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CONTENTS

No.		Page No.	Gazette No.
GOVERNMENT NOTICES			
Labour, Department of			
<i>Government Notices</i>			
R. 851	Labour Relations Act (66/1995): Hairdressing and Cosmetology Bar- gaining Council—Kwazulu-Natal: Extension of period of operation of Main Collective Agreement	27	26577
R. 865	Labour Relations Act (66/1995): Bargaining Council for the Building Industry, Kimberley: Extension of Collective Amending Agreement to Non- Parties	3	26577
Transport, Department of			
<i>Government Notice</i>			
R. 859	Merchant Shipping Act (57/1951): Merchant Shipping (Carriage of Cargoes) Regulations, 2004	28	26577

INHOUD

No.		Bladsy No.	Koerant No.
GOEWERMENSKENNISGEWINGS			
Arbeid, Departement van			
<i>Goewermentskennisgewings</i>			
R. 851	Wet op Arbeidsverhoudinge (66/1995): Haarkappers en Kosmetologie Beding- ingsraad—Kwazulu-Natal: Verlenging van tydperk van Hoof Kollektiewe Ooreenkoms.....	27	26577
R. 865	Wet op Arbeidsverhoudinge (66/1995): Bedingsraad vir die Bounywerheid, Kimberley: Uitbreiding van Kollektiewe Wysigingsooreenkoms na Nie-Partye	15	26577
Vervoer, Departement van			
<i>Goewermentskennisgewing</i>			
R. 859	Handelskeepvaartwet (57/1951): Han- delskeepvaartregulasies (Vervoer van Vrag), 2004.....	39	26577

**GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS**

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 865

23 July 2004

LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY:
EXTENSION OF COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES**

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective amending agreement which appears in the Schedule hereto, which was concluded in the 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 2 August 2004 and for the period ending 30 July 2008.

**M. M. S. MDLADLANA
MINISTER OF LABOUR**

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 Builder's and Allied Trades Association

(hereinafter referred to as the "employer" 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 the "trade union") on the other part being parties to the Bargaining Council for the Building Industry, Kimberley, to amend the Agreement published under Government Notice Nos. R957 of 7 August 1997 as amended and extended by Government Notices No K745 of 11 June 1999, R 1365 of 15 December 2000, R 1018 of 18 July 2003 and R1049 of 25 July 2004.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in 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 20 kilometres of the General Post Office, Kimberley, in the Magisterial District of Kimberley;
- (c) In the Magisterial District of Gordonia.

(2) Notwithstanding the provisions of sub-clause (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 there under;
- (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 those Acts or any conditions fixed there under;
- (c) labour-only contractors, working partners and working directors, principals and contractors.

(3) Notwithstanding the provisions of sub-clause (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, 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 sub-clause (1):

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

SCHEDULE				
	WAGE PER HOUR			
	AREA			
	Kimberley		Gordonia	
	With effect from the coming into operation of this Agreement	With effect from 1 January 2005	With effect from the coming into operation of this Agreement	With effect from 1 January 2005
CATEGORY OF EMPLOYEE	R	R	R	R
(a) General Worker	5.65	6.07	5.22	5.61
(b) Trainee Tradesman, Clas 3 , Tradesman, Clas 3	6.77	7.27	6.35	6.83
(c) Trainee Tradesman, Clas 2 , Tradesman, Clas 2	6.90	7.41	6.48	6.97
(d) Trainee Tradesman, Clas 1 , Tradesman, Clas 1	9.12	9.80	8.70	9.35
(e) Artisan	11.93	12.82	11.45	12.30
(f) Craftsman	14.39	15.46	14.00	15.05

3. APPENDIXES:

Substitute the following for Appendix A and B (Artisans & Craftsman, Kimberley); Appendix A and B (Non-Artisans & Specified Skilled workers, Kimberley); Appendix A and B (Artisans & Craftsman, Gordonia); Appendix A and B (Non-Artisans & Specified Skilled workers); Appendix C and D (Non-Artisans & Specified Skilled workers, Kimberley); Appendix C and D (Artisans & Craftsman, Gordonia); Appendix C and D (Non-Artisans & Specified Skilled workers).

SIGNED AT KIMBERLEY ON BEHALF OF THE PARTIES ON THIS 4TH DAY OF NOVEMBER 2003.



VN SMAILES
Chairman



MS TOFFAR
V/Chairman



PR SERPONTEIN
Secretary

KIMBERLEY															
CRAFTSMEN & ARTISANS				APPENDIX A					APPENDIX B						
				EMPLOYERS CONTRIBUTION					EMPLOYEES CONTRIBUTION						
Wage Band	Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens Fund B	Ben Fund C	BCBI Levy D	EMPLOY TOTAL F	Pens Fund B	Ben Fund C	BCBI Levy D	Saving E	WORKER TOTAL F	Cash Bonus Include	Stamp
ART 1		11.93	0.79	44.39	40.07	17.20	1.89	103.55	40.07	17.20	1.89	4.00	63.16	509.24	166.71
	2	11.94 12.03	0.80	44.77	40.41	17.20	1.89	104.27	40.41	17.20	1.89	4.00	63.50	513.85	167.77
	3	12.04 12.13	0.80	45.12	40.73	17.20	1.89	104.94	40.73	17.20	1.89	4.00	63.82	518.03	168.76
	4	12.14 12.23	0.81	45.51	41.08	17.20	1.89	105.68	41.08	17.20	1.89	4.00	64.17	522.63	169.85
	5	12.24 12.33	0.82	45.89	41.42	17.20	1.89	106.40	41.42	17.20	1.89	4.00	64.51	527.24	170.91
	6	12.34 12.43	0.82	46.24	41.74	17.20	1.89	107.07	41.74	17.20	1.89	4.00	64.83	531.42	171.90
	7	12.44 12.53	0.83	46.62	42.08	17.20	1.89	107.79	42.08	17.20	1.89	4.00	65.17	536.03	172.96
	8	12.54 12.63	0.83	46.97	42.40	17.20	1.89	108.46	42.40	17.20	1.89	4.00	65.49	540.21	173.95
	9	12.64 12.73	0.84	47.36	42.75	17.20	1.89	109.20	42.75	17.20	1.89	4.00	65.84	544.81	175.04
	10	12.74 12.83	0.85	47.74	43.09	17.20	1.89	109.92	43.09	17.20	1.89	4.00	66.18	549.42	176.10
	11	12.84 12.93	0.85	48.09	43.41	17.20	1.89	110.59	43.41	17.20	1.89	4.00	66.50	553.60	177.09
	12	12.94 13.03	0.86	48.47	43.75	17.20	1.89	111.31	43.75	17.20	1.89	4.00	66.84	558.21	178.15
	13	13.04 13.13	0.87	48.86	44.10	17.20	1.89	112.05	44.10	17.20	1.89	4.00	67.19	562.81	179.24
	14	13.14 13.23	0.87	49.21	44.42	17.20	1.89	112.72	44.42	17.20	1.89	4.00	67.51	566.99	180.23
	15	13.24 13.33	0.88	49.59	44.76	17.20	1.89	113.44	44.76	17.20	1.89	4.00	67.85	571.60	181.29
	16	13.34 13.43	0.89	49.97	45.11	17.20	1.89	114.17	45.11	17.20	1.89	4.00	68.20	576.20	182.37
	17	13.44 13.53	0.89	50.32	45.42	17.20	1.89	114.83	45.42	17.20	1.89	4.00	68.51	580.39	183.34
	18	13.54 13.63	0.90	50.71	45.77	17.20	1.89	115.57	45.77	17.20	1.89	4.00	68.86	584.99	184.43
	19	13.64 13.73	0.91	51.09	46.12	17.20	1.89	116.30	46.12	17.20	1.89	4.00	69.21	589.59	185.51
	20	13.74 13.83	0.91	51.44	46.43	17.20	1.89	116.96	46.43	17.20	1.89	4.00	69.52	593.78	186.48
	21	13.84 13.93	0.92	51.82	46.78	17.20	1.89	117.69	46.78	17.20	1.89	4.00	69.87	598.38	187.56
	22	13.94 14.03	0.93	52.21	47.12	17.20	1.89	118.42	47.12	17.20	1.89	4.00	70.21	602.99	188.63
	23	14.04 14.13	0.93	52.56	47.44	17.20	1.89	119.09	47.44	17.20	1.89	4.00	70.53	607.17	189.62
	24	14.14 14.23	0.94	52.94	47.79	17.20	1.89	119.82	47.79	17.20	1.89	4.00	70.88	611.77	190.70
	25	14.24 14.33	0.95	53.32	48.13	17.20	1.89	120.54	48.13	17.20	1.89	4.00	71.22	616.38	191.76
CRF 26	14.34	14.43	0.95	53.67	48.45	17.20	1.89	121.21	48.45	17.20	1.89	4.00	71.54	620.56	192.75
	27	14.44 14.53	0.96	54.06	48.79	17.20	1.89	121.94	48.79	17.20	1.89	4.00	71.88	625.17	193.82
	28	14.54 14.63	0.97	54.44	49.14	17.20	1.89	122.67	49.14	17.20	1.89	4.00	72.23	629.77	194.90
	29	14.64 14.73	0.97	54.79	49.46	17.20	1.89	123.34	49.46	17.20	1.89	4.00	72.55	633.95	195.89
	30	14.74 14.83	0.98	55.17	49.80	17.20	1.89	124.06	49.80	17.20	1.89	4.00	72.89	638.56	196.95
	31	14.84 14.93	0.99	55.56	50.15	17.20	1.89	124.80	50.15	17.20	1.89	4.00	73.24	643.16	198.04
	32	14.94 15.03	0.99	55.91	50.46	17.20	1.89	125.46	50.46	17.20	1.89	4.00	73.55	647.35	199.01
	33	15.04 15.13	1.00	56.29	50.81	17.20	1.89	126.19	50.81	17.20	1.89	4.00	73.90	651.95	200.09
	34	15.14 15.23	1.01	56.67	51.16	17.20	1.89	126.92	51.16	17.20	1.89	4.00	74.25	656.55	201.17
	35	15.24 15.33	1.01	57.02	51.47	17.20	1.89	127.58	51.47	17.20	1.89	4.00	74.56	660.74	202.14
	36	15.34 15.43	1.02	57.41	51.82	17.20	1.89	128.32	51.82	17.20	1.89	4.00	74.91	665.34	203.23
	37	15.44 15.53	1.03	57.79	52.16	17.20	1.89	129.04	52.16	17.20	1.89	4.00	75.25	669.95	204.29
	38	15.54 15.63	1.03	58.14	52.48	17.20	1.89	129.71	52.48	17.20	1.89	4.00	75.57	674.13	205.28
	39	15.64 15.73	1.04	58.52	52.83	17.20	1.89	130.44	52.83	17.20	1.89	4.00	75.92	678.73	206.36
	40	15.74 15.83	1.05	58.91	53.17	17.20	1.89	131.17	53.17	17.20	1.89	4.00	76.26	683.34	207.43
	41	15.84 15.93	1.05	59.26	53.49	17.20	1.89	131.84	53.49	17.20	1.89	4.00	76.58	687.52	208.42
	42	15.94 16.03	1.06	59.64	53.83	17.20	1.89	132.56	53.83	17.20	1.89	4.00	76.92	692.13	209.48
	43	16.04 16.13	1.07	60.02	54.18	17.20	1.89	133.29	54.18	17.20	1.89	4.00	77.27	696.73	210.56
	44	16.14 16.23	1.07	60.37	54.50	17.20	1.89	133.96	54.50	17.20	1.89	4.00	77.59	700.91	211.55
	45	16.24 16.33	1.08	60.76	54.84	17.20	1.89	134.69	54.84	17.20	1.89	4.00	77.93	705.52	212.62
	46	16.34 16.43	1.09	61.14	55.19	17.20	1.89	135.42	55.19	17.20	1.89	4.00	78.28	710.12	213.70
	47	16.44 16.53	1.09	61.49	55.50	17.20	1.89	136.08	55.50	17.20	1.89	4.00	78.59	714.31	214.67
	48	16.54 16.63	1.10	61.87	55.85	17.20	1.89	136.81	55.85	17.20	1.89	4.00	78.94	718.91	215.75
	49	16.64 16.73	1.11	62.26	56.20	17.20	1.89	137.55	56.20	17.20	1.89	4.00	79.29	723.51	216.84
	50	16.74 16.83	1.11	62.61	56.51	17.20	1.89	138.21	56.51	17.20	1.89	4.00	79.60	727.70	217.81

