereistes voldoen ten einde kragtens artikel 3 van die Wet aangewys te word as 'n fasiliteit waar die chirurgiese beëindiging van swangerskappe kan plaasvind:

- (a) toegang tot mediese en verpleegkundige personeel;
- (b) toegang tot 'n operasieteater;
- (c) toepaslike chirurgiese toerusting;
- (d) medisyne vir intraveneuse en intramuskulêre inspuiting;
- (e) noodresussiteringstoerusting en toegang tot noodverwysingsentrum of fasiliteit;
- (f) toegang tot toepaslike vervoer indien behoefte aan noodoorplasing sou ontstaan;
- (g) fasiliteite en toerusting vir kliniese observasie en toegang tot binnepasiëntfasiliteite;
- (h) toepaslike infeksiebeheermaatreëls;
- (i) toegang tot veilige afvalverwyderingsinfrastruktuur; en
- (j) telefoniese kommunikasiemiddele.

Fasiliteite

3. (1) Die volgende privaat- en publieke gesondheidsfasiliteite voldoen aan die vereistes in paragraaf 2 uiteengesit en word hierby aangewys as fasiliteite bedoel in artikel 3 van die Wet:

Privaat gesondheidsfasiliteite

Impilo Mediese Sentrum (Vereeniging)

Oos Rand Vroue Gesondheidskliniek (Germiston)

Hilltop Mediese Sentrum (Randburg)

Publieke gesondheidsfasiliteit

2 Militêre Hospitaal (Wynberg)

Calvinia Hospitaal (Calvinia)



DR M. E. TSHABALALA-MSIMANG

MINISTER VAN GESONDHEID

**DEPARTMENT OF LAND AFFAIRS
DEPARTEMENT VAN GRONDSAKE**

No. R. 1198

27 September 2002

**KWAZULU-NATAL INGONYAMA TRUST ACT, 1994
(ACT No. 3 OF 1994)**

AMENDMENT OF REGULATION 2

Under section 2A(7) of the KwaZulu-Natal Ingonyama Trust Act, 1994 (Act No. 3 of 1994), I, Angela Thokozile Didiza, Minister of Land Affairs, hereby make the regulation as set out in the Schedule.



A. T. DIDIZA

MINISTER OF LAND AFFAIRS

SCHEDULE

Definition

1. In this Schedule "the Regulations" means the Administrative Regulations published by Government Notice No. R. 1237 of 2 October 1998.

Amendment of regulation 2 of the Regulations

2. Regulation 2 of the Regulations is hereby amended by the substitution for sub-regulation (1) of the following sub-regulation :

"(1) All members of the Board appointed in terms of section 2A(3)(b) or (c) of the Act shall hold office for a period of four years from the date of his or her appointment in writing : Provided that, should the Minister find it necessary to extend the terms of office of the members of the first Board, he or she may extend such terms, in writing, to a date not later than 31 March 2003."

No. R. 1198

27 September 2002

**KWAZULU-NATAL INGONYAMA TRUST WET, 1994
(WET No. 3 VAN 1994)**

WYSIGING VAN REGULASIE 2

Kragtens artikel 2A(7) van die KwaZulu-Natal Ingonyama Trust Wet, 1994 (Wet No. 3 van 1994), vaardig ek, Angela Thokozile Didiza, Minister van Grondsake, hierby die regulasie uit soos uiteengesit in die Bylae.


A T DIDIZA

MINISTER VAN GRONDSAKE

BYLAE

Woordomskrywing

1. In hierdie Bylae beteken "die Regulasies" die Administratiewe Regulasies gepubliseer by Goewermentskennisgewing No. R. 1237 van 2 Oktober 1998.

Wysiging van regulasie 2 van die Regulasies

2. Regulasie 2 van die Regulasies word hierby gewysig deur subregulasie (1) deur die volgende subregulasie te vervang :

"(1) Alle lede van die Raad wat ingevolge artikel 2A(3)(b) of (c) van die Wet aangestel is, beklee sy of haar amp vir 'n tydperk van vier jaar vanaf die datum van sy of haar skriftelike aanstelling : Met dien verstande dat, indien die Minister dit nodig vind om die ampstermyn van die lede van die eerste Raad te verleng, hy of sy sodanige termyn, skriftelik, mag verleng tot 'n datum nie later nie as 31 Maart 2003."

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 1200

27 September 2002

LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY (EAST LONDON): 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 Amending Agreement which appears in the Schedule hereto, which was concluded in the Bargaining Council for the Building Industry (East London) and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Amending Agreement, shall be binding on the other employers and employees in that Industry, with effect from 30 September 2002 and for the period ending 16 August 2003.

M. M. S. MDLADLANA

Minister of Labour

SCHEDULE

BUILDING INDUSTRY BARGAINING COUNCIL (EAST LONDON)

COLLECTIVE AGREEMENT

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

East Cape Master Builders' and Allied Industries Association

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

Amalgamated Union of Building Trade Workers of South Africa

and

National Union of Mineworkers

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

being the parties to the Building Industry Bargaining Council (East London) to amend the Agreement published under Government Notice No. R. 990 of 14 August 1998, as amended by Government Notices Nos. R. 1618 of 11 December 1998, R. 1118 of 17 September 1999, R. 952 of 22 September 2000 and R. 891 of 21 September 2001.

1. AREA AND SCOPE OF APPLICATION OF AGREEMENT

1.1 The terms of this Agreement shall be observed in the Building Industry—

1.1.1 by all employers and by all employees who are engaged or employed in the Building Industry who are members of the employers' organisation and the trade unions, respectively;

1.1.2 in the Magisterial District of East London (excluding those portions which were in terms of Government Notices Nos. 1877 and 1079 of 4 September 1981 and 10 June 1988, respectively, transferred from Ciskei).

