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GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF HEALTH DEPARTEMENT VAN GESONDHEID

No. R. 1560

31 October 2003

HEALTH PROFESSIONS COUNCIL OF SOUTH AFRICA

REGULATIONS RELATING TO FEES PAYABLE TO THE COUNCIL - AMENDMENT

The Minister of Health has, in terms of section 61(1), read with section 61(5) of the Health Professions Act, 1974 (Act No. 56 of 1974), in consultation with the Health Professions Council of South Africa, made the regulations in the Schedule.

SCHEDULE

1. In these regulations, "the Act" means the Health Professions Act, 1974 (Act No. 56 of 1974), and any expression to which a meaning has been assigned to in the Act shall have that meaning, and, unless inconsistent with the context -

"practitioner" means a person registered in terms of the Act to practice a profession for which the Act provides;

"section" means a section of the Act;

2. The registration fees payable under the Act as from 1 November 2003, shall be as follows:

- (a) By a medical practitioner or a dentist R400.00
- (b) By a medical practitioner in the category independent
Practice (family physician) R110.00

(c)	By a medical practitioner or a dentist in the category volunteer services	R25.00
(d)	By a medical practitioner or a dentist in the category Military services	R400.00
(e)	By a medical doctor or a dentist as an exchange registrar under section 30.....	R400.00
(f)	By a psychologist.....	R330.00
(g)	By a biomedical engineer, a clinical biochemist, a genetic counsellor, a medical biological scientist, a medical physicist or a registered counsellor	R220.00
(h)	By a member of another health profession provided for under the Act	R165.00
(i)	By an intern in - biomedical engineering clinical biochemistry genetic counselling medical biological science medical physics medicine psychology	R60.00
(j)	By a student-intern	R55.00
(k)	By any student registrable under the Act.....	R55.00

(l)	By any visiting student registrable under the Act.....	R165.00
(m)	By any student registrable under the Act for re-registration as such a student after an interruption of at least one year	R30.00
(n)	By any student registrable under the Act as a penalty for the late payment of the registration fee by such a student per month or portion of a month for which the application for registration was submitted after the prescribed time....	R25.00
(o)	By a formerly registered medical or dental student for the resumption of registration as a dental or medical student or <i>vice versa</i>	R55.00
(p)	By a medical or dental student for changing such registration to registration as a dental or medical student or <i>vice versa</i>	R30.00
(q)	By a medical practitioner or a dentist for the registration of a speciality or sub-speciality	R800.00
(r)	By a medical practitioner or dentist for the registration as a dispensing medical practitioner ora dentist	R125.00
(s)	By a practitioner for the registration of an additional qualification	R60.00
(t)	By a practitioner other than a medical practitioner or a dentist for the registration of an additional professional Category, per category	R60.00.

3. The fees payable under the Act for the restoration of a name to a register shall be as follows :

(a) The restoration fee payable by a practitioner if he or she applies for the restoration of his or her name to a register from which it was erased -

(i) under section 19(1)(a), (b) or (d) of the Act -

(aa) within a period of six months after the erasure date, shall be equivalent to two (2) times the applicable annual fee for the current year, plus the outstanding fee or fees;

(bb) after a period of more than six months had expired since the erasure date, shall be equivalent to ten (10) times the applicable annual fee for the current year, plus the outstanding fees;

(ii) under section 19(1)(c) of the Act, shall be half the applicable annual fee for the current year.

(b) By a practitioner for the restoration of his or her name to a register from which it was erased in terms of section 42 or 51 R165.00

(c) By a practitioner for the restoration of his or her speciality or sub-speciality, where applicable, or an additional qualification in terms of section 35(4) R55.00

- (d) By a practitioner other than a medical practitioner or a dentist, for the restoration of his or her additional professional category or categories, per category R30.00

4. The fees payable in terms of section 23 for the issuing of certificates shall be as follows as from 1 November 2003:

- (a) By any intern or practitioner registered under the Act for the issuing of a -
- (i) certificate of status R125.00
 - (ii) certified extract from the register or a certificate signed by the registrar, or a duplicate registration certificate R125.00
 - (iii) certificate of confirmation of internship training R125.00
- (b) By any student registrable under the Act or a student-intern for the issuing of a certified extract from the register or a certificate signed by the registrar, or a duplicate registration certificate R55.00.

5. Fees payable for sitting of examinations shall be as follows:

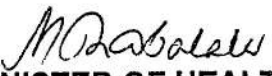
- (a) (i) By medical practitioners for the sitting the board examination for the registration in the category public service (general practitioner)..... R1 500.00

(ii) By dentists for sitting the written part of the board
examination in the category public service
(general practitioner) R1 500.00

(b) By medical or dental specialists for sitting the
medico-legal and ethical board examination R600.00

6. The fees prescribed herein include value-added tax.

7. Government Notice No. R. 1129 of 9 November 2001 is hereby repealed.


MINISTER OF HEALTH

DATE: 20/10/2003

No. R. 1560

31 Oktober 2003

RAAD VIR GESONDHEIDSDIENSBEROEPE VAN SUID-AFRIKA**REGULASIES BETREFFENDE GELDE BETAALBAAR AAN DIE RAAD -
WYSIGING**

Die Minister van Gesondheid het ingevolge artikel 61(1), gelees met artikel 61(5) van die Wet op Gesondheidsdiensberoep, 1974 (Wet No. 56 van 1974), in oorleg met die Raad vir Gesondheidsdiensberoep van Suid-Afrika, die regulasies in die Bylae uitgevaardig.

BYLAE

1. In hierdie regulasies beteken "die Wet" die Wet op Gesondheidsdiensberoep, 1974 (Wet No. 56 van 1974), en het enige uitdrukking waaraan 'n betekenis in die Wet geheg is, daardie betekenis en tensy uit die samehang anders blyk, beteken-

"artikel" 'n artikel in die Wet;

"prakisy" 'n persoon wat ingevolge die Wet geregistreer is om 'n beroep te beoefen waarvoor die Wet voorsiening maak.

2. Die registrasie gelde betaalbaar kragtens die Wet vanaf 1 November 2003 is as volg:

(a) Deur 'n geneesheer of tandarts R400.00

(b) Deur 'n geneesheer in die kategorie onafhanklike praktyk
(huisarts)..... R110.00

- (c) Deur 'n geneesheer of 'n tandarts in die kategorie vrywillige diens R25.00
- (d) Deur 'n geneesheer of 'n tandarts in die kategorie militêre diens R400.00
- (e) Deur 'n geneesheer of 'n tandarts as 'n uitruil kliniese assistent ingevolge artikel 30 R400.00
- (f) Deur 'n sielkundige R330.00
- (g) Deur 'n biogeneeskundige ingenieur, 'n kliniese biochemikus, 'n genetiese berader, 'n geneeskundige biologiese wetenskaplike, 'n geneeskundige wetenskaplike, 'n geneeskundige fisikus of 'n geregistreerde berader R220.00
- (h) Deur 'n lid van 'n ander gesondheidsberoep waarvoor die Wet voorsiening maak R165.00
- (i) Deur 'n intern in -
 biomediese ingenieurwese
 geneeskunde
 geneeskundige biologiese wetenskap
 geneeskundige fisika
 genetiese berading
 kliniese biochemie
 sielkunde R60,00
- (j) Deur 'n student-intern R55.00

- (k) Deur enige student wat ingevolge die Wet registreerbaar is ... R55.00
- (l) Deur enige besoekende student wat ingevolg die Wet registreerbaar is R165.00
- (m) Deur enige student wat ingevolge die Wet registreerbaar is vir herregistrasie as sodanige student na 'n onderbreking van minstens een jaar R30.00
- (n) Deur enige student wat ingevolge die Wet registreerbaar is as 'n boete vir die laat betaling van registrasiegeld deur sodanige student per maand of gedeelte van 'n maand wat die aansoek om registrasie na die voorgeskrewe tyd ingedien is R25.00
- (o) Deur 'n voormalig geregistreerde student in die geneeskunde of tandheelkunde vir die hervatting van registrasie as student in die tandheelkunde of geneeskunde of omgekeerd R55.00
- (p) Deur 'n student in die geneeskunde of tandheelkunde vir wysiging van sodanige registrasie na registrasie as 'n student in die tandheelkunde of geneeskunde of omgekeerd R30.00
- (q) Deur 'n geneesheer of tandarts vir die registrasie van 'n spesialiteit of subspesialiteit R800.00
- (r) Deur 'n geneesheer of tandarts vir die registrasie as 'n resepterende geneesheer of tandarts R125.00
- (s) Deur 'n praktisyn vir die registrasie as 'n addisionele kwalifikasie R60.00
- (t) Deur 'n praktisyn anders as 'n geneesheer of tandarts vir die registrasie van 'n addisionele professionele kategorie, per kategorie R60.00

3. Die gelde betaalbaar kragtens die Wet vir die terugplasing van 'n naam op 'n register is soos volg:

(a) Terugplasingsgeld betaalbaar deur 'n praktisyn as hy of sy aansoek doen om terugplasing van sy of haar naam op 'n register waaruit dit geskrap is -

(i) kragtens artikel 19(1)(a), (b) of (d) van die Wet -

(aa) binne die tydperk van ses maande na die datum van skrapping, sal gelykstaande wees aan twee (2) maal die voorgeskrewe jaarlikse geld vir die huidige jaar plus enige uitstaande geld of gelde;

(bb) na 'n tydperk van meer as ses maande na die datum van skrapping, sal gelykstaande wees aan tien (10) maal die voorgeskrewe jaarlikse geld vir die huidige jaar plus enige uitstaande geld of gelde;

(ii) kragtens artikel 19(1)(c) van die Wet, sal die helfte van die toepaslike jaarlikse geld vir die huidige jaar wees.

(b) Deur 'n praktisyn vir die terugplasing van sy of haar naam kragtens artikel 42 of 51 R165.00

(c) Deur 'n praktisyn vir die terugplasing van sy of haar spesialiteit of subspesialiteit, waar van toepassing, of addisionele kwalifikasie kragtens artikel 35(4) R55.00

- (d) Deur 'n praktisyn anders as 'n geneesheer of tandarts, vir die terugplasing van sy of haar addisionele professionele kategorie of kategorieë per kategorie R30.00
4. Die gelde betaalbaar kragtens artikel 23 vir die uitreiking van sertifikate vanaf 1 November 2003 is as volg:
- (a) Deur enige intern of praktisyn wat ingevolge die Wet geregistreer is vir die uitreiking van -
- (i) 'n sertifikaat van status R125.00
- (ii) 'n gespesifiseerde uittreksel uit die register of 'n sertifikaat deur die registrateur onderteken, of 'n dupikaat registrasiesertifikaat R125.00
- (iii) 'n sertifikaat van bevestiging van intern opleiding R125.00
- (b) Deur enige student wat ingevolge die Wet registreerbaar is 'n student intern vir die uitreiking van 'n gespesifiseerde uittreksel uit die register of 'n sertifikaat deur die registrateur onderteken, of 'n duplikaat registrasiesertifikaat R55.00
5. Gelde betaalbaar vir die aflê van eksamens is soos volg -
- (a) (i) Deur 'n geneesheer vir die aflê van die raadseksamen vir registrasie in die kategorie openbare diens (algemene praktisyn) R1500.00
- (ii) deur 'n tandarts vir die aflê van die raadseksamen vir registrasie in die kategorie openbare diens (algemene praktisyn) R1500.00

- (b) deur geneeskundige of tandheelkundige spesialiste vir die
aflê van die geneeskundige regs en etiese raadseksamen .. R600.00
6. Die gelde hierin voorgeskryf sluit belasting op toegevoegde waarde in.
7. Goewermentskennisgewing No. R.1129 van 9 November 2001 word hierby herroep.

M. Chabalele
MINISTER VAN GESONDHEID

DATUM: 20/10/2003

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 1566

31 October 2003

LABOUR RELATIONS ACT, 1995**CORRECTION NOTICE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY: EXTENSION OF MAIN COLLECTIVE RE-ENACTING AND
AMENDING AGREEMENT FOR THE WESTERN CAPE REGION TO NON-
PARTIES**

The following printing correction to Government Notice No. R. 1274 appearing in Government Gazette No. 25429 of 12 September 2003, is hereby published for general information:

1. CLAUSE 3. SPECIAL PROVISIONS

1.1 Substitute the existing clause 3 for the following:

"3. SPECIAL PROVISIONS

The provisions of clauses 11(4)(b), 14(2), 19B, 26(13)(a) to 26(13)(g)(v) and 37(5)(b) and (d) of the Agreement published under Government Notice No. R. 322 of 7 March 2003 as further extended and amended by Government Notices Nos. R. 791 and R.792 of 20 June 2003 (hereinafter referred to as the "Former Agreement"), as further extended, amended and re-enacted from time to time, shall apply to employers and employees who are members of the parties to the agreement."