KIMBERLEY																
NON-ARTISANS AND SPECIFIED SKILLED 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 BCBI Levy	F EMPLOY TOTAL	B Pens Fund	C Ben. Fund	D BCBI Levy	E Sav.	F WORKERS TOTAL	Cash Bonus Included	Stamp		
GW	1	5.65	0.36	20.97	18.93	6.44	1.75	48.09	18.93	6.44	1.75	4.00	31.12	239.33	79.21	
	2	5.66	5.75	0.36	21.32	19.25	6.44	1.75	48.76	19.25	6.44	1.75	4.00	31.44	243.51	80.20
	3	5.76	5.85	0.37	21.71	19.59	6.44	1.75	49.49	19.59	6.44	1.75	4.00	31.78	248.12	81.27
	4	5.86	5.95	0.37	22.06	19.91	6.44	1.75	50.16	19.91	6.44	1.75	4.00	32.10	252.30	82.26
	5	5.96	6.05	0.38	22.44	20.25	6.44	1.75	50.88	20.25	6.44	1.75	4.00	32.44	256.91	83.32
	6	6.06	6.15	0.39	22.82	20.60	6.44	1.75	51.61	20.60	6.44	1.75	4.00	32.79	261.51	84.40
	7	6.16	6.25	0.39	23.17	20.92	6.44	1.75	52.28	20.92	6.44	1.75	4.00	33.11	265.69	85.39
	8	6.26	6.35	0.40	23.56	21.26	6.44	1.75	53.01	21.26	6.44	1.75	4.00	33.45	270.30	86.46
	9	6.36	6.45	0.41	23.94	21.61	6.44	1.75	53.74	21.61	6.44	1.75	4.00	33.80	274.90	87.54
	10	6.46	6.55	0.41	24.29	21.92	6.44	1.75	54.40	21.92	6.44	1.75	4.00	34.11	279.09	88.51
	11	6.56	6.65	0.42	24.67	22.27	6.44	1.75	55.13	22.27	6.44	1.75	4.00	34.46	283.69	89.59
	12	6.66	6.75	0.42	25.02	22.59	6.44	1.75	55.80	22.59	6.44	1.75	4.00	34.78	287.87	90.58
Class 3	13	6.76	6.85	0.43	25.41	22.93	6.44	1.75	56.53	22.93	6.44	1.75	4.00	35.12	292.48	91.65
Class 2	14	6.86	6.95	0.44	25.79	23.28	6.44	1.75	57.26	23.28	6.44	1.75	4.00	35.47	297.08	92.73
	15	6.96	7.05	0.44	26.14	23.59	6.44	1.75	57.92	23.59	6.44	1.75	4.00	35.78	301.27	93.70
	16	7.06	7.15	0.45	26.52	23.94	6.44	1.75	58.65	23.94	6.44	1.75	4.00	36.13	305.87	94.78
	17	7.16	7.25	0.46	26.91	24.29	6.44	1.75	59.39	24.29	6.44	1.75	4.00	36.48	310.47	95.87
	18	7.26	7.35	0.46	27.26	24.60	6.44	1.75	60.05	24.60	6.44	1.75	4.00	36.79	314.66	96.84
	19	7.36	7.45	0.47	27.64	24.95	6.44	1.75	60.78	24.95	6.44	1.75	4.00	37.14	319.26	97.92
	20	7.46	7.55	0.47	27.99	25.26	6.44	1.75	61.44	25.26	6.44	1.75	4.00	37.45	323.45	98.89
	21	7.56	7.65	0.48	28.37	25.61	6.44	1.75	62.17	25.61	6.44	1.75	4.00	37.80	328.05	99.97
	22	7.66	7.75	0.49	28.76	25.96	6.44	1.75	62.91	25.96	6.44	1.75	4.00	38.15	332.65	101.06
	23	7.76	7.85	0.49	29.10	26.27	6.44	1.75	63.56	26.27	6.44	1.75	4.00	38.46	336.84	102.02
	24	7.86	7.95	0.50	29.49	26.62	6.44	1.75	64.30	26.62	6.44	1.75	4.00	38.81	341.44	103.11
	25	7.96	8.05	0.51	29.87	26.96	6.44	1.75	65.02	26.96	6.44	1.75	4.00	39.15	346.05	104.17
	26	8.06	8.15	0.51	30.22	27.28	6.44	1.75	65.69	27.28	6.44	1.75	4.00	39.47	350.23	105.16
	27	8.16	8.25	0.52	30.61	27.63	6.44	1.75	66.43	27.63	6.44	1.75	4.00	39.82	354.83	106.25
	28	8.26	8.35	0.53	30.99	27.97	6.44	1.75	67.15	27.97	6.44	1.75	4.00	40.16	359.44	107.31
	29	8.36	8.45	0.53	31.34	28.29	6.44	1.75	67.82	28.29	6.44	1.75	4.00	40.48	363.62	108.30
	30	8.46	8.55	0.54	31.72	28.63	6.44	1.75	68.54	28.63	6.44	1.75	4.00	40.82	368.23	109.36
	31	8.56	8.65	0.54	32.07	28.95	6.44	1.75	69.21	28.95	6.44	1.75	4.00	41.14	372.41	110.35
	32	8.66	8.75	0.55	32.46	29.30	6.44	1.75	69.95	29.30	6.44	1.75	4.00	41.49	377.01	111.44
	33	8.76	8.85	0.56	32.84	29.64	6.44	1.75	70.67	29.64	6.44	1.75	4.00	41.83	381.62	112.50
	34	8.86	8.95	0.56	33.19	29.96	6.44	1.75	71.34	29.96	6.44	1.75	4.00	42.15	385.80	113.49
	35	8.96	9.05	0.57	33.57	30.30	6.44	1.75	72.06	30.30	6.44	1.75	4.00	42.49	390.41	114.55
Class 1	36	9.06	9.15	0.58	33.96	30.65	6.44	1.75	72.80	30.65	6.44	1.75	4.00	42.84	395.01	115.64
	37	9.16	9.25	0.58	34.30	30.96	6.44	1.75	73.45	30.96	6.44	1.75	4.00	43.15	399.20	116.60
	38	9.26	9.35	0.59	34.69	31.31	6.44	1.75	74.19	31.31	6.44	1.75	4.00	43.50	403.80	117.69
	39	9.36	9.45	0.59	35.04	31.63	6.44	1.75	74.86	31.63	6.44	1.75	4.00	43.82	407.98	118.68
	40	9.46	9.55	0.60	35.42	31.97	6.44	1.75	75.58	31.97	6.44	1.75	4.00	44.16	412.59	119.74
	41	9.56	9.65	0.61	35.81	32.32	6.44	1.75	76.32	32.32	6.44	1.75	4.00	44.51	417.19	120.83
	42	9.66	9.75	0.61	36.15	32.63	6.44	1.75	76.97	32.63	6.44	1.75	4.00	44.82	421.38	121.79
	43	9.76	9.85	0.62	36.54	32.98	6.44	1.75	77.71	32.98	6.44	1.75	4.00	45.17	425.98	122.88
	44	9.86	9.95	0.63	36.92	33.33	6.44	1.75	78.44	33.33	6.44	1.75	4.00	45.52	430.58	123.96
	45	9.96	10.05	0.63	37.27	33.64	6.44	1.75	79.10	33.64	6.44	1.75	4.00	45.83	434.77	124.93
	46	10.06	10.15	0.64	37.65	33.99	6.44	1.75	79.83	33.99	6.44	1.75	4.00	46.18	439.37	126.01
	47	10.16	10.25	0.64	38.00	34.30	6.44	1.75	80.49	34.30	6.44	1.75	4.00	46.49	443.56	126.98
	48	10.26	10.35	0.65	38.39	34.65	6.44	1.75	81.23	34.65	6.44	1.75	4.00	46.84	448.16	128.07
	49	10.36	10.45	0.66	38.77	35.00	6.44	1.75	81.96	35.00	6.44	1.75	4.00	47.19	452.76	129.15
	50	10.46	10.55	0.66	39.12	35.31	6.44	1.75	82.62	35.31	6.44	1.75	4.00	47.50	456.95	130.12