1.2 Notwithstanding the provisions of clause 1.1—

1.2.1 the terms of this Agreement shall apply—

(i) to 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;

(ii) to learners in so far as they are not inconsistent with the provisions of the Skills Development Act, 1998 (Act No. 97 of 1998), or any contract entered into or any condition fixed thereunder;

1.2.2 the terms of this Agreement shall not apply in respect of the erection, maintenance, repair or alteration on farms of—

(i) dwelling-houses at a cost of less than R14 000; and

(ii) all other buildings, irrespective of cost, used or to be used exclusively for farming purposes;

1.2.3 the terms of this Agreement shall not apply to—

(i) non-parties in respect of clause 1.1.1;

(ii) clerical employees and administrative staff (for whom minimum wages, benefits and conditions of employment are not specifically provided for in the Council's Collective Agreement);

(iii) university/technikon students and graduates in Building Science, and to construction supervisors, construction surveyors and other persons (for whom minimum wages, benefits and conditions of employment are not specifically provided for in the Council's Collective Agreement), doing practical work in completion of their academic training.

2. CLAUSE 25.2: EAST LONDON BUILDING INDUSTRY MEDICAL AID FUND

Add additional subclause 25.2.6:

"The Council resolved at its meeting held on 7 August 2002 to dissolve and liquidate the Medical Aid Fund, subject to the following conditions:

- 25.2.6.1 The effective end date for which contributions are to be received and benefits paid, is 30 September 2002. This is to coincide with the end of the "stamp" year. Should it be necessary to extend this closing date, the Medical Aid Fund will remain open on a voluntary basis for a further limited period (as resolved by the Council and its Management Committee), to allow for the orderly transfer of those members, who so elect, to a new service provider.
- 25.2.6.2 The Medical Aid Fund is to continue to operate to receive contributions and process and pay benefits for any period up to 30 September 2002 and continue to do so up until 31 March 2003, or such later date as may be determined by the Council and its Management Committee, subject to the fund rules.
- 25.2.6.3 The Medical Aid Fund bank accounts will be maintained and used (subject to the time parameters in clause 25.2.6.2) as a conduit for the collection of contributions and payment to the selected new service provider to take advantage of benefits in respect of monthly policy fees and underwriting requirements. This option is to be made available to all current members (in benefit) in writing.
- 25.2.6.4 The Council will arrange with its auditors to audit the Medical Aid Fund simultaneously for the two financial periods, being the year ending 31 December 2002 and the three months ending 31 March 2003. All claims/liabilities still outstanding at 31 March 2002 (or such later date as may be determined by the Council), will be settled as provided for in the financial statements. The remaining assets will devolve upon the General funds of the Council, as provided for in clause 33.1 of the Collective Agreement, thereafter.
- 25.2.6.5 The closing down and subsequent liquidation of the Medical Aid Fund is to be undertaken on condition that all requirements are met in respect of—
 - the Council's Constitution;
 - the Council's Collective Agreement;
 - the rules of the Medical Aid Fund".

3. CLAUSE 43: DEFINITIONS

Insert new definition between the definitions "labour only contracts" and "ordinary hours of work".

"**non-building site based employees**" means employees included in the Collective Agreement to give effect to the parties to Council's resolution (concluded in the 2002 negotiations) to extend the Agreement to include certain employees, not provided for elsewhere therein (prior to this resolution), and the following shall apply:

- Specific employees included under this definition, are—
 - teammakers and office cleaners;
 - workshop workers:

Provided that this extension shall not apply where—

- such employer(s), employee(s) do not operate solely in the Building Industry;
- such employer/employee is already covered by another Bargaining/Statutory Council Collective Agreement or Sectoral Determination under the Basic Conditions of Employment Act (No. 75 of 1997).

Provided further that where the employer has already provided equivalent social benefits, the applicable minimum wage only shall apply.

Remuneration/minimum wages/benefits applicable shall be determined from the schedules in Annexure A, as follows:

- Teammaker and office cleaner—the same as cleaner.
- Workshop workers—to be allocated to the appropriate category A, B, C, D or E or special category employees as provided for in the existing definitions of the Collective Agreement.

Any employer/employee who requires assistance in implementing this new definition should obtain a ruling thereon from the Council."

4. MINIMUM WAGES / ALLOWANCES / CONTRIBUTIONS

Substitute the following for Annexures A, B, C, D and E:

ANNEXURE A**BUILDING INDUSTRY BARGAINING COUNCIL (EAST LONDON)****MINIMUM WAGE RATES**

<i>Category of employee</i>	<i>Per hour</i>
	R
Construction worker level A.....	18,47
Construction worker level B	17,59

	Per hour R
Construction worker level C	13,02
Construction worker level D	10,25
Construction worker level E	9,07
<i>Special category employees</i>	
Site clerk	15,25
Driver/plant operator *	12,94
Driver/plant operator **	12,03
Driver/plant operator ***	10,25
Site storeman	12,03
Watchman	5,68
Cleaner	5,92

Non-building site based employees—minimum wages as determined in accordance with the definition.

Trainee/learner construction workers—wages as fixed by the Council in terms of clause 22 of the Agreement.

* With a carrying capacity of more than 4 536 kg.

** With a carrying capacity of more than 1 814 kg up to and including 4 536 kg.

*** With a carrying capacity of up to and including 1 814 kg.

ANNEXURE B

BUILDING INDUSTRY BARGAINING COUNCIL (EAST LONDON)

HOURLY ALLOWANCES FOR QUALIFYING EMPLOYEES IN TERMS OF THIS AGREEMENT

	Minimum hourly wage	Upper limit of wage band	Holiday Fund	Pension/ Provident Fund	Medical Aid Fund	Sick Pay Fund	Total
Construction worker level A	18,47	18,50	1,76	1,43	0,84	0,11	4,14
Construction worker level B	17,59	18,00	1,71	1,39	0,84	0,10	4,04
Construction worker level C	13,02	13,50	1,28	0,88	—	0,08	2,24
Construction worker level D	10,25	10,50	1,00	0,68	—	0,07	1,75
Construction worker level E	9,07	9,50	0,90	0,62	—	0,06	1,58
Special category employees:							
Site clerk	15,25	15,50	1,47	1,01	—	0,09	2,57
Drive/plant operator	12,94	13,00	1,23	0,85	—	0,08	2,16
Driver/plant operator	12,03	12,50	1,19	0,81	—	0,08	2,08
Driver/plant operator	10,25	10,50	1,00	0,68	—	0,07	1,75
Site storeman	12,03	12,50	1,19	0,81	—	0,08	2,08
Watchman	5,68	5,75	0,45	0,37	—	0,04	0,86
Cleaner	5,92	6,00	0,57	0,39	—	0,04	1,00

* With a carrying capacity of more than 4 536 kg.