2. CLAUSE 4. GENERAL PROVISIONS

2.1 Substitute the existing clause 4 for the following:

“4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 11(4)(a), 11(5) to 14(1), 15 to 19A, 20 to 26(12), 26(13)(e) to 26(13)(g)(iv), 26(13)(g)(vi) to 37(5)(a), 37(5)(c) and 37(5)(e) to 41 of the Former Agreement (as further extended, amended and re-enacted from time to time), shall apply to employers and employees.”

No. R. 1567

31 October 2003

LABOUR RELATIONS ACT, 1995**CORRECTION NOTICE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY: EXTENSION OF PROVIDENT FUND COLLECTIVE RE-ENACTING
AND AMENDING AGREEMENT FOR THE WESTERN CAPE REGION TO NON-
PARTIES**

The following corrections to Government Notice No. R. 1293 appearing in Government Gazette No. 25456 of 19 September 2003, is hereby published for general information:

1. **1. SCOPE OF APPLICATION**

1.1 Substitute clause 1 (4) for the following:

"(4) Clauses 1 (1) (a), 2, 3 and 6 (5) of this Agreement shall not apply to employers who are not members of the employers' organisation and trade union, respectively."

2. **3. SPECIAL PROVISIONS**

Substitute the following for clause 3:

" 3. SPECIAL PROVISIONS

The provisions of clauses 16B of the Agreement published under Government Notice No. R. 231 of 28 February 2003 as extended and amended by Government Notices. Nos. R. 793 and R. 794 of 20 June 2003 (Hereinafter referred to as the "Former Agreement"), as further extended, amended and re-enacted from time to time, **shall apply to employers and employees who are members of the parties to the collective agreement."**

No. R. 1568

31 October 2003

LABOUR RELATIONS ACT, 1995**CORRECTION NOTICE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY: EXTENSION OF KNITTING DIVISION COLLECTIVE RE-ENACTING AND AMENDING AGREEMENT FOR THE WESTERN CAPE REGION TO NON-PARTIES**

The following corrections to Government Notice No. R. 1297 appearing in Government Gazette No. 25456 of 19 September 2003, is hereby published for general information:

1. **3. SPECIAL PROVISIONS**

1.1 Substitute clause 3 for the following:

"3. SPECIAL PROVISIONS

The provisions of clauses 11(4)(b), 14(2), 15(1)(b)(ii), 19B, 23, 26(13)(a) to 26(13)(g)(v) inclusive and 37(5)(b) and (d) of the Agreement published under Government Notice No. R. 323 of 7 March 2003 as extended and amended by Government Notices. Nos. R. 798 and R. 797 of 20 June 2003 (hereinafter referred to as the "Former Agreement"), as further extended, amended and re-enacted from time to time, shall apply to employers and employees **who are members of the parties to the collective agreement.**"

No. R. 1569

31 October 2003

LABOUR RELATIONS ACT, 1995**CORRECTION NOTICE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING INDUSTRY: EXTENSION OF COUNTRY AREAS COLLECTIVE RE-ENACTING AND AMENDING AGREEMENT FOR THE WESTERN CAPE REGION TO NON-PARTIES**

The following correction to Government Notice No. R. 1287 appearing in Government Gazette No. 25456 of 19 September 2003, is hereby published for general information:

1. 3. SPECIAL PROVISIONS**1.1 Substitute the following for clause 3:****" 3. SPECIAL PROVISIONS**

The provisions of clauses 11 (4) (b), 14 (2), 19B, 23, 26 (13) (a) to (13) (g) (v) and 37 (5) (b) and (d) of the Agreement published under Government Notice No. R. 234 of 21 February 2003 as extended and amended by Government Notices. Nos. R. 795 and R. 796 of 20 June 2003 (hereinafter referred to as the "Former Agreement"), as further extended and amended from time to time, **shall apply to employers and employees who are members of the parties to the collective agreement.**"

No. R. 1570

31 October 2003

LABOUR RELATIONS ACT, 1995**CORRECTION NOTICE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY: EXTENSION OF MAIN COLLECTIVE RE-ENACTING AND
AMENDING AGREEMENT FOR THE EASTERN CAPE REGION TO NON-
PARTIES**

The following corrections to Government Notice No. R. 1272 appearing in Government Gazette No. 25429 of 12 September 2003, is hereby published for general information:

1. CLAUSE 3. SPECIAL PROVISIONS

1.1 Substitute the existing clause 3 for the following:

"3. SPECIAL PROVISIONS

The provisions contained in clauses 11.1 and 14.4 B of the Agreement published under Government Notice No. R. 1204 of 29 October 1999 as amended and re-enacted by Government Notices Nos. R. 227 of 14 February 2003 and R. 789 of 20 June 2003 (hereinafter referred to as the "Former Agreement"), as further amended and re-enacted from time to time, shall apply to employers and employees who are members of the parties to the collective agreement."

2. CLAUSE 4. GENERAL PROVISIONS

2.1 Substitute the existing clause 4 for the following:

“4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 10, 11.2 to 14.4 A, 14.5 to 15 of the Former Agreement (as further amended and re-enacted from time) shall apply to employers and employees.”.

No. R. 1571

31 October 2003

LABOUR RELATIONS ACT, 1995
CORRECTION NOTICE

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY: EXTENSION OF PROVIDENT FUND COLLECTIVE RE-ENACTING
AND AMENDING AGREEMENT FOR THE EASTERN CAPE REGION TO NON-
PARTIES**

The following corrections to Government Notice No. R. 1295 appearing in Government Gazette No. 25456 of 19 September 2003, is hereby published for general information:

1. **3. SPECIAL PROVISIONS**

1.1 Substitute clause 3 for the following:

"3. SPECIAL PROVISIONS

The provisions of clause 8 of the Agreement published under Government Notice No. R. 1444 of 10 December 1999 as amended, extended and re-enacted by Government Notice. No. R. 666 of 30 June 2000, No. R. 249 of 21 February 2003, No. R. 790 of 20 June 2003 (Hereinafter referred to as the "Former Agreement"), as further amended, extended and re-enacted from time to time, shall apply to employers and employees who are members of the parties to the collective agreement."

2. Renumber the following clauses as indicated hereunder:

2.1 **5. CLAUSE 3 OF THE FORMER AGREEMENT: DEFINITIONS**

2.2 **6. CLAUSE 4 OF THE FORMER AGREEMENT: PROVIDENT FUND**

No. R. 1572

31 October 2003

LABOUR RELATIONS ACT, 1995**CORRECTION NOTICE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY: EXTENSION OF PROVIDENT FUND COLLECTIVE RE-ENACTING
AND AMENDING AGREEMENT FOR THE KWAZULU-NATAL REGION TO
NON-PARTIES**

The following correction to Government Notice No. R. 1289 appearing in Government Gazette No. 25456 of 19 September 2003, is hereby published for general information:

1. 3. SPECIAL PROVISIONS

1.1 Substitute the following for clause 3:

"3. SPECIAL PROVISIONS

The provisions of clause 2 of the Agreement published under Government Notice No. R. 399 of 28 March 2003, as amended by Government Notice No. R. 782 of 20 June 2003 (Hereinafter referred to as the "Former Agreement"), as further amended and re-enacted from time to time, shall apply to employers and employees **who are members of the parties to the collective agreement.**"

2. 18. DISPUTE PROCEDURE

2.1 Substitute clause 18 (6) (c) (x) where it appears on page 33 for the following:

“(x) Subject to the provisions of the Act, an award in an arbitration conducted in terms of **this** subclause shall be final and binding on the parties to the dispute.”

No. R. 1573

31 October 2003

LABOUR RELATIONS ACT, 1995**CORRECTION NOTICE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY: EXTENSION OF MAIN COLLECTIVE RE-ENACTING AND
AMENDING AGREEMENT FOR THE NORTHERN REGION (CLOTHING) TO
NON-PARTIES**

The following correction to Government Notice No. R. 1268 appearing in Government Gazette No. 25429 of 12 September 2003, is hereby published for general information:

1. CLAUSE 3. SPECIAL PROVISIONS

1.1 Substitute the existing clause 3 for the following:

"3. SPECIAL PROVISIONS

The provisions contained in clauses 19B, 22(3), (4) and 5(b) and (d), 25 (1) and 26A(1) to (3) of the Agreement published under Government Notice No. R. 1041 of 10 September 1999, as amended, extended and renewed by Government Notices No. R. 328 of 7 April 2000, R. 1351 of 15 December 2000, R. 396 of 5 April 2002, R. 223 of 14 February 2003, R. 783 of 20 June 2003 and R.784 of 20 June 2003, (hereinafter referred to as the "Former Agreement"), as further amended, extended,

re-enacted and renewed from time to time, shall apply to employers and employees who are members of the parties to the collective agreement.

2. CLAUSE 4. GENERAL PROVISIONS

2.1 Substitute the existing clause 4 for the following:

“4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 19A, 20 to 22(2), 22(5)(a), 22(5)(c) and (e) to 24, 26A(4), 26B to 27 of the Former Agreement (as further amended, re-enacted and renewed from time), shall apply to employers and employees.”

No. R. 1574

31 October 2003

LABOUR RELATIONS ACT, 1995**CORRECTION NOTICE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY: EXTENSION OF COLLECTIVE FUND RE-ENACTING AND
AMENDING AGREEMENT FOR THE NORTHERN REGION TO NON-PARTIES**

The following correction to Government Notice No. R. 1291 appearing in Government Gazette No. 25456 of 19 September 2003, is hereby published for general information:

1. Substitute the following for the heading in clause 9 where it appears on page 36:

**"8. CLAUSE 13 OF THE FORMER AGREEMENT: DISPUTE
PROCEDURE"**

2. Substitute the introduction sentence and the heading that followed, for the following:

"Substitute the following for clause 13:

CLAUSE 13: DISPUTE PROCEDURE"

No. R. 1575

31 October 2003

LABOUR RELATIONS ACT, 1995**CORRECTION NOTICE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY: EXTENSION OF MAIN COLLECTIVE RE-ENACTING AND
AMENDING AGREEMENT FOR THE FREE STATE AND NORTHERN CAPE
REGION TO NON-PARTIES**

The following correction to Government Notice No. R. 1276 appearing in Government Gazette No. 25429 of 12 September 2003, is hereby published for general information:

1. CLAUSE 3. SPECIAL PROVISIONS

1.1 substitute the existing clause 3 for the following:

"3. SPECIAL PROVISIONS

The provisions contained in clauses 19B, 23A (1) to (3), 23A (5), 34(3), (4) and 5(b) and (d) of the Agreement published under Government Notice No. R. 356 of 28 March 2002 as amended and extended and re-enacted by Government Notices Nos. R. 691 of 17 May 2002, R. 251 of 21 February 2003, R. 779 and R. 780 of 20 June 2003 (hereinafter referred to as the "Former Agreement"), as further amended,

extended and re-enacted from time to time, shall apply to employers and employees who are members of the parties to the collective agreement.”

2. CLAUSE 4. GENERAL PROVISIONS

2.1 Substitute the existing clause 4 for the following:

“4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 19A, 20 to 22, 23A (4), 23B to 34(2)(b), 34(5)(a), (c) and (e), 34(6) and (7), 35 and 36 of the Former Agreement (as further amended, extended and re-enacted from time) shall apply to employers and employees.”

No. R. 1576

31 October 2003

LABOUR RELATIONS ACT, 1995**CORRECTION NOTICE****NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY: EXTENSION OF MAIN COLLECTIVE RE-ENACTING AND
AMENDING AGREEMENT FOR THE NORTHERN REGION (KNITTING) TO
NON-PARTIES**

The following corrections to Government Notice No. R. 1270 appearing in Government Gazette No. 25429 of 12 September 2003, are hereby published for general information:

1. CLAUSE 3. SPECIAL PROVISIONS

1.1 substitute the existing clause 3 for the following:

“3. SPECIAL PROVISIONS

The provisions contained in clauses 13A(1) to (3) and (5), 16B and 28(3) and 28(4) of the Agreement published under Government Notice No. R. 106 of 7 February 2003, as amended and extended by Government Notices Nos. R. 787 and R. 788 of 20 June 2003, (hereinafter referred to as the “Former Agreement”), as further amended, extended and re-enacted from time to time, shall apply to employers and employees who are members of the parties to the collective agreement.

2. CLAUSE 4. GENERAL PROVISIONS

2.1 Substitute the existing clause 4 for the following:

"4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 12, 13A(4), 13B to 16A, 17 to 28(2) and 28(5) to 31 of the Former Agreement (as further amended, extended and re-enacted from time to time), shall apply to employers and employees."

No. R. 1577

31 October 2003

LABOUR RELATIONS ACT, 1995**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, NORTH AND WEST BOLAND: 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 Afrikaans schedule hereto, which was concluded in the Bargaining Council for the Building Industry, North and West Boland, 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 1 November 2003 and for the period ending 17 May 2004.