KIMBERLEY - Wage increase as from 01/01/2005

CRAFTSMEN & ARTISANS			APPENDIX A EMPLOYERS CONTRIBUTION						APPENDIX B EMPLOYEES CONTRIBUTION						Stamp
			Cash Bonus G	Holiday Fund A	Pens Fund B	Ben Fund C	BCBI Levy D	EMPLOY TOTAL F	Pens Fund B	Ben Fund C	BCBI Levy D	Saving E	WORKER TOTAL F	Cash Bonus Include	
ART 1		12.82	0.85	47.71	43.06	18.49	2.03	111.29	43.06	18.49	2.03	4.00	67.58	547.57	178.87
2	12.83	12.92	0.85	48.05	43.38	18.49	2.03	111.95	43.38	18.49	2.03	4.00	67.90	551.75	179.85
3	12.93	13.02	0.86	48.44	43.72	18.49	2.03	112.68	43.72	18.49	2.03	4.00	68.24	556.36	180.92
4	13.03	13.12	0.87	48.82	44.07	18.49	2.03	113.41	44.07	18.49	2.03	4.00	68.59	560.96	182.00
5	13.13	13.22	0.87	49.17	44.38	18.49	2.03	114.07	44.38	18.49	2.03	4.00	68.90	565.15	182.97
6	13.23	13.32	0.88	49.56	44.73	18.49	2.03	114.81	44.73	18.49	2.03	4.00	69.25	569.75	184.06
7	13.33	13.42	0.89	49.94	45.08	18.49	2.03	115.54	45.08	18.49	2.03	4.00	69.60	574.35	185.14
8	13.43	13.52	0.89	50.29	45.39	18.49	2.03	116.20	45.39	18.49	2.03	4.00	69.91	578.54	186.11
9	13.53	13.62	0.90	50.67	45.74	18.49	2.03	116.93	45.74	18.49	2.03	4.00	70.26	583.14	187.19
10	13.63	13.72	0.91	51.06	46.08	18.49	2.03	117.66	46.08	18.49	2.03	4.00	70.60	587.75	188.26
11	13.73	13.82	0.91	51.40	46.40	18.49	2.03	118.32	46.40	18.49	2.03	4.00	70.92	591.93	189.24
12	13.83	13.92	0.92	51.79	46.75	18.49	2.03	119.06	46.75	18.49	2.03	4.00	71.27	596.53	190.33
13	13.93	14.02	0.93	52.17	47.09	18.49	2.03	119.78	47.09	18.49	2.03	4.00	71.61	601.14	191.39
14	14.03	14.12	0.93	52.52	47.41	18.49	2.03	120.45	47.41	18.49	2.03	4.00	71.93	605.32	192.38
15	14.13	14.22	0.94	52.91	47.75	18.49	2.03	121.18	47.75	18.49	2.03	4.00	72.27	609.93	193.45
16	14.23	14.32	0.95	53.29	48.10	18.49	2.03	121.91	48.10	18.49	2.03	4.00	72.62	614.53	194.53
17	14.33	14.42	0.95	53.64	48.42	18.49	2.03	122.58	48.42	18.49	2.03	4.00	72.94	618.71	195.52
18	14.43	14.52	0.96	54.02	48.76	18.49	2.03	123.30	48.76	18.49	2.03	4.00	73.28	623.32	196.58
19	14.53	14.62	0.97	54.41	49.11	18.49	2.03	124.04	49.11	18.49	2.03	4.00	73.63	627.92	197.67
20	14.63	14.72	0.97	54.75	49.42	18.49	2.03	124.69	49.42	18.49	2.03	4.00	73.94	632.11	198.63
21	14.73	14.82	0.98	55.14	49.77	18.49	2.03	125.43	49.77	18.49	2.03	4.00	74.29	636.71	199.72
22	14.83	14.92	0.99	55.52	50.12	18.49	2.03	126.16	50.12	18.49	2.03	4.00	74.64	641.31	200.80
23	14.93	15.02	0.99	55.87	50.43	18.49	2.03	126.82	50.43	18.49	2.03	4.00	74.95	645.50	201.77
24	15.03	15.12	1.00	56.26	50.78	18.49	2.03	127.56	50.78	18.49	2.03	4.00	75.30	650.10	202.86
25	15.13	15.22	1.01	56.64	51.12	18.49	2.03	128.28	51.12	18.49	2.03	4.00	75.64	654.71	203.92
26	15.23	15.32	1.01	56.99	51.44	18.49	2.03	128.95	51.44	18.49	2.03	4.00	75.96	658.89	204.91
27	15.33	15.42	1.02	57.37	51.79	18.49	2.03	129.68	51.79	18.49	2.03	4.00	76.31	663.49	205.99
CRF 28	15.43	15.52	1.03	57.76	52.13	18.49	2.03	130.41	52.13	18.49	2.03	4.00	76.65	668.10	207.06
29	15.53	15.62	1.03	58.11	52.45	18.49	2.03	131.08	52.45	18.49	2.03	4.00	76.97	672.28	208.05
30	15.63	15.72	1.04	58.49	52.79	18.49	2.03	131.80	52.79	18.49	2.03	4.00	77.31	676.89	209.11
31	15.73	15.82	1.05	58.87	53.14	18.49	2.03	132.53	53.14	18.49	2.03	4.00	77.66	681.49	210.19
32	15.83	15.92	1.05	59.22	53.46	18.49	2.03	133.20	53.46	18.49	2.03	4.00	77.98	685.67	211.18
33	15.93	16.02	1.06	59.61	53.80	18.49	2.03	133.93	53.80	18.49	2.03	4.00	78.32	690.28	212.25
34	16.03	16.12	1.07	59.99	54.15	18.49	2.03	134.66	54.15	18.49	2.03	4.00	78.67	694.88	213.33
35	16.13	16.22	1.07	60.34	54.46	18.49	2.03	135.32	54.46	18.49	2.03	4.00	78.98	699.07	214.30
36	16.23	16.32	1.08	60.72	54.81	18.49	2.03	136.05	54.81	18.49	2.03	4.00	79.33	703.67	215.38
37	16.33	16.42	1.09	61.11	55.16	18.49	2.03	136.79	55.16	18.49	2.03	4.00	79.68	708.27	216.47
38	16.43	16.52	1.09	61.46	55.47	18.49	2.03	137.45	55.47	18.49	2.03	4.00	79.99	712.46	217.44
39	16.53	16.62	1.10	61.84	55.82	18.49	2.03	138.18	55.82	18.49	2.03	4.00	80.34	717.06	218.52
40	16.63	16.72	1.11	62.22	56.16	18.49	2.03	138.90	56.16	18.49	2.03	4.00	80.68	721.67	219.58
41	16.73	16.82	1.11	62.57	56.48	18.49	2.03	139.57	56.48	18.49	2.03	4.00	81.00	725.85	220.57
42	16.83	16.92	1.12	62.96	56.83	18.49	2.03	140.31	56.83	18.49	2.03	4.00	81.35	730.45	221.66
43	16.93	17.02	1.13	63.34	57.17	18.49	2.03	141.03	57.17	18.49	2.03	4.00	81.69	735.06	222.72
44	17.03	17.12	1.13	63.69	57.49	18.49	2.03	141.70	57.49	18.49	2.03	4.00	82.01	739.24	223.71
45	17.13	17.22	1.14	64.07	57.83	18.49	2.03	142.42	57.83	18.49	2.03	4.00	82.35	743.85	224.77
46	17.23	17.32	1.14	64.42	58.15	18.49	2.03	143.09	58.15	18.49	2.03	4.00	82.67	748.03	225.76
47	17.33	17.42	1.15	64.81	58.50	18.49	2.03	143.83	58.50	18.49	2.03	4.00	83.02	752.63	226.85
48	17.43	17.52	1.16	65.19	58.84	18.49	2.03	144.55	58.84	18.49	2.03	4.00	83.36	757.24	227.91
49	17.53	17.62	1.16	65.54	59.16	18.49	2.03	145.22	59.16	18.49	2.03	4.00	83.68	761.42	228.90
50	17.63	17.72	1.17	65.92	59.50	18.49	2.03	145.94	59.50	18.49	2.03	4.00	84.02	766.03	229.96

KIMBERLEY - Wage increase as from 01/01/2005															
NON-ARTISANS AND SPECIFIED SKILLED 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 BCBI Levy	F EMPLOY TOTAL	B Pens Fund	C Ben. Fund	D BCBI Levy	E Sav.	F WORKERS TOTAL	Cash Bonus Included	Stamp	
G/W 1	6.07	0.38	22.51	20.32	6.92	1.75	51.50	20.32	6.92	1.75	4.00	32.99	257.26	84.49	
2	6.08	0.39	22.89	20.66	6.92	1.75	52.22	20.66	6.92	1.75	4.00	33.33	261.87	85.55	
3	6.18	0.39	23.24	20.98	6.92	1.75	52.89	20.98	6.92	1.75	4.00	33.65	266.05	86.54	
4	6.28	0.40	23.63	21.33	6.92	1.75	53.63	21.33	6.92	1.75	4.00	34.00	270.65	87.63	
5	6.38	0.41	24.01	21.67	6.92	1.75	54.35	21.67	6.92	1.75	4.00	34.34	275.26	88.69	
6	6.48	0.41	24.36	21.99	6.92	1.75	55.02	21.99	6.92	1.75	4.00	34.66	279.44	89.68	
7	6.58	0.42	24.74	22.33	6.92	1.75	55.74	22.33	6.92	1.75	4.00	35.00	284.05	90.74	
8	6.68	0.43	25.13	22.68	6.92	1.75	56.48	22.68	6.92	1.75	4.00	35.35	288.65	91.83	
9	6.78	0.43	25.48	23.00	6.92	1.75	57.15	23.00	6.92	1.75	4.00	35.67	292.83	92.82	
10	6.88	0.44	25.86	23.34	6.92	1.75	57.87	23.34	6.92	1.75	4.00	36.01	297.44	93.88	
11	6.98	0.44	26.21	23.66	6.92	1.75	58.54	23.66	6.92	1.75	4.00	36.33	301.62	94.87	
12	7.08	0.45	26.59	24.00	6.92	1.75	59.26	24.00	6.92	1.75	4.00	36.67	306.23	95.93	
Class 3 13	7.18	0.46	26.98	24.35	6.92	1.75	60.00	24.35	6.92	1.75	4.00	37.02	310.83	97.02	
14	7.28	0.46	27.33	24.66	6.92	1.75	60.66	24.66	6.92	1.75	4.00	37.33	315.02	97.99	
Class 2 15	7.38	0.47	27.71	25.01	6.92	1.75	61.39	25.01	6.92	1.75	4.00	37.68	319.62	99.07	
16	7.48	0.48	28.09	25.36	6.92	1.75	62.12	25.36	6.92	1.75	4.00	38.03	324.22	100.15	
17	7.58	0.48	28.44	25.67	6.92	1.75	62.78	25.67	6.92	1.75	4.00	38.34	328.41	101.12	
18	7.68	0.49	28.83	26.02	6.92	1.75	63.52	26.02	6.92	1.75	4.00	38.69	333.01	102.21	
19	7.78	0.50	29.21	26.37	6.92	1.75	64.25	26.37	6.92	1.75	4.00	39.04	337.61	103.29	
20	7.88	0.50	29.56	26.68	6.92	1.75	64.91	26.68	6.92	1.75	4.00	39.35	341.80	104.26	
21	7.98	0.51	29.94	27.03	6.92	1.75	65.64	27.03	6.92	1.75	4.00	39.70	346.40	105.34	
22	8.08	0.51	30.29	27.34	6.92	1.75	66.30	27.34	6.92	1.75	4.00	40.01	350.59	106.31	
23	8.18	0.52	30.68	27.69	6.92	1.75	67.04	27.69	6.92	1.75	4.00	40.36	355.19	107.40	
24	8.28	0.53	31.06	28.04	6.92	1.75	67.77	28.04	6.92	1.75	4.00	40.71	359.79	108.48	
25	8.38	0.53	31.41	28.35	6.92	1.75	68.43	28.35	6.92	1.75	4.00	41.02	363.98	109.45	
26	8.48	0.54	31.79	28.70	6.92	1.75	69.16	28.70	6.92	1.75	4.00	41.37	368.58	110.53	
27	8.58	0.55	32.18	29.04	6.92	1.75	69.89	29.04	6.92	1.75	4.00	41.71	373.19	111.60	
28	8.68	0.55	32.52	29.36	6.92	1.75	70.55	29.36	6.92	1.75	4.00	42.03	377.37	112.58	
29	8.78	0.56	32.91	29.70	6.92	1.75	71.28	29.70	6.92	1.75	4.00	42.37	381.98	113.65	
30	8.88	0.56	33.26	30.02	6.92	1.75	71.95	30.02	6.92	1.75	4.00	42.69	386.16	114.64	
31	8.98	0.57	33.64	30.37	6.92	1.75	72.68	30.37	6.92	1.75	4.00	43.04	390.76	115.72	
32	9.08	0.58	34.03	30.71	6.92	1.75	73.41	30.71	6.92	1.75	4.00	43.38	395.37	116.79	
33	9.18	0.58	34.37	31.03	6.92	1.75	74.07	31.03	6.92	1.75	4.00	43.70	399.55	117.77	
34	9.28	0.59	34.76	31.37	6.92	1.75	74.80	31.37	6.92	1.75	4.00	44.04	404.16	118.84	
35	9.38	0.60	35.14	31.72	6.92	1.75	75.53	31.72	6.92	1.75	4.00	44.39	408.76	119.92	
36	9.48	0.60	35.49	32.04	6.92	1.75	76.20	32.04	6.92	1.75	4.00	44.71	412.94	120.91	
37	9.58	0.61	35.88	32.38	6.92	1.75	76.93	32.38	6.92	1.75	4.00	45.05	417.55	121.98	
38	9.68	0.61	36.22	32.70	6.92	1.75	77.59	32.70	6.92	1.75	4.00	45.37	421.73	122.96	
Class 1 39	9.78	0.62	36.61	33.04	6.92	1.75	78.32	33.04	6.92	1.75	4.00	45.71	426.34	124.03	
40	9.88	0.63	36.99	33.39	6.92	1.75	79.05	33.39	6.92	1.75	4.00	46.06	430.94	125.11	
41	9.98	0.63	37.34	33.71	6.92	1.75	79.72	33.71	6.92	1.75	4.00	46.38	435.12	126.10	
42	10.08	0.64	37.72	34.05	6.92	1.75	80.44	34.05	6.92	1.75	4.00	46.72	439.73	127.16	
43	10.18	0.65	38.11	34.40	6.92	1.75	81.18	34.40	6.92	1.75	4.00	47.07	444.33	128.25	
44	10.28	0.65	38.46	34.71	6.92	1.75	81.84	34.71	6.92	1.75	4.00	47.38	448.52	129.22	
45	10.38	0.66	38.84	35.06	6.92	1.75	82.57	35.06	6.92	1.75	4.00	47.73	453.12	130.30	
46	10.48	0.66	39.19	35.37	6.92	1.75	83.23	35.37	6.92	1.75	4.00	48.04	457.31	131.27	
47	10.58	0.67	39.57	35.72	6.92	1.75	83.96	35.72	6.92	1.75	4.00	48.39	461.91	132.35	
48	10.68	0.68	39.96	36.07	6.92	1.75	84.70	36.07	6.92	1.75	4.00	48.74	466.51	133.44	
49	10.78	0.68	40.31	36.38	6.92	1.75	85.36	36.38	6.92	1.75	4.00	49.05	470.70	134.41	
50	10.88	0.69	40.69	36.73	6.92	1.75	86.09	36.73	6.92	1.75	4.00	49.40	475.30	135.49	