** With a carrying capacity of more than 1 814 kg up to and including 4 536 kg.

*** With a carrying capacity of up to and including 1 814 kg.

Non-building site based employees—allowances per wage band in accordance with the minimum wages determined per annexure A

The employer may utilise the Medical Aid Fund allowance to offset against his employer portion of the contribution towards a mutually (employer/employee) agreed to a medical aid fund or similar fund.

- In addition to any other remuneration to which an employee referred to in this schedule may be entitled, every employer shall pay to every such employee in his employ the hourly allowances as set out in this annexure in respect of ordinary hours worked by such employee during a week: Provided that where—

- less than 25,5 hours have been worked in any week then only the allowances for holiday and sick pay funds are applicable.
- more than 25.5 hours but less than 42 hours have been worked the employer and employee will each be liable for their respective contributions and deductions for the hours up to a 42 hour week if the reason for the absence is due to—

- inclement weather (in terms of clause 18.8)
- waiting time (in terms of clause 18.7):

Provided further the employee leaves work or is not at work, having been duly instructed thereto by his employer or duly authorised representative

2. Allowances in respect of holiday fund, pension and provident funds are determined at the upper limit of the wage band, with the calculation being determined per wage band. The wage bands for all categories of employees, except watchman and cleaners (whose wage bands are 25c : 5,11 – 5,25 : 5,26 – 5,50), are 50c, e.g. 8,01 – 8,50, 9,51 – 10,00 etc.
3. Allowances for employees earning in excess of the minimum wage will be determined at the upper level of their applicable wage bands, determined as follows:
 - For the Holiday Fund, in accordance with the formulae set out in 4 below.
 - For the Pension and Provident Funds, the following formula will apply for each category of employee:

$$\frac{\text{Contribution per table}}{\text{Upper limit of wage band of minimum rate}} \times \frac{\text{Upper limit of actual wage band}}{1}$$

4. The formulae for determining Holiday Fund allowances are as follows

Construction worker levels A and B,

Construction workers level C, drivers and machine operators,

Construction worker levels D and E,

Site clerk and site storeman,

Cleaner

Non-building site base employees

$$\frac{\text{Wage rate} \times 8,5 \text{ hours} \times 23}{2\,058} = \text{Hourly Holiday Fund Allowance (to nearest cent)}$$

Watchman

$$\frac{\text{Wage rate} \times 10 \text{ hours} \times 23}{2\,940} = \text{Hourly Holiday Fund Allowance (to nearest cent)}$$

Note: Applicable minimum wage and category for non-building site based employees to be determined as provided for in the definition.

Wage rate means the upper limit of the respective wage band, e.g. for a wage of R6,60 the calculation is based on R7,00.

4. Sick Pay Fund hourly allowance/contributions are determined in accordance with the following table:

Wage band groupings	Contributions
26,01 and above	0,15
24,01 – 26,00	0,14
22,01 – 24,00	0,13
20,01 – 22,00	0,12
18,01 – 20,00	0,11
16,01 – 18,00	0,10
14,01 – 16,00	0,09
12,01 – 14,00	0,08
10,01 – 12,00	0,07
8,01 – 10,00	0,06
6,01 – 8,00	0,05
5,11 – 6,00	0,04

ANNEXURE C

BUILDING INDUSTRY BARGAINING COUNCIL (EAST LONDON)

EMPLOYER WEEKLY CONTRIBUTIONS

	Minimum hourly wage	Holiday Fund	Pension/ Provident Fund	Medical Aid Fund	Sick Pay Fund	Council levies	Dispute resolution levy	Total
Construction worker level A.....	18,47	73,92	60,06	35,28	4,62	3,03	—	176,91
Construction worker level B.....	17,59	71,82	58,38	35,28	4,20	3,03	—	172,71

	Minimum hourly wage	Holiday Fund	Pension/ Provident Fund	Medical Aid Fund	Sick Pay Fund	Council levies	Dispute resolution levy	Total
Construction worker level C	13,02	53,76	36,96	—	3,36	2,75	—	96,83
Construction worker level D	10,25	42,00	28,56	—	2,94	2,75	—	76,25
Construction worker level E	9,07	37,80	26,04	—	2,52	2,61	—	68,97
Special category employees:								
Site clerk	15,25	61,74	42,42	—	3,78	2,75	—	110,69
Driver/plant operator*	12,94	51,66	35,70	—	3,36	2,75	—	93,47
Driver/plant operator**	12,03	49,98	34,02	—	3,36	2,75	—	90,11
Driver/plant operator***	10,25	42,00	28,56	—	2,94	2,75	—	76,25
Site storeman	12,03	49,98	34,02	—	3,36	2,75	—	90,11
Watchman	5,68	27,00	22,20	—	2,40	2,49	—	54,09
Cleaner	5,92	23,94	16,38	—	1,68	2,49	—	44,49

1. The weekly contributions to the holiday, pension/provident and sick pay funds are based on a 42 hour week being worked.
2. The actual weekly employer contributions referred to in 1 above will be determined using the formula: Hourly allowance (per annexure B) x actual hours worked (where actual hours are the hours for which an employer is required to pay the employee for a week with a maximum of 42 hours): Provided that where an employee works between 25,5 hours and 42 hours, due to the reasons provided for in note 2.2 of Annexure B, then the employer is required to pay the allowances for the additional hours as determined in accordance therewith.