M M S MDLADLANA
MINISTER OF LABOUR

No. R. 1577

31 Oktober 2003

WET OP ARBEIDSVERHOUDINGE, 1995**BEDINGINGSRAAD VIR DIE BOUNYWERHEID, NOORD- EN WES-BOLAND:
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, die Kollektiewe Ooreenkoms wat in die Bylae hiervan verskyn, en wat in die Bedingingsraad vir die Bounywerheid, Noord- en Wes-Boland aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 1 November 2003 en vir die tydperk wat op 17 Mei 2004 eindig.

M M S MDLADLANA
MINISTER VAN ARBEID

BYLAE**BOUBEDINGINGSRAAD NOORD- EN WES BOLAND****KOLLEKTIEWE OOREENKOMS**

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

Meesterbouers-Assosiasie, Noord Boland

Meesterbouers-Assosiasie Wes Boland

(hierna die "werkgewer" of die "werkgewerorganisasies" genoem), aan die een kant en die

Bouwerkers Unie

(hierna die "werknemer" of die "vakbond" genoem), aan die ander kant, wat die partye is by die Boubedingingsraad Noord en Wes Boland, tot die wysiging van die Kollektiewe Ooreenkoms, uitgebrei na nie-partye, gepubliseer by Goewermentskennisgewing No. R 699 van 15 Mei 1998, soos gewysig en verleng by Goewermentskennisgewings No. R. 1612 van 11 Desember 1998, R. 871 van 16 Julie 1999, R. 1234 van 22 Oktober 1999, R. 780 van 11 Augustus 2000, R. 1176 van 24 November 2000, R. 369 van 5 April 2003, R. 1314 van 25 Oktober 2002, R. 621 van 9 Mei 2003 en R.869 van 20 Junie 2003 (soos gekorrigeer by Goewermentskennisgewing R. 993 van 11 Julie 2003).

(1) TOEPASSINGSBESTEK

- (1) Hierdie Ooreenkoms moet nagekom word:-

- (1) deur alle werkgewers en alle werknemers wat by die Bounywerheid betrokke of daarin werksaam is en wat lede is van onderskeidelik die werkgewersorganisasies en die vakbond.
- (1) in die landdrosdistrikte Ceres, Hopefield, Montagu, Moorreesburg, Piketberg, Robertson, Swellendam, Tulbagh, Vredenburg en Worcester.
- (1) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing:-
- (1) slegs op die klasse werknemers vir wie lone voorgeskryf word in die Ooreenkoms;
- (1) vakleerlinge en leerlinge slegs vir sover dit nie onbestaanbaar is nie met die Wet op Mannekragopleiding, 1981, en die Wet op Vaardigheidsontwikkeling, 1998, of met voorwaardes wat daarkragtens gestel is;
- (1) ©slegs-arbeid-kontrakteurs, werkende vennote en werkende direkteurs, prinsipale en aannemers.
- (1) Ondanks subklousule(1)(a), is die bepalings van die Ooreenkoms nie van toepassing nie op:-
- (a) klerke en administratiewe personeel;
- (b) universiteitstudente en gegradueerdes in die bouwetenskap en konstruksie-opmeters en sodanige ander persone wat besig is met praktiese werk ter voltooiing van hul akademiese opleiding;
- (c) voormanne of algemene voormanne;
- (d) nie-partye ten opsigte van klousules 1(1)(a) en 2 van die Ooreenkoms.

2. GELDIGHEIDSUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid vasstel as die effektiewe datum waarop die Ooreenkoms vir nie-partye bindend word, of op die datum waarop die Minister weier om die Ooreenkoms tot nie-partye uit te brei en sal van krag bly tot 17 Mei 2004.

3. KLOUSULE 9. DIENSVOORWAARDES

Vervang subklousule (1) deur die volgende:

“(1) Gewone ure van werk

- (a) Gewoonweg sal daar van geen werknemer verwag word om meer as die volgende ure te werk nie:

Kategorie	Daaglikse ure	Weeklikse ure
Wagte.....	12 ure.....	45 ure.....
Drywers.....	10 ure.....	45 ure.....
Alle ander werknemers.....	9 ure.....	45 ure.....”

4. KLOUSULE 10: BESOLDIGING

- (1) Vervang subklousule (1) deur die volgende:

“(1) Die basiese loon in die Nywerheid is soos volg:

Kategorie van werknemer	Vanaf 1 November 2003			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	Per uur	Per uur	Per uur	Per uur
(a) Skoonmaker	6.11	6.11	6.11	5.32
(b) (1) Algemene werkers, vervaardiging werkers, stortwa-bestuurder en hystoesteloperateurs	7.64	7.64	7.64	6.72
	Per	Per	Per	Per
	Week	Week	Week	Week
(2) Wagte (voltyds)	343.80	343.80	343.80	302.40
	Per	Per	Per	Per
	Uur	Uur	Uur	Uur
(c) Bouwerkers Kategorie 4	8.40	8.40	8.40	7.53
(d) Bouwerker Kategorie 3	9.37	9.37	9.37	8.44
(e) Bouwerker Kategorie 2	10.49	10.49	10.49	9.50
(f) Bouwerker Kategorie 1	11.69	11.69	11.69	10.66
(g) Ambagsman Kategorie 3: Dakwerker en verwer	12.66	12.66	12.66	11.96
(h) (1) Ambagsman Kategorie 2: Dakwerker en verwer	14.15	14.15	14.15	13.43

(2) Ambagsman Kategorie 3: In alle ander ambagte	14.15	14.15	14.15	-
(i) (1) Ambagsman Kategorie 2: In alle ander ambagte	15.79	15.79	15.79	15.11
(2) Ambagsman Kategorie 3A: Verwer	14.15	14.15	14.15	-
(3) Ambagsman Kategorie 1: Dakwerker en verwer	15.79	15.79	15.79	-
(j) Ambagsman Kategorie 3A: In alle ander ambagte	16.51	-	16.51	-
(k) Ambagsman Kategorie 1: In alle ander ambagte	17.61	17.61	17.61	17.01
	Per	Per	Per	Per
(l) Voertuigbestuurders en operateurs van kragaangedrewe masjinerie wat in besit moet wees van 'n-:	Week	Week	Week	Week
(1) Kode 5-7 of B lisensie	343.80	343.80	343.80	302.40
(2) Kode 8 of EB lisensie	378.00	378.00	378.00	338.85
(3) Kode 10 of EB1 lisensie	421.65	421.65	421.65	379.80
(4) Kode 11 – 14 of EC lisensie	472.05	472.05	472.05	427.50
	Per	Per	Per	Per
	Uur	Uur	Uur	Uur
(m) (1) Vakleerling in eerste jaar van				

opleiding	9.37	9.37	9.37	8.44
(2) Vakleerling in tweede jaar van opleiding	10.49	10.49	10.49	9.50
(3) Vakleerling in derde jaar van opleiding	11.69	11.69	11.69	10.66
(n) (1) Kwekelingbouwerker Kategorie 4...	8.40	8.40	8.40	7.53
(2) Kwekelingbouwerker Kategorie 3...	9.37	9.37	9.37	8.44
(3) Kwekelingbouwerker Kategorie 2...	10.49	10.49	10.49	9.50
(4) Kwekelingbouwerker Kategorie 1....	11.69	11.69	11.69	10.66

Met dien verstande dat voormelde lone nie minder mag wees nie as die voorgeskrewe lone ingevolge die Wet op Mannekragopleiding, 1981 of die Wet op Vaardigheidsontwikkeling, 1998. : Met dien verstande voorts dat die lone hierbo gespesifiseer vir drywer/masjienbedieners betaalbaar is indien sodanige werknemers 45 gewone werksure, in enige week gewerk het. Indien sodanige werknemers egter minder as 45 gewone werksure in enige week gewerk het, moet hul lone, vir die spesifieke week soos volg bereken word: Bogenoemde gespesifiseerde lone gedeel deur 45 uur en vermenigvuldig met die werklike getal gewone werksure gewerk."

(2) In subklousule (7)(a) vervang die bedrag "R13.74" deur die bedrag "R20.00".

5. KLOUSULE 14: VAKANSIEFONDS

(1) Vervang subklousule (2) deur die volgende:

“(2) *Bydraes deur die werkgever* –(a) ‘n Werkgever moet bydra tot die vakansiefonds namens ‘n geskikte werknemer ten opsigte van elke week wat daardie werknemer in sy diens is (“n bydraeweek”), welke bedrag soos volg bereken word-

Kategorie van werknemer	Vanaf 1 November 2003			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
	R	R	R	R
	Per	Per	Per	Per
	Week	Week	Week	Week
Werknemers vir wie lone voorgeskryf word in-:				
(i) klousule 10(1)(a).....	14.70	14.70	14.70	13.02
(ii) klousule 10(1)(b) en (L)(1)	18.48	18.48	18.48	16.38
(iii) klousule 10(1)(c), (L)(2) en (n)(1)	20.16	20.16	20.16	18.48
(iv) klousule 10(1)(d), (L)(3), (m)(1) (n)(2)	22.68	22.68	22.68	20.58
(v) klousule 10(1)(e), (L)(4), (m)(2) (n)(3)	25.20	25.20	25.20	23.10

(vi) klousule 10(1)(f), (m)(3) en (n)(4)	28.14	28.14	28.14	25.62
(vii) klousule 10(1)(g)	30.66	30.66	30.66	28.98
(viii) klousule 10(1)(h)	34.02	34.02	34.02	32.34
(ix) klousule 10(1)(i)(1) en (i)(3).....	38.22	38.22	38.22	36.54
(x) klousule 10(1)(i)(2).....	34.02	34.02	34.02	-
(xi) klousule 10(1)(j).....	39.90	-	39.90	-
(xii) klousule 10(1)(k).....	42.42	42.42	42.42	41.16"

(2) Vervang subklousule (3) deur die volgende:

"(3) *Bydrae deur die werknemer* –(a) Elke werkgever mag op elke betaaldag van die lone verskuldig elke week aan elke geskikte werknemer wat 25 uur of meer, maar minder as 42 uur gedurende die besondere bydraeweek gewerk het, die bedrae hieronder gespesifiseer vermenigvuldig met die verskil tussen die ure werklik gewerk en 42 uur, aftrek as die werknemer se bydrae tot die vakansiefonds:

Kategorie van werknemer	Vanaf 1 November 2003			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	C Per uur	C Per uur	C Per uur	C Per uur

Werknemer vir wie lone voorgeskryf word				
In-				
(1) klousule 10(1)(a).....	35	35	35	31
(ii) klousule 10(1)(b) en (L)(1).....	44	44	44	39
(iii) klousule 10(1)(c), (L)(2) en (n)(1).....	48	48	48	44
(iv) klousule 10(1)(d), (L)(3), (m)(1) en (n)(2).....	54	54	54	49
(v) klousule 10(1)(e), (L)(4), (m)(2) en (n)(3).....	60	60	60	55
(vi) klousule 10(1)(f), (m)(3) en (n)(4).....	67	67	67	61
(vii) klousule 10(1)(g).....	73	73	73	69
(viii) klousule 10(1)(h).....	81	81	81	77
(ix) klousule 10(1)(i)(1) en (i)(3).....	91	91	91	87
(x) klousule 10(1)(i)(2).....	81	81	81	-
(xi) klousule 10(1)(j).....	95	-	95	-
(xii) klousule 10(1)(k).....	101	101	101	98"

6. KLOUSULE 16. AFTREDINGSFONDSE

(1) Vervang subklousule (4)(a) deur die volgende:

"(4) *Bydraes deur die werkgewer*: -(a) Elke werkgewer moet bydrae tot die Aftredingsfondse namens elke geskikte werknemer ten opsigte van

elke bydraeweek wat daardie werknemer in sy diens is, welke bedrag
soos volg bereken word:

Kategorie van werknemers	Vanaf 1 November 2003			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Werknemers vir wie lone voorgeskryf word in-	R Per Week	R Per Week	R Per Week	R Per Week
(i) klousule 10(1)(a).....	38.64	38.64	38.64	33.60
(ii) klousule 10(1)(b) en (L)(1).....	48.30	48.30	48.30	42.42
(iii) klousule 10(1)(c), (L)(2), en (n)(1).....	52.92	52.92	52.92	47.46
(iv) klousule 10(1)(d), (L)(3), (m)(1) en (n)(2).....	59.22	59.22	59.22	53.34
(v) klousule 10(1)(e), (L)(4), (m)(2) en (n)(3).....	66.36	66.36	66.36	60.06
(vi) klousule 10(1)(f), (m)(3) en (n)(4).....	73.92	73.92	73.92	67.20
(vii) klousule 10(1)(g).....	79.80	79.80	79.80	75.60
(viii) klousule 10(1)(h).....	89.46	89.46	89.46	84.84
(ix) klousule 10(1)(i)(1) en (i)(3).....	89.46	89.46	89.46	95.34