GORDONIA																
CRAFTSMEN & ARTISANS				APPENDIX A					APPENDIX B							
				EMPLOYERS CONTRIBUTION					EMPLOYEES CONTRIBUTION							
Wage Band	Min/Max tariff per hour	Cash Bonus G	Holiday Fund A	Pens Fund B	Ben Fund C	BCBI Levy D	EMPLOY TOTAL F	Pens Fund B	Ben Fund C	BCBI Levy D	Saving E	WORKER TOTAL F	Cash Bonus Include	Stamp		
ART	1	11.46	0.76	42.65	38.49	17.21	4.33	102.68	38.49	17.21	4.33	4.00	64.03	485.87	166.71	
	2	11.47	11.56	0.76	42.99	38.81	17.21	4.33	103.34	38.81	17.21	4.33	4.00	64.35	490.05	167.69
	3	11.57	11.66	0.77	43.38	39.15	17.21	4.33	104.07	39.15	17.21	4.33	4.00	64.69	494.66	168.76
	4	11.67	11.76	0.78	43.76	39.50	17.21	4.33	104.80	39.50	17.21	4.33	4.00	65.04	499.26	169.84
	5	11.77	11.86	0.78	44.11	39.82	17.21	4.33	105.47	39.82	17.21	4.33	4.00	65.36	503.44	170.83
	6	11.87	11.96	0.79	44.49	40.16	17.21	4.33	106.19	40.16	17.21	4.33	4.00	65.70	508.05	171.89
	7	11.97	12.06	0.80	44.88	40.51	17.21	4.33	106.93	40.51	17.21	4.33	4.00	66.05	512.65	172.98
	8	12.07	12.16	0.80	45.23	40.82	17.21	4.33	107.59	40.82	17.21	4.33	4.00	66.36	516.84	173.95
	9	12.17	12.26	0.81	45.61	41.17	17.21	4.33	108.32	41.17	17.21	4.33	4.00	66.71	521.44	175.03
	10	12.27	12.36	0.82	46.00	41.52	17.21	4.33	109.06	41.52	17.21	4.33	4.00	67.06	526.04	176.12
	11	12.37	12.46	0.82	46.34	41.83	17.21	4.33	109.71	41.83	17.21	4.33	4.00	67.37	530.23	177.08
	12	12.47	12.56	0.83	46.73	42.18	17.21	4.33	110.45	42.18	17.21	4.33	4.00	67.72	534.83	178.17
	13	12.57	12.66	0.84	47.11	42.53	17.21	4.33	111.18	42.53	17.21	4.33	4.00	68.07	539.43	179.25
	14	12.67	12.76	0.84	47.46	42.84	17.21	4.33	111.84	42.84	17.21	4.33	4.00	68.38	543.62	180.22
	15	12.77	12.86	0.85	47.85	43.19	17.21	4.33	112.58	43.19	17.21	4.33	4.00	68.73	548.22	181.31
	16	12.87	12.96	0.86	48.23	43.53	17.21	4.33	113.30	43.53	17.21	4.33	4.00	69.07	552.83	182.37
17	12.97	13.06	0.86	48.58	43.85	17.21	4.33	113.97	43.85	17.21	4.33	4.00	69.39	557.01	183.36	
18	13.07	13.16	0.87	48.96	44.19	17.21	4.33	114.69	44.19	17.21	4.33	4.00	69.73	561.62	184.42	
19	13.17	13.26	0.88	49.35	44.54	17.21	4.33	115.43	44.54	17.21	4.33	4.00	70.08	566.22	185.51	
20	13.27	13.36	0.88	49.69	44.86	17.21	4.33	116.09	44.86	17.21	4.33	4.00	70.40	570.40	186.49	
21	13.37	13.46	0.89	50.08	45.20	17.21	4.33	116.82	45.20	17.21	4.33	4.00	70.74	575.01	187.56	
22	13.47	13.56	0.90	50.46	45.55	17.21	4.33	117.55	45.55	17.21	4.33	4.00	71.09	579.61	188.64	
23	13.57	13.66	0.90	50.81	45.86	17.21	4.33	118.21	45.86	17.21	4.33	4.00	71.40	583.80	189.61	
24	13.67	13.76	0.91	51.20	46.21	17.21	4.33	118.95	46.21	17.21	4.33	4.00	71.75	588.40	190.70	
25	13.77	13.86	0.92	51.58	46.56	17.21	4.33	119.68	46.56	17.21	4.33	4.00	72.10	593.00	191.78	
26	13.87	13.96	0.92	51.93	46.87	17.21	4.33	120.34	46.87	17.21	4.33	4.00	72.41	597.19	192.75	
CRF	27	13.97	14.06	0.93	52.31	47.22	17.21	4.33	121.07	47.22	17.21	4.33	4.00	72.76	601.79	193.83
	28	14.07	14.16	0.94	52.70	47.57	17.21	4.33	121.81	47.57	17.21	4.33	4.00	73.11	606.39	194.92
	29	14.17	14.26	0.94	53.04	47.88	17.21	4.33	122.46	47.88	17.21	4.33	4.00	73.42	610.58	195.88
	30	14.27	14.36	0.95	53.43	48.23	17.21	4.33	123.20	48.23	17.21	4.33	4.00	73.77	615.18	196.97
	31	14.37	14.46	0.96	53.81	48.57	17.21	4.33	123.92	48.57	17.21	4.33	4.00	74.11	619.79	198.03
	32	14.47	14.56	0.96	54.16	48.89	17.21	4.33	124.59	48.89	17.21	4.33	4.00	74.43	623.97	199.02
	33	14.57	14.66	0.97	54.55	49.23	17.21	4.33	125.32	49.23	17.21	4.33	4.00	74.77	628.58	200.09
	34	14.67	14.76	0.98	54.93	49.58	17.21	4.33	126.05	49.58	17.21	4.33	4.00	75.12	633.18	201.17
	35	14.77	14.86	0.98	55.28	49.90	17.21	4.33	126.72	49.90	17.21	4.33	4.00	75.44	637.36	202.16
	36	14.87	14.96	0.99	55.66	50.24	17.21	4.33	127.44	50.24	17.21	4.33	4.00	75.78	641.97	203.22
	37	14.97	15.06	1.00	56.05	50.59	17.21	4.33	128.18	50.59	17.21	4.33	4.00	76.13	646.57	204.31
	38	15.07	15.16	1.00	56.40	50.90	17.21	4.33	128.84	50.90	17.21	4.33	4.00	76.44	650.76	205.28
	39	15.17	15.26	1.01	56.78	51.25	17.21	4.33	129.57	51.25	17.21	4.33	4.00	76.79	655.36	206.36
	40	15.27	15.36	1.02	57.16	51.60	17.21	4.33	130.30	51.60	17.21	4.33	4.00	77.14	659.96	207.44
	41	15.37	15.46	1.02	57.51	51.91	17.21	4.33	130.96	51.91	17.21	4.33	4.00	77.45	664.15	208.41
	42	15.47	15.56	1.03	57.90	52.26	17.21	4.33	131.70	52.26	17.21	4.33	4.00	77.80	668.75	209.50
	43	15.57	15.66	1.04	58.28	52.61	17.21	4.33	132.43	52.61	17.21	4.33	4.00	78.15	673.35	210.58
	44	15.67	15.76	1.04	58.63	52.92	17.21	4.33	133.09	52.92	17.21	4.33	4.00	78.46	677.54	211.55
	45	15.77	15.86	1.05	59.01	53.27	17.21	4.33	133.82	53.27	17.21	4.33	4.00	78.81	682.14	212.63
	46	15.87	15.96	1.05	59.36	53.58	17.21	4.33	134.48	53.58	17.21	4.33	4.00	79.12	686.33	213.60
	47	15.97	16.06	1.06	59.75	53.93	17.21	4.33	135.22	53.93	17.21	4.33	4.00	79.47	690.93	214.69
	48	16.07	16.16	1.07	60.13	54.27	17.21	4.33	135.94	54.27	17.21	4.33	4.00	79.81	695.54	215.75
	49	16.17	16.26	1.07	60.48	54.59	17.21	4.33	136.61	54.59	17.21	4.33	4.00	80.13	699.72	216.74
	50	16.27	16.36	1.08	60.86	54.94	17.21	4.33	137.34	54.94	17.21	4.33	4.00	80.48	704.32	217.82

GORDONIA																
NON-ARTISANS AND SPECIFIED SKILLED 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 BCBI Levy	F EMPLOY TOTAL	B Pens Fund	C Ben. Fund	D BCBI Levy	E Sav.	F WORKERS TOTAL	Cash Bonus Included	Stamp		
GW	1	5.22	0.33	19.37	17.48	5.95	4.03	46.83	17.48	5.95	4.03	4.00	31.46	218.29	78.29	
	2	5.23	0.33	19.72	17.80	5.95	4.03	47.50	17.80	5.95	4.03	4.00	31.78	222.47	79.28	
	3	5.33	0.34	20.10	18.14	5.95	4.03	48.22	18.14	5.95	4.03	4.00	32.12	227.08	80.34	
	4	5.43	0.35	20.49	18.49	5.95	4.03	48.96	18.49	5.95	4.03	4.00	32.47	231.68	81.43	
	5	5.53	0.35	20.83	18.81	5.95	4.03	49.62	18.81	5.95	4.03	4.00	32.79	235.86	82.41	
	6	5.63	0.36	21.22	19.15	5.95	4.03	50.35	19.15	5.95	4.03	4.00	33.13	240.47	83.48	
	7	5.73	0.37	21.60	19.50	5.95	4.03	51.08	19.50	5.95	4.03	4.00	33.48	245.07	84.56	
	8	5.83	0.37	21.95	19.81	5.95	4.03	51.74	19.81	5.95	4.03	4.00	33.79	249.26	85.53	
	9	5.93	0.38	22.33	20.16	5.95	4.03	52.47	20.16	5.95	4.03	4.00	34.14	253.86	86.61	
	10	6.03	0.38	22.68	20.48	5.95	4.03	53.14	20.48	5.95	4.03	4.00	34.46	258.04	87.60	
	11	6.13	0.39	23.07	20.82	5.95	4.03	53.87	20.82	5.95	4.03	4.00	34.80	262.65	88.67	
	12	6.23	0.40	23.45	21.17	5.95	4.03	54.60	21.17	5.95	4.03	4.00	35.15	267.25	89.75	
Class 3	13	6.33	0.40	23.80	21.48	5.95	4.03	55.26	21.48	5.95	4.03	4.00	35.46	271.44	90.72	
Class 2	14	6.43	0.41	24.18	21.83	5.95	4.03	55.99	21.83	5.95	4.03	4.00	35.81	276.04	91.80	
	15	6.53	0.42	24.57	22.18	5.95	4.03	56.73	22.18	5.95	4.03	4.00	36.16	280.64	92.89	
	16	6.63	0.42	24.92	22.49	5.95	4.03	57.39	22.49	5.95	4.03	4.00	36.47	284.83	93.86	
	17	6.73	0.43	25.30	22.84	5.95	4.03	58.12	22.84	5.95	4.03	4.00	36.82	289.43	94.94	
	18	6.83	0.44	25.68	23.18	5.95	4.03	58.84	23.18	5.95	4.03	4.00	37.16	294.04	96.00	
	19	6.93	0.44	26.03	23.50	5.95	4.03	59.51	23.50	5.95	4.03	4.00	37.48	298.22	96.99	
	20	7.03	0.45	26.42	23.85	5.95	4.03	60.25	23.85	5.95	4.03	4.00	37.83	302.82	98.08	
	21	7.13	0.45	26.77	24.16	5.95	4.03	60.91	24.16	5.95	4.03	4.00	38.14	307.01	99.05	
	22	7.23	0.46	27.15	24.51	5.95	4.03	61.64	24.51	5.95	4.03	4.00	38.49	311.61	100.13	
	23	7.33	0.47	27.53	24.85	5.95	4.03	62.36	24.85	5.95	4.03	4.00	38.83	316.22	101.19	
	24	7.43	0.47	27.88	25.17	5.95	4.03	63.03	25.17	5.95	4.03	4.00	39.15	320.40	102.18	
	25	7.53	0.48	28.27	25.52	5.95	4.03	63.77	25.52	5.95	4.03	4.00	39.50	325.00	103.27	
	26	7.63	0.49	28.65	25.86	5.95	4.03	64.49	25.86	5.95	4.03	4.00	39.84	329.61	104.33	
	27	7.73	0.49	29.00	26.18	5.95	4.03	65.16	26.18	5.95	4.03	4.00	40.16	333.79	105.32	
	28	7.83	0.50	29.38	26.52	5.95	4.03	65.88	26.52	5.95	4.03	4.00	40.50	338.40	106.38	
	29	7.93	0.50	29.73	26.84	5.95	4.03	66.55	26.84	5.95	4.03	4.00	40.82	342.58	107.37	
	30	8.03	0.51	30.12	27.18	5.95	4.03	67.28	27.18	5.95	4.03	4.00	41.16	347.19	108.44	
	31	8.13	0.52	30.50	27.53	5.95	4.03	68.01	27.53	5.95	4.03	4.00	41.51	351.79	109.52	
	32	8.23	0.52	30.85	27.85	5.95	4.03	68.68	27.85	5.95	4.03	4.00	41.83	355.97	110.51	
	33	8.33	0.53	31.23	28.19	5.95	4.03	69.40	28.19	5.95	4.03	4.00	42.17	360.58	111.57	
	34	8.43	0.54	31.62	28.54	5.95	4.03	70.14	28.54	5.95	4.03	4.00	42.52	365.18	112.66	
	35	8.53	0.54	31.97	28.85	5.95	4.03	70.80	28.85	5.95	4.03	4.00	42.83	369.37	113.63	
Class 1	36	8.63	0.55	32.35	29.20	5.95	4.03	71.53	29.20	5.95	4.03	4.00	43.18	373.97	114.71	
	37	8.73	0.55	32.70	29.52	5.95	4.03	72.20	29.52	5.95	4.03	4.00	43.50	378.15	115.70	
	38	8.83	0.56	33.08	29.86	5.95	4.03	72.92	29.86	5.95	4.03	4.00	43.84	382.76	116.76	
	39	8.93	0.57	33.47	30.21	5.95	4.03	73.66	30.21	5.95	4.03	4.00	44.19	387.36	117.85	
	40	9.03	0.57	33.82	30.52	5.95	4.03	74.32	30.52	5.95	4.03	4.00	44.50	391.55	118.82	
	41	9.13	0.58	34.20	30.87	5.95	4.03	75.05	30.87	5.95	4.03	4.00	44.85	396.15	119.90	
	42	9.23	0.59	34.58	31.22	5.95	4.03	75.78	31.22	5.95	4.03	4.00	45.20	400.75	120.98	
	43	9.33	0.59	34.93	31.53	5.95	4.03	76.44	31.53	5.95	4.03	4.00	45.51	404.94	121.95	
	44	9.43	0.60	35.32	31.88	5.95	4.03	77.18	31.88	5.95	4.03	4.00	45.86	409.54	123.04	
	45	9.53	0.61	35.70	32.22	5.95	4.03	77.90	32.22	5.95	4.03	4.00	46.20	414.15	124.10	
	46	9.63	0.61	36.05	32.54	5.95	4.03	78.57	32.54	5.95	4.03	4.00	46.52	418.33	125.09	
	47	9.73	0.62	36.43	32.89	5.95	4.03	79.30	32.89	5.95	4.03	4.00	46.87	422.93	126.17	
	48	9.83	0.62	36.78	33.20	5.95	4.03	79.96	33.20	5.95	4.03	4.00	47.18	427.12	127.14	
	49	9.93	0.63	37.17	33.55	5.95	4.03	80.70	33.55	5.95	4.03	4.00	47.53	431.72	128.23	
	50	10.03	0.64	37.55	33.89	5.95	4.03	81.42	33.89	5.95	4.03	4.00	47.87	436.33	129.29	