* With a carrying capacity of more than 4 536 kg.

** With a carrying capacity of more than 1 814 kg up to and including 4 536 kg.

*** With a carrying capacity of up to and including 1 814 kg.

Non-building site based employees—Contribution per wage band determined per definition and Annexure A.

Medical Aid Fund allowance—The employer may apply/utilise this allowance to offset against his contributions to a mutually agreed medical aid fund or similar fund.

ANNEXURE D

BUILDING INDUSTRY BARGAINING COUNCIL (EAST LONDON)

EMPLOYER WEEKLY CONTRIBUTIONS

	Minimum hourly wage	Pension/ Provident Fund	Medical Aid Fund	Sick Pay Fund	Council levies	Dispute resolution levy	Total
Construction worker level A	18,47	60,06	—	4,62	3,03	—	67,71
Construction worker level B	17,59	58,38	—	4,20	3,03	—	65,61
Construction worker level C	13,02	36,96	—	3,36	2,75	—	43,07
Construction worker level D	10,25	28,56	—	2,94	2,75	—	34,25
Construction worker level E	9,07	26,04	—	2,52	2,61	—	31,17
Special category employees:							
Site clerk	15,25	42,42	—	3,78	2,75	—	48,95
Driver/plant operator*	12,94	35,70	—	3,36	2,75	—	41,81
Driver/plant operator**	12,03	34,02	—	3,36	2,75	—	40,13
Driver/plant operator***	10,25	28,56	—	2,94	2,75	—	34,25
Site storeman	12,03	34,02	—	3,36	2,75	—	40,13
Watchman	5,68	22,20	—	2,40	2,49	—	27,09
Cleaner	5,92	16,38	—	1,68	2,49	—	20,55

Note: 1. The minimum employee contributions are applicable when a full 42 hour week is worked (inclusive of paid public holidays).

2. Deductions from employees are only to be made if the minimum weekly hours have been worked as set out in clause 26.1.

* With a carrying capacity of more than 4 536 kg.

** With a carrying capacity of more than 1 814 kg up to and including 4 536 kg.

*** With a carrying capacity of up to and including 1 814 kg.

Non-building site based employees—Contribution per wage band determined per definition and Annexure A.

ANNEXURE E

BUILDING INDUSTRY BARGAINING COUNCIL (EAST LONDON)

COMBINED WEEKLY CONTRIBUTION

	Minimum hourly wage	Holiday Fund	Pension/ Provident Fund	Medical Aid Fund	Sick Pay Fund	Council levies	Dispute resolution levy	Total
Construction worker level A.....	18,47	73,92	120,12	—	9,24	6,06	—	209,34
Construction worker level B.....	17,59	71,82	116,76	—	8,40	6,06	—	203,04
Construction worker level C.....	13,02	53,76	73,92	—	6,72	5,50	—	139,90
Construction worker level D.....	10,25	42,00	57,12	—	5,88	5,50	—	110,50
Construction worker level E.....	9,07	37,80	52,08	—	5,04	5,22	—	100,14
Special category employees:								
Site clerk.....	15,25	61,74	84,84	—	7,56	5,50	—	159,64
Driver/plant operator *.....	12,94	51,66	71,40	—	6,72	5,50	—	135,28
Driver/plant operator **.....	12,03	49,98	68,04	—	6,72	5,50	—	130,24
Driver/plant operator ***.....	10,25	42,00	57,12	—	5,88	5,50	—	110,50
Site storeman.....	12,03	49,98	68,04	—	6,72	5,50	—	130,24
Watchman.....	5,68	27,00	44,40	—	4,80	4,98	—	81,18
Cleaner.....	5,92	23,94	32,76	—	3,36	4,98	—	65,04

Note: 1. Every employer is required to deduct and pay over the combined contributions as set out above if minimum hours have been worked as set out in clause 26,1; and

2. the above weekly contributions and any other deductions (in terms of this Agreement) shall be paid over to the Council as provided for in this agreement.

* With a carrying capacity of more than 4 536 kg.

** With a carrying capacity of more than 1 814 kg up to and including 4 536 kg.

*** With a carrying capacity of up to and including 1 814 kg.

Non-building site based employees—Contribution per wage band determined per definition and Annexure A.”.

Signed at East London on behalf of the parties on this 12th day of August 2002.

D. DEWING

For the East Cape Master Builders' and Allied Industries Association

M. MZWANA

For the trade union parties to the Council having being duly authorised thereto (being the parties to the Building Industry Bargaining Council (East London) in the presence of:

D. B. CAPLES

Chairman of Council

F. T. KNOX

Secretary

No. R. 1200

27 September 2002

WET OP ARBEIDSVERHOUDINGE, 1995

BEDINGINGSRAAD VIR DIE BOUNYWERHEID (OOS-LONDEN): 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 Wysigingsooreenkoms wat in die Bylae hiervan verskyn en wat in die Bedingingsraad vir die Bounywerheid (Oos-Londen) 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 Nywerheid, met ingang van 30 September 2002, en vir die tydperk wat op 16 Augustus 2003 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

BYLAE**BEDINGINGSRAAD VIR DIE BOUNYWERHEID (OOS-LONDEN)****KOLLEKTIEWE OOREENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, No. 66 van 1995, gesluit deur en aangegaan tussen die

East Cape Master Builders' and Allied Industries Association

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

Amalgamated Union of Building Trade Workers of South Africa

en

National Union of Mineworkers

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

wat die partye is by die Bedingingsraad van die Bounywerheid (Oos-Londen) tot wysiging van die Ooreenkoms gepubliseer in Goewermenskennisgewing No. R. 990 van 14 Augustus 1998, soos gewysig by Goewermenskennisgewings Nos. R. 1618 van 11 Desember 1998, R. 1118 van 17 September 1999, R. 952 van 22 September 2000 en R. 891 van 21 September 2001.