(x) klousule 10(1)(i)(2).....	99.54	99.54	99.54	-
(xi) klousule 10(1)(j).....	104.16	-	104.16	-
(xii) klousule 10(1)(k).....	111.30	111.30	111.30	107.52"

(3) Vervang subklousule (5)(a) deur die volgende:

"(5) *Bydrae deur die werknemer.* -(a) Elke werkgewer mag op elke betaaldag van die lone verskuldig elke week aan elke geskikte werknemer wat 25 uur of meer maar minder as 42 uur gedurende die besondere bydraeweek gewerk het, die bedrae hieronder gespesifiseer vermenigvuldig met die verskil tussen die ure werklik gewerk en 42 uur, aftrek as die werknemer se bydrae tot die Aftredingsfondse:

Kategorie van werknemers	Vanaf 1 November 2003			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Werknemers vir wie lone voorgeskryf word	C	C	C	C
in-	Per uur	Per uur	Per uur	Per uur
(i) klousule 10(1)(a).....	92	92	92	80
(ii) klousule 10(1)(b) en (L)(1).....	115	115	115	101
(iii) klousule 10(1)(c), (L)(2), en (n)(1).....	126	126	126	113
(iv) klousule 10(1)(d), (L)(3), (m)(1) en (n)(2).....	141	141	141	127
(v) klousule 10(1)(e), (L)(4), (m)(2) en (n)(3).....	158	158	158	143
(vi) klousule 10(1)(f), (m)(3) en (n)(4).....	176	176	176	160
(vii) klousule 10(1)(g).....	190	190	190	180
(viii) klousule 10(1)(h).....	213	213	213	202
(ix) klousule 10(1)(i)(1) en (i)(3).....	213	213	213	227
(x) klousule 10(1)(i)(2).....	237	237	237	-
(xi) klousule 10(1)(j).....	248	248	248	-
(xii) klousule 10(1)(k).....	265	265	265	256"

**7. KLOUSULE 17. BYSTANDSFONDS VIR SIEKTE- EN
FAMILIEVERANTWOORDELIKHEIDSVARLOF VIR DIE BOUNYWERHEID**

(1) Vervang subklousule (3) deur die volgende:

“(3) *Bydraes deur die werkgewer:* -(a) Elke werkgewer moet ‘n bedrag tot die Fonds bydra namens elke geskikte werknemer ten opsigte van elke bydraeweek wat daardie werknemer in sy diens is, welke bedrag soos volg bereken word:

Kategorie van werknemer	Vanaf 1 November 2003			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Werknemers vir wie lone voorgeskryf word in-	R Per Week	R Per Week	R Per Week	R Per Week
(i) klousule 10(1)(a).....	4.20	4.20	4.20	3.36
(ii) klousule 10(1)(b) en (L)(1).....	5.04	5.04	5.04	4.62
(iii) klousule 10(1)(c), (L)(2), en (n)(1).....	5.46	5.46	5.46	5.04
(iv) klousule 10(1)(d), (L)(3), (m)(1) en (n)(2).....	6.30	6.30	6.30	5.46
(v) klousule 10(1)(e), (L)(4), (m)(2) en (n)(3).....	6.72	6.72	6.72	6.30

(vi) klousule 10(1)(f), (m)(3) en (n(4).....	7.56	7.56	7.56	6.72
(vii) klousule 10(1)(g).....	7.98	7.98	7.98	7.56
(viii) klousule 10(1)(h).....	9.24	9.24	9.24	8.82
(ix) klousule 10(1)(i)(1) en (i)(3).....	10.08	10.08	10.08	9.66
(x) klousule 10(1)(i)(2).....	9.24	9.24	9.24	-
(xi) klousule 10(1)(j).....	10.50	-	10.50	-
(xii) klousule 10(1)(k).....	11.34	11.34	11.34	10.92

- (b) Elke werkgewer moet die gespesifiseerde bydrae aan die Raad betaal op die werknemer se gewone betaaldag en moet op daardie dag die gespesifiseerde voordele seël wat die waarde aandui van die bydrae gemaak, endosseer en aan die werknemer uitreik.”

(2) Vervang subklousule (3) met die volgende:

“(3) *Bydrae deur die werknemer:* Elke werkgewer kan op elke betaaldag van die lone elke week verskuldig aan elke geskikte werknemer wat 25 uur of meer maar minder as 42 uur gedurende die besondere bydraeweek gewerk het, die bedrae hieronder gespesifiseer vermenigvuldig met die verskil tussen die ure werklik, en 42 uur, aftrek as werknemer se bydrae tot die Fonds.

Kategorie van werknemer	Vanaf 1 November 2003			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Werknemer vir wie lone voorgeskryf word	C	C	C	C
in-	Per uur	Per uur	Per uur	Per uur
(i) klousule 10(1)(a).....	10	10	10	08
(ii) klousule 10(1)(b) en (L)(1).....	12	12	12	11
(iii) klousule 10(1)(c), (L)(2) en (n)(1)	13	13	13	12
(iv) klousule 10(1)(d), (L)(3), (m)(1) en (n)(2).....	15	15	15	13
(v) klousule 10(1)(e), (L)(4), (m)(2) en (n)(3).....	16	16	16	15
(vi) klousule 10(1)(f), (m)(3) en (n)(4).....	18	18	18	16
(vii) klousule 10(1)(g).....	19	19	19	18
(viii) klousule 10(1)(h).....	22	22	22	21
(ix) klousule 10(1)(i)(1) en (i)(3).....	24	24	24	23
(x) klousule 10(1)(i)(2).....	22	22	22	-
(xi) klousule 10(1)(j).....	25	-	25	-
(xii) klousule 10(1)(k).....	27	27	27	26"

8. KLOUSULE 20: UITGAWES VAN DIE RAAD

(1) Vervang subklousule (1) deur die volgende:

“(1) *Bydrae deur die werkgewer:* (a) Elke werkgewer moet ‘n geldelike bydrae tot die Raad maak ten opsigte van elke geskikte werknemer vir elke bydraeweek wat daardie werknemer in sy diens is, welke bedrag soos volg bereken word:

	Vanaf 1 November 2003			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Werknemer vir wie lone voorgeskryf word in-	R Per week	R Per week	R Per week	R Per week
(i) klousule 10(1)(a).....	5.46	5.46	5.46	5.04
(ii) klousule 10(1)(b) en (L)(1).....	7.14	7.14	7.14	6.30
(iii) klousule 10(1)(c), (L)(2), en (n)(1).....	7.98	7.98	7.98	7.14
(iv) klousule 10(1)(d), (L)(3), (m)(1) en (n)(2).....	8.82	8.82	8.82	7.98
(v) klousule 10(1)(e), (L)(4), (m)(2) en (n)(3).....	9.66	9.66	9.66	8.82
(vi) klousule 10(1)(f), (m)(3) en (n)(4).....	10.92	10.92	10.92	10.08
(vii) klousule 10(1)(g).....	11.76	11.76	11.76	11.34

(viii) klousule 10(1)(h).....	13.44	13.44	13.44	12.60
(ix) klousule 10(1)(i)(1) en (1)(3).....	15.12	15.12	15.12	14.28
(xi) klousule 10(1)(i)(2).....	13.44	13.44	13.44	-
(x) klousule 10(1)(j).....	15.54	-	15.54	-
(xi) klousule 10(1)(k).....	16.80	16.80	16.80	15.96

- (b) Elke werkgewer moet die gespesifiseerde bydrae van die Raad betaal op die werknemer se gewone betaaldag, en moet op daardie dag die Raad se voordele seëls wat die waarde aandui van die bydrae gemaak, endosseer en aan die werknemer uitreik.”

(2) Vervang subklousules (2) en (3) met die volgende:

- “(2) *Bydrae deur die werknemer:* Elke werkgewer kan op elke betaaldag van die lone elke week verskuldig aan elke geskikte werknemer wat 25 uur of meer maar minder as 42 uur gedurende die besondere bydrae week gewerk het, die bedrae hieronder gespesifiseer vermenigvuldig met die verskil tussen die ure werklik gewerk en 42 uur, aftrek as die werknemer se bydrae tot die Fonds:

Kategorie van werknemer	Vanaf 1 November 2003			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
Werknemer vir wie lone voorgeskryf word	C	C	C	C
in-	Per uur	Per uur	Per uur	Per uur
(i) klousule 10(1)(a).....	13	13	13	12
(ii) klousule 10(1)(b) en (L)(1).....	17	17	17	15
(iii) klousule 10(1)(c), (L)(2), en (n)(1).....	19	19	19	17
(iv) klousule 10(1)(d), (L)(3), (m)(1) en (n)(2).....	21	21	21	19
(v) klousule 10(1)(e), (L)(4), (m)(2) en (n)(3).....	23	23	23	21
(vi) klousule 10(1)(f), (m)(3) en (n)(4).....	26	26	26	24
(vii) klousule 10(1)(g).....	28	28	28	27
(viii) klousule 10(1)(h).....	32	32	32	30
(ix) klousule 10(1)(i)(1) en (i)(3).....	36	36	36	34
(x) klousule 10(1)(i)(2).....	32	32	32	-
(xi) klousule 10(1)(j).....	37	-	37	-
(xiii) klousule 10(1)(k).....	40	40	40	38

- (3) *Spesiale heffing deur die werknemer:* (a) Elke werkgever moet op elke betaaldag van die lone elke week verskuldig aan elke geskikte werknemer, die bedrae hieronder gespesifiseer, aftrek:

Kategorie van werknemer	Vanaf 1 November 2003			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
	R	R	R	R
	Per	Per	Per	Per
Werknemers vir wie lone voorgeskryf word	Week	Week	Week	Week
in-				
(i) klousule 10(1)(a).....	1.68	1.68	1.68	1.68
(ii) klousule 10(1)(b) en (L)(1)..	2.10	2.10	2.10	1.68
(iii) klousule 10(1)(c), (L)(2) en (n)(1).....	2.10	2.10	2.10	2.10
(iv) klousule 10(1)(d), (L)(3), (m)(1) en (n)(2).....	2.52	2.52	2.52	2.10
(v) klousule 10(1)(e), (L)(4), (m)(2) en (n)(3).....	2.52	2.52	2.52	2.52
(vi) klousule 10(1)(f), (m)(3) en (n)(4).....	2.94	2.94	2.94	2.94
(vii) klousule 10(1)(g).....	3.36	3.36	3.36	2.94
(viii) klousule 10(1)(h).....	3.78	3.78	3.78	3.36
(ix) klousule 10(1)(i)(1) en (i)(3).....	4.20	4.20	4.20	3.78
(x) klousule 10(1)(i)(2).....	3.78	3.78	3.78	-

(xi) klousule 10)(1)(j).....	4.20	-	4.20	-
(xii) klousule 10(1)(k).....	4.62	4.62	4.62	4.20

- (b) Elke werkgewer moet die gespesifiseerde bydrae aan die Raad oorbetaal soos voorgeskryf in subklousule (1) hiervan.”

GETEKEN NAMENS DIE PARTYE OP HIERDIE 19de DAG VAN AUGUSTUS 2003.

R.K.J. WIPPICH
VOORSITTER

D.J. PHILLIPS
RAADSLID

R.C. DAMON
BOUWERKERS UNIE

M. DOWRIES
SEKRETARIS

BOUBEDINGINGSRAAD NOORD- EN WES BOLAND

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID****No. R. 1561****31 October 2003**

LABOUR RELATIONS ACT, 1995

CANCELLATION OF GOVERNMENT NOTICE**ENTERTAINMENT INDUSTRY OF SOUTH AFRICA: ADMINISTRATION AND EXPENSES COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of section 32 (7) of the Labour Relations Act, 1995, cancel Government Notice No. R. 783 of 11 August 2000 with effect from 3 November 2003.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1561**31 Oktober 2003**

WET OP ARBEIDSVERHOUDINGE, 1995

INTREKKING VAN GOEWERMENTSKENNISGEWING**VERMAAKLIKHEIDSBEDRYF VAN SUID-AFRIKA: ADMINISTRASIE EN UITGAWES KOLLEKTIEWE COREENKOMS**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, trek hierby, kragtens artikel 32 (7) van die Wet op Arbeidsverhoudinge, 1995, Goewermentskennisgewing No. R. 783 van 11 Augustus 2000 in, met ingang van 3 November 2003.

M. M. S. MDLADLANA

Minister van Arbeid

No. R. 1562**31 October 2003**

LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR THE ENTERTAINMENT INDUSTRY OF SOUTH AFRICA: EXTENSION OF
ADMINISTRATION AND EXPENSES RE-ENACTING AND AMENDING COLLECTIVE AGREEMENT**

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 Entertainment Industry of South Africa, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 3 November 2003, and for the period ending 30 September 2004.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1562**31 Oktober 2003**

WET OP ARBEIDSVERHOUDINGE, 1995

**VERMAAKLIKHEIDSBEDRYF VAN SUID-AFRIKA: UITBREIDING VAN ADMINISTRASIE EN UITGAWES
HERBEKRAGTIGING- EN WYSIGINGS 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 Bylae hierby verskyn en wat in die Bedingingsraad vir die Vermaaklikheidsbedryf van Suid-Afrika 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 bedryf, met ingang van 3 November 2003, en vir die tydperk wat op 30 September 2004 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

Nota: 'n Afrikaanse vertaling van die Ooreenkoms by die Engelse kennisgewing is beskikbaar by die Bedingingsraad.