GORDONIA - Wage increase as from 01/01/2005

CRAFTSMEN & ARTISANS				APPENDIX A EMPLOYERS CONTRIBUTION					APPENDIX B EMPLOYEES CONTRIBUTION						
Wage Band	Min/Max tariff per hour	Cash Bonus G	Holiday Fund A	Pens Fund B	Ben Fund C	BCBI Levy D	EMPLOY TOTAL F	Pens Fund B	Ben Fund C	BCBI Levy D	Saving E	WORKER TOTAL F	Cash Bonus Include	Stamp	
ART 1		12.32	0.81	45.82	41.36	18.49	4.65	110.32	41.36	18.49	4.65	4.00	68.50	522.35	178.82
2	12.33	12.42	0.82	46.20	41.71	18.49	4.65	111.05	41.71	18.49	4.65	4.00	68.85	526.95	179.90
3	12.43	12.52	0.83	46.59	42.05	18.49	4.65	111.78	42.05	18.49	4.65	4.00	69.19	531.56	180.97
4	12.53	12.62	0.83	46.94	42.37	18.49	4.65	112.45	42.37	18.49	4.65	4.00	69.51	535.74	181.96
5	12.63	12.72	0.84	47.32	42.71	18.49	4.65	113.17	42.71	18.49	4.65	4.00	69.85	540.35	183.02
6	12.73	12.82	0.85	47.71	43.06	18.49	4.65	113.91	43.06	18.49	4.65	4.00	70.20	544.95	184.11
7	12.83	12.92	0.85	48.05	43.38	18.49	4.65	114.57	43.38	18.49	4.65	4.00	70.52	549.13	185.09
8	12.93	13.02	0.86	48.44	43.72	18.49	4.65	115.30	43.72	18.49	4.65	4.00	70.86	553.74	186.16
9	13.03	13.12	0.87	48.82	44.07	18.49	4.65	116.03	44.07	18.49	4.65	4.00	71.21	558.34	187.24
10	13.13	13.22	0.87	49.17	44.38	18.49	4.65	116.69	44.38	18.49	4.65	4.00	71.52	562.53	188.21
11	13.23	13.32	0.88	49.56	44.73	18.49	4.65	117.43	44.73	18.49	4.65	4.00	71.87	567.13	189.30
12	13.33	13.42	0.89	49.94	45.08	18.49	4.65	118.16	45.08	18.49	4.65	4.00	72.22	571.73	190.38
13	13.43	13.52	0.89	50.29	45.39	18.49	4.65	118.82	45.39	18.49	4.65	4.00	72.53	575.92	191.35
14	13.53	13.62	0.90	50.67	45.74	18.49	4.65	119.55	45.74	18.49	4.65	4.00	72.88	580.52	192.43
15	13.63	13.72	0.91	51.06	46.08	18.49	4.65	120.28	46.08	18.49	4.65	4.00	73.22	585.13	193.50
16	13.73	13.82	0.91	51.40	46.40	18.49	4.65	120.94	46.40	18.49	4.65	4.00	73.54	589.31	194.48
17	13.83	13.92	0.92	51.79	46.75	18.49	4.65	121.68	46.75	18.49	4.65	4.00	73.89	593.91	195.57
18	13.93	14.02	0.93	52.17	47.09	18.49	4.65	122.40	47.09	18.49	4.65	4.00	74.23	598.52	196.63
19	14.03	14.12	0.93	52.52	47.41	18.49	4.65	123.07	47.41	18.49	4.65	4.00	74.55	602.70	197.62
20	14.13	14.22	0.94	52.91	47.75	18.49	4.65	123.80	47.75	18.49	4.65	4.00	74.89	607.31	198.69
21	14.23	14.32	0.95	53.29	48.10	18.49	4.65	124.53	48.10	18.49	4.65	4.00	75.24	611.91	199.77
22	14.33	14.42	0.95	53.64	48.42	18.49	4.65	125.20	48.42	18.49	4.65	4.00	75.56	616.09	200.76
23	14.43	14.52	0.96	54.02	48.76	18.49	4.65	125.92	48.76	18.49	4.65	4.00	75.90	620.70	201.82
24	14.53	14.62	0.97	54.41	49.11	18.49	4.65	126.66	49.11	18.49	4.65	4.00	76.25	625.30	202.91
25	14.63	14.72	0.97	54.75	49.42	18.49	4.65	127.31	49.42	18.49	4.65	4.00	76.56	629.49	203.87
26	14.73	14.82	0.98	55.14	49.77	18.49	4.65	128.05	49.77	18.49	4.65	4.00	76.91	634.09	204.96
27	14.83	14.92	0.99	55.52	50.12	18.49	4.65	128.78	50.12	18.49	4.65	4.00	77.26	638.69	206.04
28	14.93	15.02	0.99	55.87	50.43	18.49	4.65	129.44	50.43	18.49	4.65	4.00	77.57	642.88	207.01
CRF 29	15.03	15.12	1.00	56.26	50.78	18.49	4.65	130.18	50.78	18.49	4.65	4.00	77.92	647.48	208.10
30	15.13	15.22	1.01	56.64	51.12	18.49	4.65	130.90	51.12	18.49	4.65	4.00	78.26	652.09	209.16
31	15.23	15.32	1.01	56.99	51.44	18.49	4.65	131.57	51.44	18.49	4.65	4.00	78.58	656.27	210.15
32	15.33	15.42	1.02	57.37	51.79	18.49	4.65	132.30	51.79	18.49	4.65	4.00	78.93	660.87	211.23
33	15.43	15.52	1.03	57.76	52.13	18.49	4.65	133.03	52.13	18.49	4.65	4.00	79.27	665.48	212.30
34	15.53	15.62	1.03	58.11	52.45	18.49	4.65	133.70	52.45	18.49	4.65	4.00	79.59	669.66	213.29
35	15.63	15.72	1.04	58.49	52.79	18.49	4.65	134.42	52.79	18.49	4.65	4.00	79.93	674.27	214.35
36	15.73	15.82	1.05	58.87	53.14	18.49	4.65	135.15	53.14	18.49	4.65	4.00	80.28	678.87	215.43
37	15.83	15.92	1.05	59.22	53.46	18.49	4.65	135.82	53.46	18.49	4.65	4.00	80.60	683.05	216.42
38	15.93	16.02	1.06	59.61	53.80	18.49	4.65	136.55	53.80	18.49	4.65	4.00	80.94	687.66	217.49
39	16.03	16.12	1.07	59.99	54.15	18.49	4.65	137.28	54.15	18.49	4.65	4.00	81.29	692.26	218.57
40	16.13	16.22	1.07	60.34	54.46	18.49	4.65	137.94	54.46	18.49	4.65	4.00	81.60	696.45	219.54
41	16.23	16.32	1.08	60.72	54.81	18.49	4.65	138.67	54.81	18.49	4.65	4.00	81.95	701.05	220.62
42	16.33	16.42	1.09	61.11	55.16	18.49	4.65	139.41	55.16	18.49	4.65	4.00	82.30	705.65	221.71
43	16.43	16.52	1.09	61.46	55.47	18.49	4.65	140.07	55.47	18.49	4.65	4.00	82.61	709.84	222.68
44	16.53	16.62	1.10	61.84	55.82	18.49	4.65	140.80	55.82	18.49	4.65	4.00	82.96	714.44	223.76
45	16.63	16.72	1.11	62.22	56.16	18.49	4.65	141.52	56.16	18.49	4.65	4.00	83.30	719.05	224.82
46	16.73	16.82	1.11	62.57	56.48	18.49	4.65	142.19	56.48	18.49	4.65	4.00	83.62	723.23	225.81
47	16.83	16.92	1.12	62.96	56.83	18.49	4.65	142.93	56.83	18.49	4.65	4.00	83.97	727.83	226.90
48	16.93	17.02	1.13	63.34	57.17	18.49	4.65	143.65	57.17	18.49	4.65	4.00	84.31	732.44	227.96
49	17.03	17.12	1.13	63.69	57.49	18.49	4.65	144.32	57.49	18.49	4.65	4.00	84.63	736.62	228.95
50	17.13	17.22	1.14	64.07	57.83	18.49	4.65	145.04	57.83	18.49	4.65	4.00	84.97	741.23	230.01