1. TOEPASSINGSBESTEK VAN OOREENKOMS**1.1 Hierdie Ooreenkoms moet nagekom word—**

- 1.1.1 deur alle werkgewers en alle werknemers wat by die Bounywerheid betrokke of daarin werksaam is en wat lede is van onderskeidelik die werkgewersorganisasie en die vakbonde;
- 1.1.2 in die landdrosdistrik Oos-Londen (uitgesonderd daardie gedeeltes wat ingevolge Goewermenskennisgewings Nos. 1877 en 1079 van 4 September 1981 en 10 Junie 1988, onderskeidelik, oorgeplaas is vanaf Ciskei).

1.2 Ondanks die bepalings van klousule 1.1—**1.2.1 is hierdie Ooreenkoms—**

- (i) op vakleerlinge van toepassing slegs vir sover dit nie strydig is met die bepalings van die Wet op Mannekragopleiding, 1981, of met enige kontrak daarkragtens gesluit, of met enige voorwaardes daarkragtens gestel;
- (ii) op kwekelinge slegs vir sover dit nie strydig is met die bepalings van die wet op vaardigheidsontwikkeling, 1998 (Wet No. 97 van 1998), of met enige kontrak daarkragtens gesluit, of met enige voorwaardes daarkragtens gestel;

1.2.2 is die bepalings van hierdie Ooreenkoms nie van toepassing nie ten opsigte van die oprigting, onderhoud, herstel of verbouing van die volgende op plase waar—

- (i) woonhuise teen 'n koste van minder as R14 000 opgerig word; en
- (ii) alle ander geboue, ongeag die koste daaraan verbonde, wat uitsluitlik vir boerderydoeleindes gebruik word of gebruik gaan word;

1.2.3 is hierdie Ooreenkoms nie van toepassing nie op—

- (i) nie-partye ten opsigte van klousule 1.1.1;
- (ii) klerke en administratiewe personeel (vir wie daar in die Raad se Kollektiewe Ooreenkoms nie spesifiek voorsiening gemaak is ten opsigte van minimum lone, voordele en diensvoorwaardes nie);
- (iii) universiteitstudente en gegradueerdes in die Bouwetenskap, en op konstruksietoesighouers, konstruksieopmeters en ander persone (vir wie daar in die Raad se Kollektiewe Ooreenkoms nie spesifiek voorsiening gemaak is ten opsigte van minimum lone, voordele en diensvoorwaardes nie) wat besig is met praktiese werk ter voltooiing van hulle akademiese opleiding.

2. KLOUSULE 25.2: OOS-LONDEN BOUNYWERHEID MEDIESE BYSTANDSFONDS

Voeg addisionele subklousule 25.2.6 by:

"Die Raad het tydens 'n vergadering gehou op 7 Augustus 2002 besluit om die Mediese Bystandfonds te ontbind en likwiedeer onderworpe aan die volgende voorwaardes:

- 25.2.6.1 Die effektiewe datum tot wanneer bydraes ontvang en voordele uitbetaal kan word is 30 September 2002. Dit is met die doel om saam te val met die einde van die "seël" jaar. Sou dit nodig wees om die sluitingsdatum uit te stel, sal die Mediese Bystandfonds op 'n vrywillige basis voortgaan vir 'n beperkte periode (soos besluit deur die Raad en die Bestuurskomitee), ten einde voorsiening te maak vir die ordelike oorplasing van daardie lede wat dit sou verkies, na 'n nuwe diensverskaffer.
- 25.2.6.2 Die Mediese Bystandfonds sal in bedryf bly ten einde bydraes te verwerk en voordele te verwerk en uit te betaal vir die tydperk 30 September 2002 tot en met 31 Maart 2003, of sodanige later datum soos bepaal deur die Raad en die Bestuurskomitee, onderworpe aan die reëls van die Fonds.

- 25.2.6.3 Die Mediese Bystandsfondsbankrekening sal behou word en behoudens die tydparameters in klousule 25.2.6.2 gebruik word as medium vir die insameling aan bydraes en betaling aan die aangewese nuwe diensverskaffer, ten einde voordeel te trek ten opsigte van maandelikse polisgelde en onderskrywingsvereistes. Hierdie opsie sal skriftelik beskikbaar gestel word aan alle huidige lede (in voordeel).
- 25.2.6.4 Die Raad sal met sy ouditeure reël om die Mediese Bystandsfonds gelyktydig te oudit vir die twee finansiële periodes synde die tydperk eindigende 31 Desember 2002 en die drie maande eindigende 31 Maart 2003. Alle eise/laste steeds uitstaande op 31 Maart 2003, (of sodanige latere datum as wat die Raad bepaal), sal vereffen word soos bepaal in die finansiële state. Die oorblewende bates sal daarna gestort word in die algemene fonds van die Raad, soos bepaal in klousule 33.1 van die Kollektiewe Ooreenkoms.
- 25.2.6.5 Die ontbinding en uiteindelijke likwidasie van die Mediese Bystandsfonds sal onderneem word mits daar voldoen word aan alle voorskrifte ten opsigte van die volgende:
- die Raad se Konstitusie;
 - die Raad se Kollektiewe Ooreenkoms;
 - die Reëls van die Siektebystandsfonds.