SCHEDULE

BARGAINING COUNCIL FOR THE ENTERTAINMENT INDUSTRY OF SOUTH AFRICA

ADMINISTRATION AND EXPENSES COLLECTIVE AGREEMENT

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

Employers' Association for the Entertainment and other Industries of Southern Africa

National Employers Forum

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

Entertainment, Catering, Commercial, and Allied Workers Union of South Africa

South African Commercial Catering and Allied Workers Union

Performing Arts Workers' Equity

South African Equity Workers Association

(hereinafter referred to as the "employees" or the "trade unions") of the other part, being the parties to the Bargaining Council for the Entertainment Industry of South Africa, to amend the Agreement published under Government Notice No. R178 of 12 February 1999 as extended by Government Notice Nos. R. 541 of 2 June 2000 and R. 783 of 11 August 2000.

1. SCOPE OF APPLICATION

- (1) This Agreement shall be observed in the Entertainment Industry—
 - (a) by all employers' who are members of the employers' organisation and by all employees who are members of the trade unions; and
 - (b) in the Republic of South Africa.
- (2) The terms of this Agreement shall not apply to—
 - (a) non-parties in respect of Clauses 1 (1)(a), 2, 8(2), 30(2) and (3);
 - (b) members of the Commercial Producers Association who were members of the Commercial Producers Association as at 12 February 1999 and the employee of such members;
 - (c) all employers and employees in the Music Industry; and
 - (d) freelancers.

2. PERIOD OF APPLICATION OF AGREEMENT

This Agreement shall come into operation for parties on 1 July 2003, and for non-parties on the date fixed by the Minister and the Agreement shall remain in force for the period ending 30 September 2004.

3. CLAUSE 4: DEFINITIONS

Insert the following sub-clause (c) at the definition of employee:

- (c) until the contrary is proved, a person who works for, or renders services to, any other person is presumed, regardless of the form of the contract, to be an employee, if any one or more of the following factors are present:
 - (1) the manner in which the person works is subject to the control or direction of another person;
 - (2) the person's hours of work are subject to the control or direction of another person;
 - (3) in the case of a person who works for an organisation, the person forms part of that organisation;
 - (4) the person has worked for that other person for an average of at least 40 hours per month over the last three months;
 - (5) the person is economically dependent on the other person for whom she or he works or renders services;
 - (6) the person is provided with tools of trade or work equipment by the other person; or
 - (7) the person only works or renders services to one person.

This presumption does not apply to any person who earns in excess of the amount determined by the Minister in terms of section 6 (3) of the Basic Conditions of Employment Act.

4. CLAUSE 5: LEVELS OF BARGAINING

Replace the heading and contents with the following:

5. BARGAINING CHAMBERS

- (1) There shall be different chambers for the various segments of the industry. The main chamber one shall deal with those matters that are common to all chambers. A chamber established for a particular sector shall deal with matters unique to a particular sector:

- (1) **Main chamber**
(Deals with matters of registration and administration expenses common to all sectors.)
- (2) **Cinematography establishments and cinema shows chamber**
(Deals with matters effecting employers and employees within the sector.)
- (3) **Theatrical productions chamber**
(Deals with matters effecting employers and employees within the sector.)
- (4) **Video libraries chamber**
(Deals with matters within the video sector.)
- (5) **Hiring out of films, equipage, machines, distribution, chamber**
(Deals with matters within the sector.)
- (6) **Multi-media entertainment chamber**
(Deals with matters within the sector.)
- (7) **Film and television production (excluding advertising) chamber**
(Deals with matters within the sector.)

Guidelines

The provisions of the main chamber must be read in conjunction with the provisions of the chamber applicable to a particular chamber.

5. CLAUSE 16: REMUNERATION

Insert the following subclause (4):

(4) Calculation of remuneration on termination

- (1) The following payments are included in an employee's remuneration for the purposes of calculating pay for annual leave in terms of clause 14.1.2, payment instead of notice in terms of clause 19 (4) and severance pay in terms of section 41 of the Basic Conditions of Employment Act:
 - (a) Housing or accommodation allowance or subsidy or housing or accommodation received as a benefit in kind;
 - (b) car allowance or provision of a car, except to the extent that the car is provided to enable the employee to work;
 - (c) any cash payments made to an employee, except those listed as exclusions in terms of this schedule;
 - (d) any other payment in kind received by an employee, except those listed as exclusions in terms of this schedule;
 - (e) employer's contributions to medical aid, pension, provident fund or similar schemes;
 - (f) employer's contributions to funeral or death benefit schemes.
- (2) The following items do not form part of remuneration for the purpose of these calculations:
 - (a) Any cash payment or payment in kind provided to enable the employee to work (for example, an equipment, tool or similar allowance or the provision of transport or the payment of a transport allowance to enable the employee to travel to and from work);
 - (b) a relocation allowance;
 - (c) gratuities (for example, tips received from customers) and gifts from the employer;
 - (d) share incentive schemes;
 - (e) discretionary payments not related to an employee's hours of work or performance (for example, a discretionary profit-sharing scheme);
 - (f) an entertainment allowance;
 - (g) an education or schooling allowance.
- (3) The value of payments in kind must be determined as follows:
 - (a) A value agreed to in either a contract of employment or collective agreement, provided that the agreed value may not be less than the cost to the employee of providing the payment in kind; or
 - (b) the cost to the employer of providing the payment in kind.
- (4) An employee is not entitled to a payment or the cash value of a payment in kind as part of remuneration if—
 - (a) the employee received the payment or enjoyed, or was entitled to enjoy, the payment in kind during the relevant period; or

- (b) in the case of a contributions to a fund or scheme that forms part of remuneration, the employer paid the contributions in respect of the relevant period.
- (5) This schedule only applies to pay for annual leave accrued from the date of operation of this Agreement.
- (6) If payment fluctuates, it must be calculated over a period of 13 weeks or, if the employee has been in employment for a shorted period, that period.
- (7) A payment received in a particular period in respect of a longer period (e.g. a thirteenth cheque) must be pro-rated.
- (8) This sub clause only applies to the minimum payments that an employer is required to make in terms of the Basic Conditions of Employment Act, 1997.

6. CLAUSE 19: TERMINATION OF EMPLOYMENT

Replace subclause (4) with the following:

(4) Payment in lieu of notice

- (a) Where the employer has terminated a contract of employment with notice and does not require the employee to work the required notice period must pay to the employee an amount which is not less than the appropriate wage which he would otherwise have been required to pay to the employee in terms of sub-clause (3) had he terminated the contract with the required notice;
- (b) where an employee has terminated a contract of employment with notice, but does not wish to work the required notice period, he or she must pay to the employer, an amount which is not less than the appropriate wage required to pay to him in terms of subclause (3) had he terminated the contract with the required notice.

H. A. PRETORIUS

Chairman

R. McALPINE

Vice-chairman

J. J. ALBERTS

Secretary

No. R. 1563

31 October 2003

LABOUR RELATIONS ACT, 1995

BARGAINING COUNCIL FOR THE WORSTED TEXTILE MANUFACTURING INDUSTRY: EXTENSION OF MAIN AMENDING 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 Worsted Textile Manufacturing Industry 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 3 November 2003, and for the period ending 30 June 2004.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1563

31 Oktober 2003

WET OP ARBEIDSVERHOUDINGE, 1995

BEDINGINGSRAAD VIR DIE KAMSTOFTEKSTIELNYWERHEID: UITBREIDING VAN HOOF KOLLEKTIEWE WYSIGINGSOOREENKOMS NA NIE-PARTYE

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Bylae hiervan verskyn en 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 3 November 2003, en vir die tydperk wat op 30 Junie 2004 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

SCHEDULE**BARGAINING COUNCIL FOR THE WORSTED TEXTILE MANUFACTURING INDUSTRY****AMENDING AGREEMENT**

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

National Association of Worsted Textile Manufacturers

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

Southern African Clothing and Textile Workers' Union

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

being the parties to the Bargaining Council for the Worsted Textile Manufacturing Industry, to amend the Agreement published under Government Notice No. R805 of 31 August 2001, as amended by Government Notice No. R. 266 of 21 February 2003.

PART A: APPLICATION**1. SCOPE OF APPLICATION**

1.1 This Agreement applies to all employers and all employees who are party to the Agreement and who are engaged in the Worsted Textile Manufacturing Industry in the Republic of South Africa and for whom minimum wages are laid down in this Agreement.

1.2 This Agreement also applies to all other employers and all other employees covered by the definition of the Worsted Textile Manufacturing Industry.

2. PERIOD OF OPERATION

2.1 This Agreement shall come into operation—

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

2.2 This Agreement shall remain in force until 30 June 2004.

2.3 Transitional provision following the 2003 negotiations:

In addition to the wage that an employee is entitled to in terms of this Agreement, he shall be entitled to receive, by not later than six weeks from the date from which the Minister declares this Agreement binding by publication in the *Gazette* (hereinafter referred to as "implementation date") and in equal weekly instalments, an amount equal to the difference between the remuneration paid to him calculated from 1 July 2003 until the implementation date and the remuneration based on his wage, as specified in this Agreement, calculated from 1 July 2003 until the implementation date.

3. EXCLUSIONS

The provisions of this Agreement do not apply to—

- 3.1 employees whose wages are not prescribed in the Wage Schedule contained in the Annexure to this Agreement;
- 3.2 non-parties in respect of clauses 1.1, 2.1 (a), 17 and 28.

4. SPECIAL PROVISIONS

The provisions of clauses 1.1, 2.1 (a), 17 and 28 of the Agreement published under Government Notice No. R. 805 of 31 August 2001, as amended by Government Notice No. R. 804 of 14 June 2002 (hereinafter referred to as the "Former Agreement"), as further extended, renewed, amended and re-enacted from time to time, apply to employers and employees.

5. GENERAL PROVISIONS

The provisions contained in clauses 3 to 16, 18 to 27 and 29 to 30 of the Former Agreement (as extended, renewed, amended and re-enacted from time to time) shall apply to employers and employees.

6. DEFINITIONS

6.1 In clause 29. Definitions, substitute the following for the existing definition of "employee":

"**employee**" means any person who works for, or renders services to any other person if any one or more of the following factors are present:

- (a) The manner in which the person works is subject to the control or direction of another person;
- (b) the person's hours of work are subject to the control or direction of another person;
- (c) in the case of a person who works for an organisation, the person forms part of that organisation;
- (d) the person has worked for that other person for an average of at least 40 hours per month over the last three months;
- (e) the person is economically dependent on the other person for whom he or she works or renders services;
- (f) the person is provided with tools of trade or work equipment by the other person, or

(g) the person works for or renders services to only one person.”

6.2 In clause 29. Definitions, insert the following definition after the definition of “shift”:

“‘small business’ means a separate and distinct business entity, managed by one owner or more which, including its branches or subsidiaries operating in the Worst Textile Manufacturing Industry, is classified as a micro, a very small, a small or medium enterprise in accordance with the descriptive matrix below:

	Number of full-time employees	Total annual turnover	Total gross asset value
Micro	up to 5	up to R 0,15 m	up to R 0,10 m
Very small	up to 20	up to R 4,00 m	up to R 1,50 m
Small	up to 50	up to R10,00 m	up to R 3,75 m
Medium	up to 200	up to R40,00 m	up to R15,00 m”

7. ANNEXURE

Substitute the following for the existing Annexure:

“ANNEXURE

1. WAGE SCHEDULE

SPINNERS

(a) *Wage increase*

All spinners shall pay a minimum across-the-board increase of R31,00 (thirty-one rands).

(b) *Wage Schedule*

Grade 1	Min. new rate	R10,67/per hour
Grade 2		R11,07
Grade 3		R11,68
Grade 4		R12,70

VERTICLES

(a) *Wage increase*

All verticles shall pay a minimum across-the-board increase of R38,00 (thirty-eight rands).

(b) *Wage Schedule*

Grade 1	Min. new rate	R11,56/per hour
Grade 2		R12,00
Grade 3		R12,66
Grade 4		R13,73

2. ANNUAL BONUS

Every employer must, in December of each year, pay each employee an annual bonus equivalent to two weeks' basic pay.

3. PROVIDENT FUND

3.1 All employers and employees must contribute to a registered retirement fund.

3.2 Where parties are contributing less than 7% of the employee's basic wage to retirement/provident funding, the contribution must increase by 0,5% with immediate effect.