GORDONIA - Wage increase as from 01/01/2005																
NON-ARTISANS AND SPECIFIED SKILLED 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 BCBI Levy	F EMPLOY TOTAL	B Pens Fund	C Ben. Fund	D BCBI Levy	E Sav.	F WORKERS TOTAL	Cash Bonus Included	Stamp		
G/W 1	1	5.61	0.35	20.80	18.77	6.39	4.03	49.99	18.77	6.39	4.03	4.00	33.19	235.01	83.18	
	2	5.62	5.71	0.36	21.18	19.12	6.39	4.03	50.72	19.12	6.39	4.03	4.00	33.54	239.61	84.26
	3	5.72	5.81	0.37	21.57	19.47	6.39	4.03	51.46	19.47	6.39	4.03	4.00	33.89	244.21	85.35
	4	5.82	5.91	0.37	21.92	19.78	6.39	4.03	52.12	19.78	6.39	4.03	4.00	34.20	248.40	86.32
	5	5.92	6.01	0.38	22.30	20.13	6.39	4.03	52.85	20.13	6.39	4.03	4.00	34.55	253.00	87.40
	6	6.02	6.11	0.38	22.65	20.44	6.39	4.03	53.51	20.44	6.39	4.03	4.00	34.86	257.19	88.37
	7	6.12	6.21	0.39	23.03	20.79	6.39	4.03	54.24	20.79	6.39	4.03	4.00	35.21	261.79	89.45
	8	6.22	6.31	0.40	23.42	21.14	6.39	4.03	54.98	21.14	6.39	4.03	4.00	35.56	266.39	90.54
	9	6.32	6.41	0.40	23.77	21.45	6.39	4.03	55.64	21.45	6.39	4.03	4.00	35.87	270.58	91.51
	10	6.42	6.51	0.41	24.15	21.80	6.39	4.03	56.37	21.80	6.39	4.03	4.00	36.22	275.18	92.59
	11	6.52	6.61	0.42	24.53	22.14	6.39	4.03	57.09	22.14	6.39	4.03	4.00	36.56	279.79	93.65
	12	6.62	6.71	0.42	24.88	22.46	6.39	4.03	57.76	22.46	6.39	4.03	4.00	36.88	283.97	94.64
	13	6.72	6.81	0.43	25.27	22.81	6.39	4.03	58.50	22.81	6.39	4.03	4.00	37.23	288.57	95.73
Class 3	14	6.82	6.91	0.43	25.62	23.12	6.39	4.03	59.16	23.12	6.39	4.03	4.00	37.54	292.76	96.70
Class 2	15	6.92	7.01	0.44	26.00	23.47	6.39	4.03	59.89	23.47	6.39	4.03	4.00	37.89	297.36	97.78
	16	7.02	7.11	0.45	26.38	23.81	6.39	4.03	60.61	23.81	6.39	4.03	4.00	38.23	301.97	98.84
	17	7.12	7.21	0.45	26.73	24.13	6.39	4.03	61.28	24.13	6.39	4.03	4.00	38.55	306.15	99.83
	18	7.22	7.31	0.46	27.12	24.48	6.39	4.03	62.02	24.48	6.39	4.03	4.00	38.90	310.75	100.92
	19	7.32	7.41	0.47	27.50	24.82	6.39	4.03	62.74	24.82	6.39	4.03	4.00	39.24	315.36	101.98
	20	7.42	7.51	0.47	27.85	25.14	6.39	4.03	63.41	25.14	6.39	4.03	4.00	39.56	319.54	102.97
	21	7.52	7.61	0.48	28.23	25.48	6.39	4.03	64.13	25.48	6.39	4.03	4.00	39.90	324.15	104.03
	22	7.62	7.71	0.48	28.58	25.80	6.39	4.03	64.80	25.80	6.39	4.03	4.00	40.22	328.33	105.02
	23	7.72	7.81	0.49	28.97	26.15	6.39	4.03	65.54	26.15	6.39	4.03	4.00	40.57	332.93	106.11
	24	7.82	7.91	0.50	29.35	26.49	6.39	4.03	66.26	26.49	6.39	4.03	4.00	40.91	337.54	107.17
	25	7.92	8.01	0.50	29.70	26.81	6.39	4.03	66.93	26.81	6.39	4.03	4.00	41.23	341.72	108.16
	26	8.02	8.11	0.51	30.08	27.15	6.39	4.03	67.65	27.15	6.39	4.03	4.00	41.57	346.33	109.22
	27	8.12	8.21	0.52	30.47	27.50	6.39	4.03	68.39	27.50	6.39	4.03	4.00	41.92	350.93	110.31
	28	8.22	8.31	0.52	30.81	27.81	6.39	4.03	69.04	27.81	6.39	4.03	4.00	42.23	355.12	111.27
	29	8.32	8.41	0.53	31.20	28.16	6.39	4.03	69.78	28.16	6.39	4.03	4.00	42.58	359.72	112.36
	30	8.42	8.51	0.54	31.58	28.51	6.39	4.03	70.51	28.51	6.39	4.03	4.00	42.93	364.32	113.44
	31	8.52	8.61	0.54	31.93	28.82	6.39	4.03	71.17	28.82	6.39	4.03	4.00	43.24	368.51	114.41
	32	8.62	8.71	0.55	32.32	29.17	6.39	4.03	71.91	29.17	6.39	4.03	4.00	43.59	373.11	115.50
	33	8.72	8.81	0.55	32.66	29.48	6.39	4.03	72.56	29.48	6.39	4.03	4.00	43.90	377.30	116.46
	34	8.82	8.91	0.56	33.05	29.83	6.39	4.03	73.30	29.83	6.39	4.03	4.00	44.25	381.90	117.55
	35	8.92	9.01	0.57	33.43	30.18	6.39	4.03	74.03	30.18	6.39	4.03	4.00	44.60	386.50	118.63
	36	9.02	9.11	0.57	33.78	30.49	6.39	4.03	74.69	30.49	6.39	4.03	4.00	44.91	390.69	119.60
	37	9.12	9.21	0.58	34.17	30.84	6.39	4.03	75.43	30.84	6.39	4.03	4.00	45.26	395.29	120.69
	38	9.22	9.31	0.59	34.55	31.19	6.39	4.03	76.16	31.19	6.39	4.03	4.00	45.61	399.89	121.77
Class 1	39	9.32	9.41	0.59	34.90	31.50	6.39	4.03	76.82	31.50	6.39	4.03	4.00	45.92	404.08	122.74
	40	9.42	9.51	0.60	35.28	31.85	6.39	4.03	77.55	31.85	6.39	4.03	4.00	46.27	408.68	123.82
	41	9.52	9.61	0.60	35.63	32.16	6.39	4.03	78.21	32.16	6.39	4.03	4.00	46.58	412.87	124.79
	42	9.62	9.71	0.61	36.01	32.51	6.39	4.03	78.94	32.51	6.39	4.03	4.00	46.93	417.47	125.87
	43	9.72	9.81	0.62	36.40	32.85	6.39	4.03	79.67	32.85	6.39	4.03	4.00	47.27	422.08	126.94
	44	9.82	9.91	0.62	36.75	33.17	6.39	4.03	80.34	33.17	6.39	4.03	4.00	47.59	426.26	127.93
	45	9.92	10.01	0.63	37.13	33.52	6.39	4.03	81.07	33.52	6.39	4.03	4.00	47.94	430.86	129.01
	46	10.02	10.11	0.64	37.52	33.86	6.39	4.03	81.80	33.86	6.39	4.03	4.00	48.28	435.47	130.08
	47	10.12	10.21	0.64	37.86	34.18	6.39	4.03	82.46	34.18	6.39	4.03	4.00	48.60	439.65	131.06
	48	10.22	10.31	0.65	38.25	34.52	6.39	4.03	83.19	34.52	6.39	4.03	4.00	48.94	444.26	132.13
	49	10.32	10.41	0.65	38.60	34.84	6.39	4.03	83.86	34.84	6.39	4.03	4.00	49.26	448.44	133.12
	50	10.42	10.51	0.66	38.98	35.19	6.39	4.03	84.59	35.19	6.39	4.03	4.00	49.61	453.04	134.20

No. R. 865

23 Julie 2004

WET OP ARBEIDSVERHOUDINGE, 1995**BEDINGINGSRAAD VIR DIE BOUNYWERHEID, KIMBERLEY: UITBREIDING
VAN KOLLEKTIEWE WYSIGINGSOOREENKOMS NA NIE-PARTYE**

Ek, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister van Arbeid, verklaar hierby, kragtens artikel 32(2) van die Wet op Arbeidsverhoudinge, 1995, dat die kollektiewe wysigingsooreenkoms wat in die 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 2 Augustus 2004, en vir die tydperk wat op 30 Julie 2008 eindig.

M. M. S. MDLADLANA**MINISTER VAN ARBEID**

BYLAE**BEDINGINGSRAAD VIR DIE BOUNYWERHEID, KIMBERLEY****KOLLEKTIEWE OOREENKOMS**

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

Northern Cape Master Builders' and Allied Trades' Association

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

Amalgamated Union of Building Trade Workers of South Africa

(hierna die "werknemers" of die "vakbond" genoem) aan die ander kant, wat die partye is by die Bedingingsraad vir die Bounywerheid, Kimberley, tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing Nos. R 957 van 7 Augustus 1998, soos gewysig en verleng by Goewerment Kennisgewing No. R 745 van 11 Junie 1999, R 1365 van 15 Desember 2000, R 1018 van 18 Julie 2003 en R 1049 van 25 Julie 2003.

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet in die Bounywerheid nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakbond is;
- (b) in die gebied begrens deur en ingesluit binne 'n straal van 20 kilometer vanaf die Hoofposkantoor, Kimberley in die Landdrosdistrik Kimberley;
- (c) in die Landdrosdistrik Gordonia.

(2) Ondanks subklousule (1) is hierdie Ooreenkoms van toepassing op—

- (a) vakleerlinge slegs vir sover dit nie onbestaanbaar is met die Wet op Mannekragopleiding, 1981, en die Vaardigheidsontwikkelings Wet, 1998, of enige kontrak wat daarkragtens aangegaan of met voorwaardes wat daarkragtens gestel is nie;
- (b) kwekelinge wat opgelei word ooreenkomstig die Wet op Mannekragopleiding, 1981, en die Vaardigheidsontwikkelings Wet, 1998, slegs vir sover dit nie onbestaanbaar is met daardie Wet te of met voorwaardes wat daarkragtens gestel is nie;
- (c) slegs-arbeid-kontrakteurs, werkende vennote en werkende direkteure, prinsipale en aannemers.

(3) Ondanks subklousule (1) (a), is die bepalinge van hierdie Ooreenkoms nie van toepassing op—

- (a) klerke en administratiewe personeel;
- (b) universiteitstudente en gegradueerdes in die bouwetenskap, en op konstruksie- toesighouers, konstruksie opmeters en ander persone wat besig is met praktiese werk ter voltooiing van hulle akademiese opleiding;
- (c) nie-partye ten opsigte van klousule 1 (1) (a), van hierdie Ooreenkoms.

2. KLOUSULE 21: MINIMUM LOONSKALE

Vervang subklousule (1) deur die volgende:

- "(1) Geen lone laer as dié hieronder genoem, mag deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

BYLAE				
	Loon per uur			
	Gebied			
	Kimberley		Gordonia	
	Met ingang van die datum van inwerkingtreding van hierdie Oor- eenkoms	Met ingang van 1 Januarie 2005	Met ingang van die datum van inwerkingtreding van hierdie Oor- eenkoms	Met ingang van 1 Januarie 2005
KATEGORIE VAN WERKNEMER	R	R	R	R
(a) Algemene Werker	5.65	6.07	5.22	5.61
(b) Kwekelingbouwerker, Klas 3, Bouwerker, Klas 3	6.77	7.27	6.35	6.83
(c) Kwekelingbouwerker, Klas 2 en Bouwerker, Klas 2	6.90	7.41	6.48	6.97
(d) Kwekelingbouwerker, Klas 1 en Bouwerker, Klas 1	9.12	9.80	8.70	9.35
(e) Ambagsman	11.93	12.82	11.45	12.30
(f) Vakman	14.39	15.46	14.00	15.05

4. AANHANGSELS

Vervang Aanhangsel A en B (Ambagsmanne en Vakmanne, Kimberley); Aanhangsel A en B (Nie-Ambagsmanne en Kwekelinge, Kimberley); Aanhangsel A en B (Ambagsmanne en Vakmanne, Gordonia) en Aanhangsel A en B (Nie-Ambagsmanne en Kwekelinge, Gordonia); Aanhangsel C en D (Ambagsmanne en Vakmanne, Kimberley); Aanhangsel C en D (Nie-ambagsmanne en Kwekelinge, Kimberley), Aanhangsel C en D (Ambagsmanne en Vakmanne, Gordonia); Aanhangsel C en D (Nie-ambagsmanne en Kwekelinge, Gordonia).

NAMENS DIE PARTYE OP HEDE DIE 4 DE DAG VAN NOVEMBER 2003 TE KIMBERLEY ONDERTEKEN.