3. KLOUSULE 43: WOORDOMSKRYWING

Voeg die nuwe woordomskrywing tussen die woordomskrywing "motorvoertuigbestuurder" en "normale werksure" in

"**niebouverseelgebaseerde werknemers**" werkers wat ingesluit word in die Kollektiewe Ooreenkoms ten einde uitvoering te gee aan 'n besluit teneem deur die partye (beding tydens die 2002-onderhandelinge) om die Ooreenkoms uit te brei, om sekere werkers in te sluit, vir wie nie elders voorsiening gemaak is nie (voordat hierdie besluit geneem is), en die volgende sal van toepassing wees:

- Spesifieke werkers wat in hierdie omskrywing ingesluit, is—
 - teemakers en kantoorskoonmakers;
 - werkswinkelwerkers:

Met dien verstande dat hierdie uitbreiding nie van toepassing is nie waar—

- sodanige werkgewer(s), werker(s) nie uitsluitlik in die boubedryf werksaam is nie;
- sodanige werkgewer/werknemer reeds gedek word deur 'n ander Bedingings-Statutêre Raad se Kollektiewe Ooreenkoms of loonvasstelling, ingevolge die Wet op Basiese Diensvoorwaardes (Wet No. 75 van 1997).

Met dien verstande voorts dat waar 'n werkgewer reeds gelykstaande maatskaplike voordele verskaf het, slegs die voorgeskrewe minimum lone van toepassing sal wees.

Salaris/minimum lone/voordele van toepassing sal bepaal word uit Skedules in Aanhangsel A, soos volg:

- Teemaker en kantoorskoonmaker—dieselfde as skoonmaker.
- Werkswinkelwerkers—Moet toegewys word aan die toepaslike kategorie A, B, C, D of E, of spesiale kategorie werkers soos bepaal in die huidige omskrywings van die Kollektiewe Ooreenkoms.

Enige werkgewer/werknemer wat bystand verlang ten einde hierdie nuwe omskrywing te implementeer, behoort 'n beslissing daarvoor van die Raad te verkry."

4. MINIMUM LOONSKALE / TOELAE / BYDRAE

Vervang Aanhangsels A, B, C, D en E:

AANHANGSEL A

BEDINGINGSRAAD VIR DIE BOUNYWERHEID (OOS-LONDEN)

BASIESE LOONSKALE

<i>Kategorie werknemers</i>	<i>Per uur</i>
	R
Konstruksiewerker vlak A	18,47
Konstruksiewerker vlak B	17,59
Konstruksiewerker vlak C	13,02
Konstruksiewerker vlak D	10,25
Konstruksiewerker vlak E	9,07
<i>Spesiale kategorie werknemers</i>	
Terreinklerk	15,25
Motorbestuurder / aanlegopérateur *	12,94
Motorbestuurder / aanlegopérateur **	12,03

	Per uur R
Motorbestuurder / aanlegoperateur ***	10,25
Terreinmagasynmeester	12,03
Wag	5,68
Skoonmaker	5,92

Nie-bouperseelgebaseerde waarnemers—Minimum lone soos bepaal in ooreenstemming met die woordomskrywing.

Kwekeling-/leerlingkonstruksiewerke—Lone soos vasgestel deur die Raad kragtens klousule 22 van die Ooreenkoms.

* Met 'n netto dravermoë meer as 4 536 kg.

** Met 'n netto dravermoë meer as 1 814 kg tot en met 4 536 kg.

*** Met 'n netto dravermoë tot en met 1 814 kg.

AANHANGSEL B

BEDINGINGSRAAD VIR DIE BOUNYWERHEID (OOS-LONDEN)

UURLIKSE TOELAES VIR GESKIKTE WERKNEMERS VIR DIE DOELEINDES VAN HIERDIE OOREENKOMS

	Minimum uur- loon	Boonste limiet van die looninterval	Vakansie- fonds	Pensioen- Voorsorg- fonds	Mediese Bystands- fonds	Siekte- bystands- fonds	Totale uurlikse toelaes
Konstruksiewerke vlak A	18,47	18,50	1,76	1,43	0,84	0,11	4,14
Konstruksiewerke vlak B	17,59	18,00	1,71	1,39	0,84	0,10	4,04
Konstruksiewerke vlak C	13,02	13,50	1,28	0,88	—	0,08	2,24
Konstruksiewerke vlak D	10,25	10,50	1,00	0,68	—	0,07	1,75
Konstruksiewerke vlak E	9,07	9,50	0,90	0,62	—	0,06	1,58
Spesiale kategorie werknemers:							
Terreinklerk	15,25	15,50	1,47	1,01	—	0,09	2,57
Motorbestuurder/aanlegoperateur *	12,94	13,00	1,23	0,85	—	0,08	2,16
Motorbestuurder/aanlegoperateur **	12,03	12,50	1,19	0,81	—	0,08	2,08
Motorbestuurder/aanlegoperateur ***	10,25	10,50	1,00	0,68	—	0,07	1,75
Terreinmagasynmeester	12,03	12,50	1,19	0,81	—	0,08	2,08
Wag	5,68	5,75	0,45	0,37	—	0,04	0,86
Skoonmaker	5,92	6,00	0,57	0,39	—	0,04	1,00

* Met 'n netto dravermoë meer as 4 536 kg.

** Met 'n netto dravermoë meer as 1 814 kg tot en met 4 536 kg.

*** Met 'n netto dravermoë tot en met 1 814 kg.

Nie-bouperseelgebaseerde werknemers—Toelaes per looninterval met die minimum lone soos bepaal per Aanhangel A.

Die werkgewer mag die Mediesehulpfondstoelae gebruik as 'n werkgewersgedeelte van die bydrae tot 'n onderling (werkgewer/werknemer) ooreengekome mediese hulpfonds of soortgelyke fonds.

- Bykomend by enige ander vergoeding waarop 'n werknemer, na wie in hierdie skedule verwys word, geregtig is, moet die werkgewer die werknemer in sy diens die uurlike toelaes soos uiteengesit in dié aanhangsel ten opsigte van gewone werkure gewerk deur die werknemer, gedurende die week betaal; Met dien verstande dat—
 - waar minder as 25,5 ure in enige week gewerk is, slegs die toelaes ten opsigte van vakansie- en siekte bystand fonds betaling, betaalbaar is.
 - waar meer as 25,5 ure maar minder as 42 ure gewerk is, sal die werkgewer en werknemer elk verantwoordelik wees vir betaling van hul onderskeie bydraes vir die ure tot en met 'n 42-uur-week gewerk, indien die rede vir die afwesigheid toegeskryf word aan—
 - gure weer (klousule 18.8)
 - wagperiode (klousule 18.7):

Met dien verstande voorts dat die werknemer die werkerrein verlaat of nie rapporteer vir werk, onder opdrag van die werkgewer of sy behoorlik gemagtigde verteenwoordiger.