4. MAXIMUM ORDINARY HOURS OF WORK

The maximum ordinary hours of work must be no more than 44 hours per week.

5. ANNUAL LEAVE

An employee who has completed 12 months' service with his or her employer will be entitled to not less than 15 working days' paid leave.

6. LONG SERVICE AWARD

Each employer must pay to any employee with more than one completed year of service, a Long Service Award amounting to R0,75 per week/per year of service.

7. COUNCIL LEVY

The Bargaining Council Levy is to be increased to R0,80c/R0,80c per week, which must be deducted in terms of clause 23 of the Main Agreement.”

8. ATTESTATION

Thus done and signed at East London on the 7th day of July 2003.

B. KIVA

Chairperson

A. T. PARKINSON

Secretary

RESOLUTION

Council has resolved that application be made to the Minister of Labour to amend, renew and extent the Main Collective Agreement as contained in *Gazette* No. 22620 of 31 August 2001.

Dated at East London the 7th day of July 2003.

B. KIVA

Chairperson

A PARKINSON

Secretary

No. R. 1564

31 October 2003

LABOUR RELATIONS ACT, 1995**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY: EXTENSION OF AMENDMENT OF ELECTRICAL INSTALLATION SECTION 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, Kimberley, 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 1 November 2003, and for the period ending 30 April 2006.

M. M. S. MDLADLANA

Minister of Labour

No. R. 1564

31 Oktober 2003

WET OP ARBEIDSVERHOUDINGE, 1995**BEDINGINGSRAAD VIR DIE BOUNYWERHEID, KIMBERLEY: UITBREIDING VAN WYSIGING VAN ELEKTRIESE INSTALLASIESEKSIE 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 Engelse Bylae hierby verskyn en wat in die Bedingingsraad vir die Bounywerheid, Kimberley, 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 1 November 2003, en vir die tydperk wat op 30 April 2006 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

SCHEDULE**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY****COLLECTIVE AGREEMENT**

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

Northern Cape 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 Workers of South Africa

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

being the parties to the Bargaining Council for the Building Industry, Kimberley, to amend the Agreement published under Government Notice No. R. 1090 of 30 August 2002.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Electrical Installation Section of the Building Industry—
- (a) by the employers and employees who are members of the employers' organisation and the trade union, respectively;
 - (b) in an area bounded by and included in a radius of 15 kilometers of the General Post Office, Kimberley, in the Magisterial District of Kimberley, but excluding those portions of the Province of the Free-State which fall within the set radius of 15 kilometers.
- (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, and the Skills Development Act, 1998, or any contract entered into or any conditions fixed thereunder;
 - (b) trainees under the Manpower Training Act, 1981, and the Skills Development Act, 1998, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder;
 - (c) labour-only contractors, working partners and working directors, principals and contractors.
- (3) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall not apply to—
- (a) clerical employees and administrative staff;
 - (b) university students and graduates in building science, and to construction supervisors, construction surveyors and other persons doing practical work, in the completion of their academic training;
 - (c) non-parties in respect of clause 1 (1) (a) of this Agreement.

2. CLAUSE 21: MINIMUM WAGES

Substitute the following for subclause (1):

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

SCHEDULE

CATEGORY OF EMPLOYEE	Wage per hour
	Area
	Kimberley
	With effect from the coming into operation of this Agreement
	R
(a) General worker.....	5,26
(b) Artisans who are the holders of a certificate of registration issued in terms of the Occupational Health and Safety Act, 85 of 1993.....	13,31
without any certificate of registration	11,10

- (2) **Dangerous work:** In addition to the wages prescribed, an employer shall pay his employee not less than 10 per cent of such wage in respect of each hour or part of an hour during which the employee is engaged in the performance of dangerous work".

3. APPENDIXES

Substitute the following Appendix A and B (Artisans with a Certificate and Artisans without a Certificate); Appendix A and B (General Workers).

Signed at Kimberley on behalf of the parties on this 10th day of May 2002.

V. N. SMAILES

Chairman

M. S. TOFFAR

V/Chairman

P. R. SERFONTEIN

Secretary

KIMBERLEY

GENERAL WORKERS				EMPLOYER'S CONTRIBUTION					EMPLOYEE'S CONTRIBUTION						
				APPENDIX A					APPENDIX B						
Wage Band	Min/Max Tariff per hour		G Cash Bonus	A Holiday Fund	B Pens Fund	C BEN. Fund	D BIBC Levy	F EMPLOY TOTAL	B Pens Fund	C Ben. Fund	D BIBC Levy	E Sav.	F WORKERS TOTAL	Cash Bonus Included	Stamp
G/W 1	5,26		0,33	19,51	17,61	6,00	1,65	44,77	17,61	6,00	1,65	4,00	29,26	222,29	74,03
2	5,27	5,36	0,34	19,89	17,96	6,00	1,65	45,50	17,96	6,00	1,65	4,00	29,61	226,89	75,11
3	5,37	5,46	0,34	20,24	18,27	6,00	1,65	46,16	18,27	6,00	1,65	4,00	29,92	231,08	76,08
4	5,47	5,56	0,35	20,62	18,62	6,00	1,65	46,89	18,62	6,00	1,65	4,00	30,27	235,68	77,16
5	5,57	5,66	0,36	21,01	18,96	6,00	1,65	47,62	18,96	6,00	1,65	4,00	30,61	240,29	78,23
6	5,67	5,76	0,36	21,36	19,28	6,00	1,65	48,29	19,28	6,00	1,65	4,00	30,93	244,47	79,22
7	5,77	5,86	0,37	21,74	19,62	6,00	1,65	49,01	19,62	6,00	1,65	4,00	31,27	249,08	80,28
8	5,87	5,96	0,37	22,09	19,94	6,00	1,65	49,68	19,94	6,00	1,65	4,00	31,59	253,26	81,27
9	5,97	6,06	0,38	22,47	20,29	6,00	1,65	50,41	20,29	6,00	1,65	4,00	31,94	257,86	82,35
10	6,07	6,16	0,39	22,86	20,63	6,00	1,65	51,14	20,63	6,00	1,65	4,00	32,28	262,47	83,42
11	6,17	6,26	0,39	23,21	20,95	6,00	1,65	51,81	20,95	6,00	1,65	4,00	32,60	266,65	84,41
12	6,27	6,36	0,40	23,59	21,29	6,00	1,65	52,53	21,29	6,00	1,65	4,00	32,94	271,26	85,47
13	6,37	6,46	0,41	23,97	21,64	6,00	1,65	53,26	21,64	6,00	1,65	4,00	33,29	275,86	86,55
14	6,47	6,56	0,41	24,32	21,96	6,00	1,65	53,93	21,96	6,00	1,65	4,00	33,61	280,04	87,54
15	6,57	6,66	0,42	24,71	22,30	6,00	1,65	54,66	22,30	6,00	1,65	4,00	33,95	284,65	88,61
16	6,67	6,76	0,43	25,09	22,65	6,00	1,65	55,39	22,65	6,00	1,65	4,00	34,30	289,25	89,69
17	6,77	6,86	0,43	25,44	22,96	6,00	1,65	56,05	22,96	6,00	1,65	4,00	34,61	293,44	90,66
18	6,87	6,96	0,44	25,82	23,31	6,00	1,65	56,78	23,31	6,00	1,65	4,00	34,96	298,04	91,74
19	6,97	7,06	0,44	26,17	23,62	6,00	1,65	57,44	23,62	6,00	1,65	4,00	35,27	302,23	92,71
20	7,07	7,16	0,45	26,56	23,97	6,00	1,65	58,18	23,97	6,00	1,65	4,00	35,62	306,83	93,80
21	7,17	7,26	0,46	26,94	24,32	6,00	1,65	58,91	24,32	6,00	1,65	4,00	35,97	311,43	94,88
22	7,27	7,36	0,46	27,29	24,63	6,00	1,65	59,57	24,63	6,00	1,65	4,00	36,28	315,62	95,85
23	7,37	7,46	0,47	27,67	24,98	6,00	1,65	60,30	24,98	6,00	1,65	4,00	36,63	320,22	96,93
24	7,47	7,56	0,48	28,06	25,33	6,00	1,65	61,04	25,33	6,00	1,65	4,00	36,98	324,82	98,02
25	7,57	7,66	0,48	28,41	25,64	6,00	1,65	61,70	25,64	6,00	1,65	4,00	37,29	329,01	98,99
26	7,67	7,76	0,49	28,79	25,99	6,00	1,65	62,43	25,99	6,00	1,65	4,00	37,64	333,61	100,07
27	7,77	7,86	0,49	29,14	26,30	6,00	1,65	63,09	26,30	6,00	1,65	4,00	37,95	337,80	101,04
28	7,87	7,96	0,50	29,52	26,65	6,00	1,65	63,82	26,65	6,00	1,65	4,00	38,30	342,40	102,12
29	7,97	8,06	0,51	29,91	27,00	6,00	1,65	64,56	27,00	6,00	1,65	4,00	38,65	347,00	103,21
30	8,07	8,16	0,51	30,26	27,31	6,00	1,65	65,22	27,31	6,00	1,65	4,00	38,96	351,19	104,18
31	8,17	8,26	0,52	30,64	27,66	6,00	1,65	65,95	27,66	6,00	1,65	4,00	39,31	355,79	105,26
32	8,27	8,36	0,53	31,02	28,00	6,00	1,65	66,67	28,00	6,00	1,65	4,00	39,65	360,40	106,32
33	8,37	8,46	0,53	31,37	28,32	6,00	1,65	67,34	28,32	6,00	1,65	4,00	39,97	364,58	107,31
34	8,47	8,56	0,54	31,76	28,66	6,00	1,65	68,07	28,66	6,00	1,65	4,00	40,31	369,19	108,38
35	8,57	8,66	0,54	32,11	28,98	6,00	1,65	68,74	28,98	6,00	1,65	4,00	40,63	373,37	109,37
36	8,67	8,76	0,55	32,49	29,33	6,00	1,65	69,47	29,33	6,00	1,65	4,00	40,98	377,97	110,45

GENERAL WORKERS			EMPLOYER'S CONTRIBUTION						EMPLOYEE'S CONTRIBUTION						
			APPENDIX A						APPENDIX B						
Wage Band	Min/Max Tariff per hour		G Cash Bonus	A Holiday Fund	B Pens Fund	C BEN. Fund	D BIBC Levy	F EMPLOY TOTAL	B Pens Fund	C Ben. Fund	D BIBC Levy	E Sav.	F WORKERS TOTAL	Cash Bonus Included	Stamp
37	8,77	8,86	0,56	32,87	29,67	6,00	1,65	70,19	29,67	6,00	1,65	4,00	41,32	382,58	111,51
38	8,87	8,96	0,56	33,22	29,99	6,00	1,65	70,86	29,99	6,00	1,65	4,00	41,64	386,76	112,50
39	8,97	9,06	0,57	33,61	30,33	6,00	1,65	71,59	30,33	6,00	1,65	4,00	41,98	391,37	113,57
40	9,07	9,16	0,58	33,99	30,68	6,00	1,65	72,32	30,68	6,00	1,65	4,00	42,33	395,97	114,65
41	9,17	9,26	0,58	34,34	31,00	6,00	1,65	72,99	31,00	6,00	1,65	4,00	42,65	400,15	115,64
42	9,27	9,36	0,59	34,72	31,34	6,00	1,65	73,71	31,34	6,00	1,65	4,00	42,99	404,76	116,70
43	9,37	9,46	0,60	35,11	31,69	6,00	1,65	74,45	31,69	6,00	1,65	4,00	43,34	409,36	117,79
44	9,47	9,56	0,60	35,46	32,00	6,00	1,65	75,11	32,00	6,00	1,65	4,00	43,65	413,55	118,76
45	9,57	9,66	0,61	35,84	32,35	6,00	1,65	75,84	32,35	6,00	1,65	4,00	44,00	418,15	119,84
46	9,67	9,76	0,61	36,19	32,67	6,00	1,65	76,51	32,67	6,00	1,65	4,00	44,32	422,33	120,83
47	9,77	9,86	0,62	36,57	33,01	6,00	1,65	77,23	33,01	6,00	1,65	4,00	44,66	426,94	121,89
48	9,87	9,96	0,63	36,96	33,36	6,00	1,65	77,97	33,36	6,00	1,65	4,00	45,01	431,54	122,98
49	9,97	10,06	0,63	37,31	33,67	6,00	1,65	78,63	33,67	6,00	1,65	4,00	45,32	435,73	123,95
50	10,07	10,16	0,64	37,69	34,02	6,00	1,65	79,36	34,02	6,00	1,65	4,00	45,67	440,33	125,03