VN SMAILES
Voorsitter



MS TOFFAR
O/Voorsitter



PR SERFONTEIN
Sekretaris

KIMBERLEY

KIMBERLEY				AANHANGSEL A					AANHANGSEL B						
AMBAGS- & VAKMANNE				WERKGEWER SE BYDRAE					WERKNEMER SE BYDRAE						
Loon Inter val	Min/Max Tarief per uur	Kontant Bonus G	Vakans Fonds A	Pens Fonds B	Bystan Fonds C	Raad Heff D	W-Gewer TOTAAL F	Pens Fonds B	Bystan Fonds C	Raad Heff D	Spaar E	W-Nemer TOTAAL F	Kontant Bonus Ingesl.	Seel	
AMB 1	11.93	0.79	44.39	40.07	17.20	1.89	103.55	40.07	17.20	1.89	4.00	63.16	509.24	166.71	
2	11.94	12.03	0.80	44.77	40.41	17.20	1.89	104.27	40.41	17.20	1.89	4.00	63.50	513.85	167.77
3	12.04	12.13	0.80	45.12	40.73	17.20	1.89	104.94	40.73	17.20	1.89	4.00	63.82	518.03	168.76
4	12.14	12.23	0.81	45.51	41.08	17.20	1.89	105.68	41.08	17.20	1.89	4.00	64.17	522.63	169.85
5	12.24	12.33	0.82	45.89	41.42	17.20	1.89	106.40	41.42	17.20	1.89	4.00	64.51	527.24	170.91
6	12.34	12.43	0.82	46.24	41.74	17.20	1.89	107.07	41.74	17.20	1.89	4.00	64.83	531.42	171.90
7	12.44	12.53	0.83	46.62	42.08	17.20	1.89	107.79	42.08	17.20	1.89	4.00	65.17	536.03	172.96
8	12.54	12.63	0.83	46.97	42.40	17.20	1.89	108.46	42.40	17.20	1.89	4.00	65.49	540.21	173.95
9	12.64	12.73	0.84	47.36	42.75	17.20	1.89	109.20	42.75	17.20	1.89	4.00	65.84	544.81	175.04
10	12.74	12.83	0.85	47.74	43.09	17.20	1.89	109.92	43.09	17.20	1.89	4.00	66.18	549.42	176.10
11	12.84	12.93	0.85	48.09	43.41	17.20	1.89	110.59	43.41	17.20	1.89	4.00	66.50	553.60	177.09
12	12.94	13.03	0.86	48.47	43.75	17.20	1.89	111.31	43.75	17.20	1.89	4.00	66.84	558.21	178.15
13	13.04	13.13	0.87	48.86	44.10	17.20	1.89	112.05	44.10	17.20	1.89	4.00	67.19	562.81	179.24
14	13.14	13.23	0.87	49.21	44.42	17.20	1.89	112.72	44.42	17.20	1.89	4.00	67.51	566.99	180.23
15	13.24	13.33	0.88	49.59	44.76	17.20	1.89	113.44	44.76	17.20	1.89	4.00	67.85	571.60	181.29
16	13.34	13.43	0.89	49.97	45.11	17.20	1.89	114.17	45.11	17.20	1.89	4.00	68.20	576.20	182.37
17	13.44	13.53	0.89	50.32	45.42	17.20	1.89	114.83	45.42	17.20	1.89	4.00	68.51	580.39	183.34
18	13.54	13.63	0.90	50.71	45.77	17.20	1.89	115.57	45.77	17.20	1.89	4.00	68.86	584.99	184.43
19	13.64	13.73	0.91	51.09	46.12	17.20	1.89	116.30	46.12	17.20	1.89	4.00	69.21	589.59	185.51
20	13.74	13.83	0.91	51.44	46.43	17.20	1.89	116.96	46.43	17.20	1.89	4.00	69.52	593.78	186.48
21	13.84	13.93	0.92	51.82	46.78	17.20	1.89	117.69	46.78	17.20	1.89	4.00	69.87	598.38	187.56
22	13.94	14.03	0.93	52.21	47.12	17.20	1.89	118.42	47.12	17.20	1.89	4.00	70.21	602.99	188.63
23	14.04	14.13	0.93	52.56	47.44	17.20	1.89	119.09	47.44	17.20	1.89	4.00	70.53	607.17	189.62
24	14.14	14.23	0.94	52.94	47.79	17.20	1.89	119.82	47.79	17.20	1.89	4.00	70.88	611.77	190.70
25	14.24	14.33	0.95	53.32	48.13	17.20	1.89	120.54	48.13	17.20	1.89	4.00	71.22	616.38	191.76
VAK 26	14.34	14.43	0.95	53.67	48.45	17.20	1.89	121.21	48.45	17.20	1.89	4.00	71.54	620.56	192.75
27	14.44	14.53	0.96	54.06	48.79	17.20	1.89	121.94	48.79	17.20	1.89	4.00	71.88	625.17	193.82
28	14.54	14.63	0.97	54.44	49.14	17.20	1.89	122.67	49.14	17.20	1.89	4.00	72.23	629.77	194.90
29	14.64	14.73	0.97	54.79	49.46	17.20	1.89	123.34	49.46	17.20	1.89	4.00	72.55	633.95	195.89
30	14.74	14.83	0.98	55.17	49.80	17.20	1.89	124.06	49.80	17.20	1.89	4.00	72.89	638.56	196.95
31	14.84	14.93	0.99	55.56	50.15	17.20	1.89	124.80	50.15	17.20	1.89	4.00	73.24	643.16	198.04
32	14.94	15.03	0.99	55.91	50.46	17.20	1.89	125.46	50.46	17.20	1.89	4.00	73.55	647.35	199.01
33	15.04	15.13	1.00	56.29	50.81	17.20	1.89	126.19	50.81	17.20	1.89	4.00	73.90	651.95	200.09
34	15.14	15.23	1.01	56.67	51.16	17.20	1.89	126.92	51.16	17.20	1.89	4.00	74.25	656.55	201.17
35	15.24	15.33	1.01	57.02	51.47	17.20	1.89	127.58	51.47	17.20	1.89	4.00	74.56	660.74	202.14
36	15.34	15.43	1.02	57.41	51.82	17.20	1.89	128.32	51.82	17.20	1.89	4.00	74.91	665.34	203.23
37	15.44	15.53	1.03	57.79	52.16	17.20	1.89	129.04	52.16	17.20	1.89	4.00	75.25	669.95	204.29
38	15.54	15.63	1.03	58.14	52.48	17.20	1.89	129.71	52.48	17.20	1.89	4.00	75.57	674.13	205.28
39	15.64	15.73	1.04	58.52	52.83	17.20	1.89	130.44	52.83	17.20	1.89	4.00	75.92	678.73	206.36
40	15.74	15.83	1.05	58.91	53.17	17.20	1.89	131.17	53.17	17.20	1.89	4.00	76.26	683.34	207.43
41	15.84	15.93	1.05	59.26	53.49	17.20	1.89	131.84	53.49	17.20	1.89	4.00	76.58	687.52	208.42
42	15.94	16.03	1.06	59.64	53.83	17.20	1.89	132.56	53.83	17.20	1.89	4.00	76.92	692.13	209.48
43	16.04	16.13	1.07	60.02	54.18	17.20	1.89	133.29	54.18	17.20	1.89	4.00	77.27	696.73	210.56
44	16.14	16.23	1.07	60.37	54.50	17.20	1.89	133.96	54.50	17.20	1.89	4.00	77.59	700.91	211.55
45	16.24	16.33	1.08	60.76	54.84	17.20	1.89	134.69	54.84	17.20	1.89	4.00	77.93	705.52	212.62
46	16.34	16.43	1.09	61.14	55.19	17.20	1.89	135.42	55.19	17.20	1.89	4.00	78.28	710.12	213.70
47	16.44	16.53	1.09	61.49	55.50	17.20	1.89	136.08	55.50	17.20	1.89	4.00	78.59	714.31	214.67
48	16.54	16.63	1.10	61.87	55.85	17.20	1.89	136.81	55.85	17.20	1.89	4.00	78.94	718.91	215.75
49	16.64	16.73	1.11	62.26	56.20	17.20	1.89	137.55	56.20	17.20	1.89	4.00	79.29	723.51	216.84
50	16.74	16.83	1.11	62.61	56.51	17.20	1.89	138.21	56.51	17.20	1.89	4.00	79.60	727.70	217.81