- Toelaes ten opsigte van vakansie-, pensioen- en voorsorgfondse word vasgestel teen die boonste limiet van die looninterval wat gebruik word vir die berekening daarvan. Die loon-intervalle vir alle kategorieë werknemers behalwe wagte en skoonmakers (wie se loonintervalle 25c beloop: 5,11 – 5,25 : 5,26 – 5,50), is 50c, b.v. 8,01 – 8,50, 9,51 – 10,00 ens.

3. Toelaes vir werknemers wat meer as die minimum lone verdien, sal bepaal word deur die boonste limiet van hulle spesifieke looninterval soos volg vasgestel:

- ☑ Vir die Vakansiefonds, geld die formule uiteengesit in 4 hieronder.
- ☑ Vir die Pensioen- en Voorsorgfonds, sal die volgende formule geld vir elke kategorie werknemer:

$$\frac{\text{Bydrae per tabel}}{\text{Boonste limiet van looninterval x van minimum loon}} \times \frac{\text{Boonste vlak van werklike looninterval}}{1}$$

4. Die formules vir vasstelling van toelae is as volg:

Konstruksiewerker vlak A en B,

Konstruksiewerker vlak C, motorbestuurders en aanleg operateure,

Konstruksiewerker vlakke D en E,

Terreinklerk en terreinmagasynmeester,

Skoonmaker

Nie-bouperseelgebaseerde werknemers

$$\frac{\text{Loonskaal x 8,5 ure x 23}}{2\ 058} = \text{Uurlikse Vakansiefondstoelae (tot die naaste sent)}$$

Let wel: Toepaslike minimum loon en kategorie vir niebouperseelgebaseerde werknemers moet bepaal word soos bepaal in die omskrywing.

Wag

$$\frac{\text{Loonskaal x 10 ure x 23}}{2\ 940} = \text{Uurlikse Vakansiefondstoelae (tot die naaste sent)}$$

Loonskaal beteken die boonste limiet van die betrokke looninterval, b.v. vir 'n loon van R6,60 word die berekening gebaseer op R7,00.

4. Siektebystandsfonds se uurlikse toelae/bydrae word vasgestel ooreenkomstig die volgende tabel:

Loonintervalgroeperings	Bydrae
26,01 and above	0,15
24,01 – 26,00	0,14
22,01 – 24,00	0,13
20,01 – 22,00	0,12
18,01 – 20,00	0,11
16,01 – 18,00	0,10
14,01 – 16,00	0,09
12,01 – 14,00	0,08
10,01 – 12,00	0,07
8,01 – 10,00	0,06
6,01 – 8,00	0,05
5,11 – 6,00	0,04

AANHANGSEL C

BEDINGINGSRAAD VIR DIE BOUNYWERHEID (OOS-LONDEN)

WERKGEWER SE WEEKLIKSE BYDRAE

	Minimum uur- loon	Vakansie- fonds	Pensioen-/ Voorsorg- fonds	Mediese Bystands- fonds	Siekte- bystands- fonds	Raads- heffing	Geskil- beslegtings- heffing	Totale
Konstruksiewerker vlak A	18,47	73,92	60,06	35,28	4,62	3,03	—	176,91
Konstruksiewerker vlak B	17,59	71,82	58,38	35,28	4,20	3,03	—	172,71
Konstruksiewerker vlak C	13,02	53,76	36,96	—	3,36	2,75	—	96,83
Konstruksiewerker vlak D	10,25	42,00	28,56	—	2,94	2,75	—	76,25
Konstruksiewerker vlak E	9,07	37,80	26,04	—	2,52	2,61	—	68,97

	Minimum uur- loon	Vakansie- fonds	Pensioen-/ Voorsorg- fonds	Mediese Bystands- fonds	Siekte- bystands- fonds	Raads- heffing	Geskil- beslegtings- heffing	Totale
Spesiale kategorie werknemers:								
Terreinklerk.....	15,25	61,74	42,42	—	3,78	2,75	—	110,69
Motorbestuurder/aanlegoperateur*	12,94	51,66	35,70	—	3,36	2,75	—	93,47
Motorbestuurder/aanlegoperateur**	12,03	49,98	34,02	—	3,36	2,75	—	90,11
Motorbestuurder/aanlegoperateur***	10,25	42,00	28,56	—	2,94	2,75	—	76,25
Terreinmagasynmeester.....	12,03	49,98	34,02	—	3,36	2,75	—	90,11
Wag.....	5,68	27,00	22,20	—	2,40	2,49	—	54,09
Skoonmaker.....	5,92	23,94	16,38	—	1,68	2,49	—	44,49

- Die weeklikse bydraes tot die vakansie-, pensioen-voorsorgfonds en die siektebystandsfonds is op 'n 42-uurwerkweek gebaseer.
- Die werklike weeklikse werkgewerbydrae, waarna verwys in 1 hierbo, sal bepaal word deur gebruik van die volgende formule: Uurlikse toelae (per Aanhangsel B) x werklike ure gewerk (waar werklike ure die ure is ten opsigte waarvan daar van die werkgewer vereis word om 'n werknemer te betaal vir 'n week met 'n maksimum van 42 ure): Met dien verstande dat waar 'n werknemer tussen 25,5 ure en 42 ure werk, as gevolg van die redes soos voorsien in nota 1.2 van Aanhangsel B, sal daar van die werkgewer verwag word om die toelae te betaal vir die bykomende ure gereken daarvolgens.

* Met 'n netto dravermoë meer as 4 536 kg.