KIMBERLEY

ARTISANS			APPENDIX A						APPENDIX B						
			EMPLOYER'S CONTRIBUTION						EMPLOYEE'S CONTRIBUTION						
Wage Band	Min/Max Tariff per hour		Cash Bonus G	Holiday Fund A	Pens Fund B	BEN. Fund C	BIBC Levy D	EMPLOY TOTAL F	Pens Fund B	Ben. Fund C	BIBC Levy D	Sav ing E	WORKERS TOTAL F	Cash Bonus Include	Stamp
Without Certificate															
1		11,10	0,73	41,28	37,26	16,00	1,76	96,30	37,26	16,00	1,76	4,00	59,02	473,33	155,32
2	11,11	11,20	0,74	41,67	37,61	16,00	1,76	97,04	37,61	16,00	1,76	4,00	59,37	477,93	156,41
3	11,21	11,30	0,75	42,05	37,96	16,00	1,76	97,77	37,96	16,00	1,76	4,00	59,72	482,53	157,49
4	11,31	11,40	0,75	42,40	38,27	16,00	1,76	98,43	38,27	16,00	1,76	4,00	60,03	486,72	158,46
5	11,41	11,50	0,76	42,78	38,62	16,00	1,76	99,16	38,62	16,00	1,76	4,00	60,38	491,32	159,54
6	11,51	11,60	0,77	43,17	38,97	16,00	1,76	99,90	38,97	16,00	1,76	4,00	60,73	495,92	160,63
7	11,61	11,70	0,77	43,52	39,28	16,00	1,76	100,56	39,28	16,00	1,76	4,00	61,04	500,11	161,60
8	11,71	11,80	0,78	43,90	39,63	16,00	1,76	101,29	39,63	16,00	1,76	4,00	61,39	504,71	162,68
9	11,81	11,90	0,79	44,29	39,97	16,00	1,76	102,02	39,97	16,00	1,76	4,00	61,73	509,32	163,75
10	11,91	12,00	0,79	44,63	40,29	16,00	1,76	102,68	40,29	16,00	1,76	4,00	62,05	513,50	164,73
11	12,01	12,10	0,80	45,02	40,63	16,00	1,76	103,41	40,63	16,00	1,76	4,00	62,39	518,11	165,80
12	12,11	12,20	0,81	45,40	40,98	16,00	1,76	104,14	40,98	16,00	1,76	4,00	62,74	522,71	166,88
13	12,21	12,30	0,81	45,75	41,30	16,00	1,76	104,81	41,30	16,00	1,76	4,00	63,06	526,89	167,87
14	12,31	12,40	0,82	46,14	41,64	16,00	1,76	105,54	41,64	16,00	1,76	4,00	63,40	531,50	168,94
15	12,41	12,50	0,83	46,52	41,99	16,00	1,76	106,27	41,99	16,00	1,76	4,00	63,75	536,10	170,02
16	12,51	12,60	0,83	46,87	42,30	16,00	1,76	106,93	42,30	16,00	1,76	4,00	64,06	540,29	170,99
17	12,61	12,70	0,84	47,25	42,65	16,00	1,76	107,66	42,65	16,00	1,76	4,00	64,41	544,89	172,07
18	12,71	12,80	0,85	47,64	43,00	16,00	1,76	108,40	43,00	16,00	1,76	4,00	64,76	549,49	173,16
19	12,81	12,90	0,85	47,98	43,31	16,00	1,76	109,05	43,31	16,00	1,76	4,00	65,07	553,68	174,12
20	12,91	13,00	0,86	48,37	43,66	16,00	1,76	109,79	43,66	16,00	1,76	4,00	65,42	558,28	175,21
21	13,01	13,10	0,87	48,75	44,01	16,00	1,76	110,52	44,01	16,00	1,76	4,00	65,77	562,88	176,29
22	13,11	13,20	0,87	49,10	44,32	16,00	1,76	111,18	44,32	16,00	1,76	4,00	66,08	567,07	177,26
23	13,21	13,30	0,88	49,49	44,67	16,00	1,76	111,92	44,67	16,00	1,76	4,00	66,43	571,67	178,35

ARTISANS			APPENDIX A						APPENDIX B						
			EMPLOYER'S CONTRIBUTION						EMPLOYEE'S CONTRIBUTION						
Wage Band	Min/Max Tariff per hour		Cash Bonus G	Holiday Fund A	Pens Fund B	BEN. Fund C	BIBC Levy D	EMPLOY TOTAL F	Pens Fund B	Ben. Fund C	BIBC Levy D	Sav ing E	WORKERS TOTAL F	Cash Bonus Include	Stamp
With Certificate															
24	13,31	13,40	0,89	49,87	45,01	16,00	1,76	112,64	45,01	16,00	1,76	4,00	66,77	576,28	179,41
25	13,41	13,50	0,89	50,22	45,33	16,00	1,76	113,31	45,33	16,00	1,76	4,00	67,09	580,46	180,40
26	13,51	13,60	0,90	50,60	45,67	16,00	1,76	114,03	45,67	16,00	1,76	4,00	67,43	585,07	181,46
27	13,61	13,70	0,91	50,99	46,02	16,00	1,76	114,77	46,02	16,00	1,76	4,00	67,78	589,67	182,55
28	13,71	13,80	0,91	51,33	46,34	16,00	1,76	115,43	46,34	16,00	1,76	4,00	68,10	593,85	183,53
29	13,81	13,90	0,92	51,72	46,68	16,00	1,76	116,16	46,68	16,00	1,76	4,00	68,44	598,46	184,60
30	13,91	14,00	0,93	52,10	47,03	16,00	1,76	116,89	47,03	16,00	1,76	4,00	68,79	603,06	185,68
31	14,01	14,10	0,93	52,45	47,34	16,00	1,76	117,55	47,34	16,00	1,76	4,00	69,10	607,25	186,65
32	14,11	14,20	0,94	52,84	47,69	16,00	1,76	118,29	47,69	16,00	1,76	4,00	69,45	611,85	187,74
33	14,21	14,30	0,95	53,22	48,04	16,00	1,76	119,02	48,04	16,00	1,76	4,00	69,80	616,45	188,82
34	14,31	14,40	0,95	53,57	48,35	16,00	1,76	119,68	48,35	16,00	1,76	4,00	70,11	620,64	189,79
35	14,41	14,50	0,96	53,95	48,70	16,00	1,76	120,41	48,70	16,00	1,76	4,00	70,46	625,24	190,87
36	14,51	14,60	0,97	54,34	49,05	16,00	1,76	121,15	49,05	16,00	1,76	4,00	70,81	629,84	191,96
37	14,61	14,70	0,97	54,69	49,36	16,00	1,76	121,81	49,36	16,00	1,76	4,00	71,12	634,03	192,93
38	14,71	14,80	0,98	55,07	49,71	16,00	1,76	122,54	49,71	16,00	1,76	4,00	71,47	638,63	194,01
39	14,81	14,90	0,98	55,42	50,02	16,00	1,76	123,20	50,02	16,00	1,76	4,00	71,78	642,82	194,98
40	14,91	15,00	0,99	55,80	50,37	16,00	1,76	123,93	50,37	16,00	1,76	4,00	72,13	647,42	196,06
41	15,01	15,10	1,00	56,19	50,71	16,00	1,76	124,66	50,71	16,00	1,76	4,00	72,47	652,03	197,13
42	15,11	15,20	1,00	56,53	51,03	16,00	1,76	125,32	51,03	16,00	1,76	4,00	72,79	656,21	198,11
43	15,21	15,30	1,01	56,92	51,38	16,00	1,76	126,06	51,38	16,00	1,76	4,00	73,14	660,81	199,20
44	15,31	15,40	1,02	57,30	51,72	16,00	1,76	126,78	51,72	16,00	1,76	4,00	73,48	665,42	200,26
45	15,41	15,50	1,02	57,65	52,04	16,00	1,76	127,45	52,04	16,00	1,76	4,00	73,80	669,60	201,25
46	15,51	15,60	1,03	58,04	52,38	16,00	1,76	128,18	52,38	16,00	1,76	4,00	74,14	674,21	202,32
47	15,61	15,70	1,04	58,42	52,73	16,00	1,76	128,91	52,73	16,00	1,76	4,00	74,49	678,81	203,40
48	15,71	15,80	1,04	58,77	53,05	16,00	1,76	129,58	53,05	16,00	1,76	4,00	74,81	682,99	204,39
49	15,81	15,90	1,05	59,15	53,39	16,00	1,76	130,30	53,39	16,00	1,76	4,00	75,15	687,60	205,45
50	15,91	16,00	1,06	59,54	53,74	16,00	1,76	131,04	53,74	16,00	1,76	4,00	75,50	692,20	206,54

KIMBERLEY

GENERAL WORKERS				EMPLOYER'S CONTRIBUTION					EMPLOYEE'S CONTRIBUTION						
				APPENDIX A					APPENDIX B						
Wage Band	Min/Max Tariff per hour		G Cash Bonus	A Holiday Fund	B Pens Fund	C Ben. Fund	D BIBC Levy	F EMPLOY TOTAL	B Pens Fund	C Ben. Fund	D BIBC Levy	E Sav.	F WORKERS TOTAL	Cash Bonus Included	Stamp
G/W 1		5,26	0,33	19,51	17,61	6,00	1,65	44,77	17,61	6,00	1,65	4,00	29,26	222,29	74,03
2	5,27	5,36	0,34	19,89	17,96	6,00	1,65	45,50	17,96	6,00	1,65	4,00	29,61	226,89	75,11
3	5,37	5,46	0,34	20,24	18,27	6,00	1,65	46,16	18,27	6,00	1,65	4,00	29,92	231,08	76,08
4	5,47	5,56	0,35	20,62	18,62	6,00	1,65	46,89	18,62	6,00	1,65	4,00	30,27	235,68	77,16
5	5,57	5,66	0,36	21,01	18,96	6,00	1,65	47,62	18,96	6,00	1,65	4,00	30,61	240,29	78,23
6	5,67	5,76	0,36	21,36	19,28	6,00	1,65	48,29	19,28	6,00	1,65	4,00	30,93	244,47	79,22
7	5,77	5,86	0,37	21,74	19,62	6,00	1,65	49,01	19,62	6,00	1,65	4,00	31,27	249,08	80,28
8	5,87	5,96	0,37	22,09	19,94	6,00	1,65	49,68	19,94	6,00	1,65	4,00	31,59	253,26	81,27
9	5,97	6,06	0,38	22,47	20,29	6,00	1,65	50,41	20,29	6,00	1,65	4,00	31,94	257,86	82,35
10	6,07	6,16	0,39	22,86	20,63	6,00	1,65	51,14	20,63	6,00	1,65	4,00	32,28	262,47	83,42
11	6,17	6,26	0,39	23,21	20,95	6,00	1,65	51,81	20,95	6,00	1,65	4,00	32,60	266,65	84,41
12	6,27	6,36	0,40	23,59	21,29	6,00	1,65	52,53	21,29	6,00	1,65	4,00	32,94	271,26	85,47