** Met 'n netto dravermoë meer as 1 814 kg tot en met 4 536 kg.

*** Met 'n netto dravermoë tot en met 1 814 kg.

Nie-bouperseelgebaseerde werknemers—Bydraes per looninterval soos bepaal per woordomskrywing en Aanhangsel A.

Die werkgewer mag die Mediesehulpfondstoelae gebruik as 'n werkgewersgedeelte van die bydrae tot 'n onderling (werkgewer/werknemer) ooreengekome mediese hulpfonds of soortgelyke fonds.

AANHANGSEL D

BEDINGINGSRAAD VIR DIE BOUNYWERHEID (OOS-LONDEN)

WERKNEMER SE WEEKLIKSE BYDRAE

	Minimum uur- loon	Pensioen-/ Voorsorg- fonds	Mediese Bystands- fonds	Siekte- bystands- fonds	Raads- heffing	Geskil- beslegtings- heffing	Totale
Konstruksiewerker vlak A.....	18,47	60,06	—	4,62	3,03	—	67,71
Konstruksiewerker vlak B.....	17,59	58,38	—	4,20	3,03	—	65,61
Konstruksiewerker vlak C.....	13,02	36,96	—	3,36	2,75	—	43,07
Konstruksiewerker vlak D.....	10,25	28,56	—	2,94	2,75	—	34,25
Konstruksiewerker vlak E.....	9,07	26,04	—	2,52	2,61	—	31,17
Spesiale kategorie werknemers:							
Terreinklerk.....	15,25	42,42	—	3,78	2,75	—	48,95
Motorbestuurder/aanlegoperateur*.....	12,94	35,70	—	3,36	2,75	—	41,81
Motorbestuurder/aanlegoperateur**.....	12,03	34,02	—	3,36	2,75	—	40,13
Motorbestuurder/aanlegoperateur***.....	10,25	28,56	—	2,94	2,75	—	34,25
Terreinmagasynmeester.....	12,03	34,02	—	3,36	2,75	—	40,13
Wag.....	5,68	22,20	—	2,40	2,49	—	27,09
Skoonmaker.....	5,92	16,38	—	1,68	2,49	—	20,55

Nota: 1. Die minimum werknemerbydrae is van toepassing indien 'n volle 42-uurweek gewerk is (insluitend betaalde openbare vakansiedae).

- Aftrekkings van werknemers sal net van toepassing wees waar die minimum weeklikse ure soos uiteengesit in klausule 26.1 gewerk is.

* Met 'n netto dravermoë meer as 4 536 kg.

** Met 'n netto dravermoë meer as 1 814 kg tot en met 4 536 kg.

*** Met 'n netto dravermoë tot en met 1 814 kg.

Nie-bouperseelgebaseerde werknemers—Bydraes per looninterval soos bepaal per woordomskrywing en Aanhangsel A.

AANHANGSEL E
BEDINGINGSRAAD VIR DIE BOUNYWERHEID (OOS-LONDEN)
GEKOMBINEERDE WEEKLIKSE BYDRAE

	Minimum uur- loon	Vakansie- fonds	Pensioen/ Voorsorg- fonds	Mediese Bystands- fonds	Siekte Bystands- fonds	Raads- heffing	Geskil- beslegtings- heffing	Totale
Konstruksiewerker vlak A	18,47	73,92	120,12	—	9,24	6,06	—	209,34
Konstruksiewerker vlak B	17,59	71,82	116,76	—	8,40	6,06	—	203,04
Konstruksiewerker vlak C	13,02	53,76	73,92	—	6,72	5,50	—	139,90
Konstruksiewerker vlak D	10,25	42,00	57,12	—	5,88	5,50	—	110,50
Konstruksiewerker vlak E	9,07	37,80	52,08	—	5,04	5,22	—	100,14
Spesiale kategorie werknemers:								
Terreinklerk	15,25	61,74	84,84	—	7,56	5,50	—	159,64
Motorbestuurder/aanlegoperateur*	12,94	51,66	71,40	—	6,72	5,50	—	135,28
Motorbestuurder/aanlegoperateur**	12,03	49,98	68,04	—	6,72	5,50	—	130,24
Motorbestuurder/aanlegoperateur***	10,25	42,00	57,12	—	5,88	5,50	—	110,50
Terreinmagasynmeester	12,03	49,98	68,04	—	6,72	5,50	—	130,24
Wag	5,68	27,00	44,40	—	4,80	4,98	—	81,18
Skoonmaker	5,92	23,94	32,76	—	3,36	4,98	—	65,04

- Let Wel:**
1. Elke werkgever is verplig om van sy werknemers wat ten minste die ure gewerk het, soos uiteengesit in klousule 26,1, die gesamentlike weeklikse bydrae in die aanhangsel uiteengesit te weerhou.
 2. Die weeklikse bydraes, in die Aanghangsel uiteengesit, en enige ander aftrekkings (waarvoor voorsiening gemaak is in die Ooreenkoms) sal aan die Raad oorbetal word soos uiteengesit in die Ooreenkoms.
 - * met 'n netto dravermoë meer as 4 536 kg.
 - ** met 'n netto dravermoë meer as 1 814 kg tot en met 4 536 kg.
 - *** met 'n netto dravermoë tot en met 1 814 kg.

Nie-bouperseelwerknemers—Bydraes per looninterval soos bepaal per woordskrywing en Aanghangsel A.”.

Geteken namens die partye te Oos-Londen op hede 12 dag van Augustus 2002.

D. DEWING

East Cape Master Builders' and Allied Industries Association.

M. MZWANA

Gemagtig daartoe deur en namens die vakbonde verteenwoordig op die raad (wat die partye is by die Bedingingsraad vir die Bounywerheid, Oos-Londen)

D. B. CAPLES

Voorsitter van die Raad

F. T. KNOX

Sekretaris

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

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

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

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

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

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

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

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

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

Kaapstad-tak: Tel: (021) 465-7531