GENERAL WORKERS				EMPLOYER'S CONTRIBUTION					EMPLOYEE'S CONTRIBUTION						
				APPENDIX A					APPENDIX B						
Wage Band	Min/Max Tariff per hour		G Cash Bonus	A Holiday Fund	B Pens Fund	C Ben. Fund	D BIBC Levy	F EMPLOY TOTAL	B Pens Fund	C Ben. Fund	D BIBC Levy	E Sav.	F WORKERS TOTAL	Cash Bonus Included	Stamp
13	6,37	6,46	0,41	23,97	21,64	6,00	1,65	53,26	21,64	6,00	1,65	4,00	33,29	275,86	86,55
14	6,47	6,56	0,41	24,32	21,96	6,00	1,65	53,93	21,96	6,00	1,65	4,00	33,61	280,04	87,54
15	6,57	6,66	0,42	24,71	22,30	6,00	1,65	54,66	22,30	6,00	1,65	4,00	33,95	284,65	88,61
16	6,67	6,76	0,43	25,09	22,65	6,00	1,65	55,39	22,65	6,00	1,65	4,00	34,30	289,25	89,69
17	6,77	6,86	0,43	25,44	22,96	6,00	1,65	56,05	22,96	6,00	1,65	4,00	34,61	293,44	90,66
18	6,87	6,96	0,44	25,82	23,31	6,00	1,65	56,78	23,31	6,00	1,65	4,00	34,96	298,04	91,74
19	6,97	7,06	0,44	26,17	23,62	6,00	1,65	57,44	23,62	6,00	1,65	4,00	35,27	302,23	92,71
20	7,07	7,16	0,45	26,56	23,97	6,00	1,65	58,18	23,97	6,00	1,65	4,00	35,62	306,83	93,80
21	7,17	7,26	0,46	26,94	24,32	6,00	1,65	58,91	24,32	6,00	1,65	4,00	35,97	311,43	94,88
22	7,27	7,36	0,46	27,29	24,63	6,00	1,65	59,57	24,63	6,00	1,65	4,00	36,28	315,62	95,85
23	7,37	7,46	0,47	27,67	24,98	6,00	1,65	60,30	24,98	6,00	1,65	4,00	36,63	320,22	96,93
24	7,47	7,56	0,48	28,06	25,33	6,00	1,65	61,04	25,33	6,00	1,65	4,00	36,98	324,82	98,02
25	7,57	7,66	0,48	28,41	25,64	6,00	1,65	61,70	25,64	6,00	1,65	4,00	37,29	329,01	98,99
26	7,67	7,76	0,49	28,79	25,99	6,00	1,65	62,43	25,99	6,00	1,65	4,00	37,64	333,61	100,07
27	7,77	7,86	0,49	29,14	26,30	6,00	1,65	63,09	26,30	6,00	1,65	4,00	37,95	337,80	101,04
28	7,87	7,96	0,50	29,52	26,65	6,00	1,65	63,82	26,65	6,00	1,65	4,00	38,30	342,40	102,12
29	7,97	8,06	0,51	29,91	27,00	6,00	1,65	64,56	27,00	6,00	1,65	4,00	38,65	347,00	103,21
30	8,07	8,16	0,51	30,26	27,31	6,00	1,65	65,22	27,31	6,00	1,65	4,00	38,96	351,19	104,18
31	8,17	8,26	0,52	30,64	27,66	6,00	1,65	65,95	27,66	6,00	1,65	4,00	39,31	355,79	105,26
32	8,27	8,36	0,53	31,02	28,00	6,00	1,65	66,67	28,00	6,00	1,65	4,00	39,65	360,40	106,32
33	8,37	8,46	0,53	31,37	28,32	6,00	1,65	67,34	28,32	6,00	1,65	4,00	39,97	364,58	107,31
34	8,47	8,56	0,54	31,76	28,66	6,00	1,65	68,07	28,66	6,00	1,65	4,00	40,31	369,19	108,38
35	8,57	8,66	0,54	32,11	28,98	6,00	1,65	68,74	28,98	6,00	1,65	4,00	40,63	373,37	109,37
36	8,67	8,76	0,55	32,49	29,33	6,00	1,65	69,47	29,33	6,00	1,65	4,00	40,98	377,97	110,45
37	8,77	8,86	0,56	32,87	29,67	6,00	1,65	70,19	29,67	6,00	1,65	4,00	41,32	382,58	111,51
38	8,87	8,96	0,56	33,22	29,99	6,00	1,65	70,86	29,99	6,00	1,65	4,00	41,64	386,76	112,50
39	8,97	9,06	0,57	33,61	30,33	6,00	1,65	71,59	30,33	6,00	1,65	4,00	41,98	391,37	113,57
40	9,07	9,16	0,58	33,99	30,68	6,00	1,65	72,32	30,68	6,00	1,65	4,00	42,33	395,97	114,65
41	9,17	9,26	0,58	34,34	31,00	6,00	1,65	72,99	31,00	6,00	1,65	4,00	42,65	400,15	115,64
42	9,27	9,36	0,59	34,72	31,34	6,00	1,65	73,71	31,34	6,00	1,65	4,00	42,99	404,76	116,70
43	9,37	9,46	0,60	35,11	31,69	6,00	1,65	74,45	31,69	6,00	1,65	4,00	43,34	409,36	117,79
44	9,47	9,56	0,60	35,46	32,00	6,00	1,65	75,11	32,00	6,00	1,65	4,00	43,65	413,55	118,76
45	9,57	9,66	0,61	35,84	32,35	6,00	1,65	75,84	32,35	6,00	1,65	4,00	44,00	418,15	119,84
46	9,67	9,76	0,61	36,19	32,67	6,00	1,65	76,51	32,67	6,00	1,65	4,00	44,32	422,33	120,83
47	9,77	9,86	0,62	36,57	33,01	6,00	1,65	77,23	33,01	6,00	1,65	4,00	44,66	426,94	121,89
48	9,87	9,96	0,63	36,96	33,36	6,00	1,65	77,97	33,36	6,00	1,65	4,00	45,01	431,54	122,98
49	9,97	10,06	0,63	37,31	33,67	6,00	1,65	78,63	33,67	6,00	1,65	4,00	45,32	435,73	123,95
50	10,07	10,16	0,64	37,69	34,02	6,00	1,65	79,36	34,02	6,00	1,65	4,00	45,67	440,33	125,03

KIMBERLEY

ARTISANS			APPENDIX A					APPENDIX B							
Wage Band	Min/Max Tariff per hour		Cash Bonus G	EMPLOYER'S CONTRIBUTION				EMPLOYEE'S CONTRIBUTION						Stamp	
				Holiday Fund A	Pens Fund B	Ben Fund C	BIBC Levy D	EMPLOY TOTAL F	Pens Fund B	Ben Fund C	BIBC Levy D	Sav. E	WORKER TOTAL F		Cash Bonus Include
Without Certificate															
1	11,10		0,73	41,28	37,26	16,00	1,76	96,30	37,26	16,00	1,76	4,00	59,02	473,33	155,32
2	11,11	11,20	0,74	41,67	37,61	16,00	1,76	97,04	37,61	16,00	1,76	4,00	59,37	477,93	156,41
3	11,21	11,30	0,75	42,05	37,96	16,00	1,76	97,77	37,96	16,00	1,76	4,00	59,72	482,53	157,49
4	11,31	11,40	0,75	42,40	38,27	16,00	1,76	98,43	38,27	16,00	1,76	4,00	60,03	486,72	158,46
5	11,41	11,50	0,76	42,78	38,62	16,00	1,76	99,16	38,62	16,00	1,76	4,00	60,38	491,32	159,54
6	11,51	11,60	0,77	43,17	38,97	16,00	1,76	99,90	38,97	16,00	1,76	4,00	60,73	495,92	160,63
7	11,61	11,70	0,77	43,52	39,28	16,00	1,76	100,56	39,28	16,00	1,76	4,00	61,04	500,11	161,60
8	11,71	11,80	0,78	43,90	39,63	16,00	1,76	101,29	39,63	16,00	1,76	4,00	61,39	504,71	162,68
9	11,81	11,90	0,79	44,29	39,97	16,00	1,76	102,02	39,97	16,00	1,76	4,00	61,73	509,32	163,75
10	11,91	12,00	0,79	44,63	40,29	16,00	1,76	102,68	40,29	16,00	1,76	4,00	62,05	513,50	164,73
11	12,01	12,10	0,80	45,02	40,63	16,00	1,76	103,41	40,63	16,00	1,76	4,00	62,39	518,11	165,80
12	12,11	12,20	0,81	45,40	40,98	16,00	1,76	104,14	40,98	16,00	1,76	4,00	62,74	522,71	166,88
13	12,21	12,30	0,81	45,75	41,30	16,00	1,76	104,81	41,30	16,00	1,76	4,00	63,06	526,89	167,87
14	12,31	12,40	0,82	46,14	41,64	16,00	1,76	105,54	41,64	16,00	1,76	4,00	63,40	531,50	168,94
15	12,41	12,50	0,83	46,52	41,99	16,00	1,76	106,27	41,99	16,00	1,76	4,00	63,75	536,10	170,02
16	12,51	12,60	0,83	46,87	42,30	16,00	1,76	106,93	42,30	16,00	1,76	4,00	64,06	540,29	170,99
17	12,61	12,70	0,84	47,25	42,65	16,00	1,76	107,66	42,65	16,00	1,76	4,00	64,41	544,89	172,07
18	12,71	12,80	0,85	47,64	43,00	16,00	1,76	108,40	43,00	16,00	1,76	4,00	64,76	549,49	173,16
19	12,81	12,90	0,85	47,98	43,31	16,00	1,76	109,05	43,31	16,00	1,76	4,00	65,07	553,68	174,12
20	12,91	13,00	0,86	48,37	43,66	16,00	1,76	109,79	43,66	16,00	1,76	4,00	65,42	558,28	175,21
21	13,01	13,10	0,87	48,75	44,01	16,00	1,76	110,52	44,01	16,00	1,76	4,00	65,77	562,88	176,29
22	13,11	13,20	0,87	49,10	44,32	16,00	1,76	111,18	44,32	16,00	1,76	4,00	66,08	567,07	177,26
23	13,21	13,30	0,88	49,49	44,67	16,00	1,76	111,92	44,67	16,00	1,76	4,00	66,43	571,67	178,35
With Certificate															
24	13,31	13,40	0,89	49,87	45,01	16,00	1,76	112,64	45,01	16,00	1,76	4,00	66,77	576,28	179,41
25	13,41	13,50	0,89	50,22	45,33	16,00	1,76	113,31	45,33	16,00	1,76	4,00	67,09	580,46	180,40
26	13,51	13,60	0,90	50,60	45,67	16,00	1,76	114,03	45,67	16,00	1,76	4,00	67,43	585,07	181,46
27	13,61	13,70	0,91	50,99	46,02	16,00	1,76	114,77	46,02	16,00	1,76	4,00	67,78	589,67	182,55
28	13,71	13,80	0,91	51,33	46,34	16,00	1,76	115,43	46,34	16,00	1,76	4,00	68,10	593,85	183,53
29	13,81	13,90	0,92	51,72	46,68	16,00	1,76	116,16	46,68	16,00	1,76	4,00	68,44	598,46	184,60
30	13,91	14,00	0,93	52,10	47,03	16,00	1,76	116,89	47,03	16,00	1,76	4,00	68,79	603,06	185,68
31	14,01	14,10	0,93	52,45	47,34	16,00	1,76	117,55	47,34	16,00	1,76	4,00	69,10	607,25	186,65
32	14,11	14,20	0,94	52,84	47,69	16,00	1,76	118,29	47,69	16,00	1,76	4,00	69,45	611,85	187,74
33	14,21	14,30	0,95	53,22	48,04	16,00	1,76	119,02	48,04	16,00	1,76	4,00	69,80	616,45	188,82
34	14,31	14,40	0,95	53,57	48,35	16,00	1,76	119,68	48,35	16,00	1,76	4,00	70,11	620,64	189,79
35	14,41	14,50	0,96	53,95	48,70	16,00	1,76	120,41	48,70	16,00	1,76	4,00	70,46	625,24	190,87
36	14,51	14,60	0,97	54,34	49,05	16,00	1,76	121,15	49,05	16,00	1,76	4,00	70,81	629,84	191,96

ARTISANS				APPENDIX A					APPENDIX B						
				EMPLOYER'S CONTRIBUTION					EMPLOYEE'S CONTRIBUTION						
Wage Band	Min/Max Tariff per hour		Cash Bonus G	Holiday Fund A	Pens Fund B	Ben Fund C	BIBC Levy D	EMPLOY TOTAL F	Pens Fund B	Ben Fund C	BIBC Levy D	Sav. E	WORKER TOTAL F	Cash Bonus Include	Stamp
37	14,61	14,70	0,97	54,69	49,36	16,00	1,76	121,81	49,36	16,00	1,76	4,00	71,12	634,03	192,93
38	14,71	14,80	0,98	55,07	49,71	16,00	1,76	122,54	49,71	16,00	1,76	4,00	71,47	638,03	194,01
39	14,81	14,90	0,98	55,42	50,02	16,00	1,76	123,20	50,02	16,00	1,76	4,00	71,78	642,82	194,98
40	14,91	15,00	0,99	55,80	50,37	16,00	1,76	123,93	50,37	16,00	1,76	4,00	72,13	647,42	196,06
41	15,01	15,10	1,00	56,19	50,71	16,00	1,76	124,66	50,71	16,00	1,76	4,00	72,47	652,03	197,13
42	15,11	15,20	1,00	56,53	51,03	16,00	1,76	125,32	51,03	16,00	1,76	4,00	72,79	656,21	198,11
43	15,21	15,30	1,01	56,92	51,38	16,00	1,76	126,06	51,38	16,00	1,76	4,00	73,14	660,81	199,20
44	15,31	15,40	1,02	57,30	51,72	16,00	1,76	126,78	51,72	16,00	1,76	4,00	73,48	665,42	200,26
45	15,41	15,50	1,02	57,65	52,04	16,00	1,76	127,45	52,04	16,00	1,76	4,00	73,80	669,60	201,25
46	15,51	15,60	1,03	58,04	52,38	16,00	1,76	128,18	52,38	16,00	1,76	4,00	74,14	674,21	202,32
47	15,61	15,70	1,04	58,42	52,73	16,00	1,76	128,91	52,73	16,00	1,76	4,00	74,49	678,81	203,40
48	15,71	15,80	1,04	58,77	53,05	16,00	1,76	129,58	53,05	16,00	1,76	4,00	74,81	682,99	204,39
49	15,81	15,90	1,05	59,15	53,39	16,00	1,76	130,30	53,39	16,00	1,76	4,00	75,15	687,60	205,45
50	15,91	16,00	1,06	59,54	53,74	16,00	1,76	131,04	53,74	16,00	1,76	4,00	57,50	692,20	206,54

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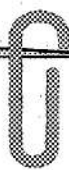
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