KIMBERLEY																
NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS				AANHANGSEL A					AANHANGSEL B							
				WERKGEWER SE BYDRAE					WERKNEMER SE BYDRAE							
Loon Band	Min/Max Tarief per uur	G Kontant Bonus		A Vakans Fonds	B Pens Fonds	C Byst. Fonds	D Raad Hef	F W-Gewer TOTAAL	B Pens Fonds	C Byst. Fonds	D Raad Hef	E Spaar	F W-Nemer TOTAAL	Kontant Bonus Ingesl.	Seel	
AWW 1		5.65	0.36	20.97	18.93	6.44	1.75	48.09	18.93	6.44	1.75	4.00	31.12	239.33	79.21	
2	5.66	5.75	0.36	21.32	19.25	6.44	1.75	48.76	19.25	6.44	1.75	4.00	31.44	243.51	80.20	
3	5.76	5.85	0.37	21.71	19.59	6.44	1.75	49.49	19.59	6.44	1.75	4.00	31.78	248.12	81.27	
4	5.86	5.95	0.37	22.06	19.91	6.44	1.75	50.16	19.91	6.44	1.75	4.00	32.10	252.30	82.26	
5	5.96	6.05	0.38	22.44	20.25	6.44	1.75	50.88	20.25	6.44	1.75	4.00	32.44	256.91	83.32	
6	6.06	6.15	0.39	22.82	20.60	6.44	1.75	51.61	20.60	6.44	1.75	4.00	32.79	261.51	84.40	
7	6.16	6.25	0.39	23.17	20.92	6.44	1.75	52.28	20.92	6.44	1.75	4.00	33.11	265.69	85.39	
8	6.26	6.35	0.40	23.56	21.26	6.44	1.75	53.01	21.26	6.44	1.75	4.00	33.45	270.30	86.46	
9	6.36	6.45	0.41	23.94	21.61	6.44	1.75	53.74	21.61	6.44	1.75	4.00	33.80	274.90	87.54	
10	6.46	6.55	0.41	24.29	21.92	6.44	1.75	54.40	21.92	6.44	1.75	4.00	34.11	279.09	88.51	
11	6.56	6.65	0.42	24.67	22.27	6.44	1.75	55.13	22.27	6.44	1.75	4.00	34.46	283.69	89.59	
12	6.66	6.75	0.42	25.02	22.59	6.44	1.75	55.80	22.59	6.44	1.75	4.00	34.78	287.87	90.58	
Klas 3 13	6.76	6.85	0.43	25.41	22.93	6.44	1.75	56.53	22.93	6.44	1.75	4.00	35.12	292.48	91.65	
Klas 2 14	6.86	6.95	0.44	25.79	23.28	6.44	1.75	57.26	23.28	6.44	1.75	4.00	35.47	297.08	92.73	
15	6.96	7.05	0.44	26.14	23.59	6.44	1.75	57.92	23.59	6.44	1.75	4.00	35.78	301.27	93.70	
16	7.06	7.15	0.45	26.52	23.94	6.44	1.75	58.65	23.94	6.44	1.75	4.00	36.13	305.87	94.78	
17	7.16	7.25	0.46	26.91	24.29	6.44	1.75	59.39	24.29	6.44	1.75	4.00	36.48	310.47	95.87	
18	7.26	7.35	0.46	27.26	24.60	6.44	1.75	60.05	24.60	6.44	1.75	4.00	36.79	314.66	96.84	
19	7.36	7.45	0.47	27.64	24.95	6.44	1.75	60.78	24.95	6.44	1.75	4.00	37.14	319.26	97.92	
20	7.46	7.55	0.47	27.99	25.26	6.44	1.75	61.44	25.26	6.44	1.75	4.00	37.45	323.45	98.89	
21	7.56	7.65	0.48	28.37	25.61	6.44	1.75	62.17	25.61	6.44	1.75	4.00	37.80	328.05	99.97	
22	7.66	7.75	0.49	28.76	25.96	6.44	1.75	62.91	25.96	6.44	1.75	4.00	38.15	332.65	101.06	
23	7.76	7.85	0.49	29.10	26.27	6.44	1.75	63.56	26.27	6.44	1.75	4.00	38.46	336.84	102.02	
24	7.86	7.95	0.50	29.49	26.62	6.44	1.75	64.30	26.62	6.44	1.75	4.00	38.81	341.44	103.11	
25	7.96	8.05	0.51	29.87	26.96	6.44	1.75	65.02	26.96	6.44	1.75	4.00	39.15	346.05	104.17	
26	8.06	8.15	0.51	30.22	27.28	6.44	1.75	65.69	27.28	6.44	1.75	4.00	39.47	350.23	105.16	
27	8.16	8.25	0.52	30.61	27.63	6.44	1.75	66.43	27.63	6.44	1.75	4.00	39.82	354.83	106.25	
28	8.26	8.35	0.53	30.99	27.97	6.44	1.75	67.15	27.97	6.44	1.75	4.00	40.16	359.44	107.31	
29	8.36	8.45	0.53	31.34	28.29	6.44	1.75	67.82	28.29	6.44	1.75	4.00	40.48	363.62	108.30	
30	8.46	8.55	0.54	31.72	28.63	6.44	1.75	68.54	28.63	6.44	1.75	4.00	40.82	368.23	109.36	
31	8.56	8.65	0.54	32.07	28.95	6.44	1.75	69.21	28.95	6.44	1.75	4.00	41.14	372.41	110.35	
32	8.66	8.75	0.55	32.46	29.30	6.44	1.75	69.95	29.30	6.44	1.75	4.00	41.49	377.01	111.44	
33	8.76	8.85	0.56	32.84	29.64	6.44	1.75	70.67	29.64	6.44	1.75	4.00	41.83	381.62	112.50	
34	8.86	8.95	0.56	33.19	29.96	6.44	1.75	71.34	29.96	6.44	1.75	4.00	42.15	385.80	113.49	
35	8.96	9.05	0.57	33.57	30.30	6.44	1.75	72.06	30.30	6.44	1.75	4.00	42.49	390.41	114.55	
Klas 1 36	9.06	9.15	0.58	33.96	30.65	6.44	1.75	72.80	30.65	6.44	1.75	4.00	42.84	395.01	115.64	
37	9.16	9.25	0.58	34.30	30.96	6.44	1.75	73.45	30.96	6.44	1.75	4.00	43.15	399.20	116.60	
38	9.26	9.35	0.59	34.69	31.31	6.44	1.75	74.19	31.31	6.44	1.75	4.00	43.50	403.80	117.69	
39	9.36	9.45	0.59	35.04	31.63	6.44	1.75	74.86	31.63	6.44	1.75	4.00	43.82	407.98	118.68	
40	9.46	9.55	0.60	35.42	31.97	6.44	1.75	75.58	31.97	6.44	1.75	4.00	44.16	412.59	119.74	
41	9.56	9.65	0.61	35.81	32.32	6.44	1.75	76.32	32.32	6.44	1.75	4.00	44.51	417.19	120.83	
42	9.66	9.75	0.61	36.15	32.63	6.44	1.75	76.97	32.63	6.44	1.75	4.00	44.82	421.38	121.79	
43	9.76	9.85	0.62	36.54	32.98	6.44	1.75	77.71	32.98	6.44	1.75	4.00	45.17	425.98	122.88	
44	9.86	9.95	0.63	36.92	33.33	6.44	1.75	78.44	33.33	6.44	1.75	4.00	45.52	430.58	123.96	
45	9.96	10.05	0.63	37.27	33.64	6.44	1.75	79.10	33.64	6.44	1.75	4.00	45.83	434.77	124.93	
46	10.06	10.15	0.64	37.65	33.99	6.44	1.75	79.83	33.99	6.44	1.75	4.00	46.18	439.37	126.01	
47	10.16	10.25	0.64	38.00	34.30	6.44	1.75	80.49	34.30	6.44	1.75	4.00	46.49	443.56	126.98	
48	10.26	10.35	0.65	38.39	34.65	6.44	1.75	81.23	34.65	6.44	1.75	4.00	46.84	448.16	128.07	
49	10.36	10.45	0.66	38.77	35.00	6.44	1.75	81.96	35.00	6.44	1.75	4.00	47.19	452.76	129.15	
50	10.46	10.55	0.66	39.12	35.31	6.44	1.75	82.62	35.31	6.44	1.75	4.00	47.50	456.95	130.12	

KIMBERLEY - Loon aanpassings vanaf 01/01/2005

AMBAGS- & VAKMANNE				AANHANGSEL A WERKGEWER SE BYDRAE					AANHANGSEL B WERKNEMER SE BYDRAE						
Loon Inter val	Min/Max Tarief per uur		Kontant Bonus G	Vakans Fonds A	Pens Fonds B	Bystan Fonds C	Raad Heff D	W-Gewer TOTAAL F	Pens Fonds B	Bystan Fonds C	Raad Heff D	Spaar E	W-Nemer TOTAAL F	Kontant Bonus Ingesl.	Seel
AMB 1		12.82	0.85	47.71	43.06	18.49	2.03	111.29	43.06	18.49	2.03	4.00	67.58	547.57	178.87
2	12.83	12.92	0.85	48.05	43.38	18.49	2.03	111.95	43.38	18.49	2.03	4.00	67.90	551.75	179.85
3	12.93	13.02	0.86	48.44	43.72	18.49	2.03	112.68	43.72	18.49	2.03	4.00	68.24	556.36	180.92
4	13.03	13.12	0.87	48.82	44.07	18.49	2.03	113.41	44.07	18.49	2.03	4.00	68.59	560.96	182.00
5	13.13	13.22	0.87	49.17	44.38	18.49	2.03	114.07	44.38	18.49	2.03	4.00	68.90	565.15	182.97
6	13.23	13.32	0.88	49.56	44.73	18.49	2.03	114.81	44.73	18.49	2.03	4.00	69.25	569.75	184.06
7	13.33	13.42	0.89	49.94	45.08	18.49	2.03	115.54	45.08	18.49	2.03	4.00	69.60	574.35	185.14
8	13.43	13.52	0.89	50.29	45.39	18.49	2.03	116.20	45.39	18.49	2.03	4.00	69.91	578.54	186.11
9	13.53	13.62	0.90	50.67	45.74	18.49	2.03	116.93	45.74	18.49	2.03	4.00	70.26	583.14	187.19
10	13.63	13.72	0.91	51.06	46.08	18.49	2.03	117.66	46.08	18.49	2.03	4.00	70.60	587.75	188.26
11	13.73	13.82	0.91	51.40	46.40	18.49	2.03	118.32	46.40	18.49	2.03	4.00	70.92	591.93	189.24
12	13.83	13.92	0.92	51.79	46.75	18.49	2.03	119.06	46.75	18.49	2.03	4.00	71.27	596.53	190.33
13	13.93	14.02	0.93	52.17	47.09	18.49	2.03	119.78	47.09	18.49	2.03	4.00	71.61	601.14	191.39
14	14.03	14.12	0.93	52.52	47.41	18.49	2.03	120.45	47.41	18.49	2.03	4.00	71.93	605.32	192.38
15	14.13	14.22	0.94	52.91	47.75	18.49	2.03	121.18	47.75	18.49	2.03	4.00	72.27	609.93	193.45
16	14.23	14.32	0.95	53.29	48.10	18.49	2.03	121.91	48.10	18.49	2.03	4.00	72.62	614.53	194.53
17	14.33	14.42	0.95	53.64	48.42	18.49	2.03	122.58	48.42	18.49	2.03	4.00	72.94	618.71	195.52
18	14.43	14.52	0.96	54.02	48.76	18.49	2.03	123.30	48.76	18.49	2.03	4.00	73.28	623.32	196.58
19	14.53	14.62	0.97	54.41	49.11	18.49	2.03	124.04	49.11	18.49	2.03	4.00	73.63	627.92	197.67
20	14.63	14.72	0.97	54.75	49.42	18.49	2.03	124.69	49.42	18.49	2.03	4.00	73.94	632.11	198.63
21	14.73	14.82	0.98	55.14	49.77	18.49	2.03	125.43	49.77	18.49	2.03	4.00	74.29	636.71	199.72
22	14.83	14.92	0.99	55.52	50.12	18.49	2.03	126.16	50.12	18.49	2.03	4.00	74.64	641.31	200.80
23	14.93	15.02	0.99	55.87	50.43	18.49	2.03	126.82	50.43	18.49	2.03	4.00	74.95	645.50	201.77
24	15.03	15.12	1.00	56.26	50.78	18.49	2.03	127.56	50.78	18.49	2.03	4.00	75.30	650.10	202.86
25	15.13	15.22	1.01	56.64	51.12	18.49	2.03	128.28	51.12	18.49	2.03	4.00	75.64	654.71	203.92
26	15.23	15.32	1.01	56.99	51.44	18.49	2.03	128.95	51.44	18.49	2.03	4.00	75.96	658.89	204.91
27	15.33	15.42	1.02	57.37	51.79	18.49	2.03	129.68	51.79	18.49	2.03	4.00	76.31	663.49	205.99
VAK 28	15.43	15.52	1.03	57.76	52.13	18.49	2.03	130.41	52.13	18.49	2.03	4.00	76.65	668.10	207.06
29	15.53	15.62	1.03	58.11	52.45	18.49	2.03	131.08	52.45	18.49	2.03	4.00	76.97	672.28	208.05
30	15.63	15.72	1.04	58.49	52.79	18.49	2.03	131.80	52.79	18.49	2.03	4.00	77.31	676.89	209.11
31	15.73	15.82	1.05	58.87	53.14	18.49	2.03	132.53	53.14	18.49	2.03	4.00	77.66	681.49	210.19
32	15.83	15.92	1.05	59.22	53.46	18.49	2.03	133.20	53.46	18.49	2.03	4.00	77.98	685.67	211.18
33	15.93	16.02	1.06	59.61	53.80	18.49	2.03	133.93	53.80	18.49	2.03	4.00	78.32	690.28	212.25
34	16.03	16.12	1.07	59.99	54.15	18.49	2.03	134.66	54.15	18.49	2.03	4.00	78.67	694.88	213.33
35	16.13	16.22	1.07	60.34	54.46	18.49	2.03	135.32	54.46	18.49	2.03	4.00	78.98	699.07	214.30
36	16.23	16.32	1.08	60.72	54.81	18.49	2.03	136.05	54.81	18.49	2.03	4.00	79.33	703.67	215.38
37	16.33	16.42	1.09	61.11	55.16	18.49	2.03	136.79	55.16	18.49	2.03	4.00	79.68	708.27	216.47
38	16.43	16.52	1.09	61.46	55.47	18.49	2.03	137.45	55.47	18.49	2.03	4.00	79.99	712.46	217.44
39	16.53	16.62	1.10	61.84	55.82	18.49	2.03	138.18	55.82	18.49	2.03	4.00	80.34	717.06	218.52
40	16.63	16.72	1.11	62.22	56.16	18.49	2.03	138.90	56.16	18.49	2.03	4.00	80.68	721.67	219.58
41	16.73	16.82	1.11	62.57	56.48	18.49	2.03	139.57	56.48	18.49	2.03	4.00	81.00	725.85	220.57
42	16.83	16.92	1.12	62.96	56.83	18.49	2.03	140.31	56.83	18.49	2.03	4.00	81.35	730.45	221.66
43	16.93	17.02	1.13	63.34	57.17	18.49	2.03	141.03	57.17	18.49	2.03	4.00	81.69	735.06	222.72
44	17.03	17.12	1.13	63.69	57.49	18.49	2.03	141.70	57.49	18.49	2.03	4.00	82.01	739.24	223.71
45	17.13	17.22	1.14	64.07	57.83	18.49	2.03	142.42	57.83	18.49	2.03	4.00	82.35	743.85	224.77
46	17.23	17.32	1.14	64.42	58.15	18.49	2.03	143.09	58.15	18.49	2.03	4.00	82.67	748.03	225.76
47	17.33	17.42	1.15	64.81	58.50	18.49	2.03	143.83	58.50	18.49	2.03	4.00	83.02	752.63	226.85
48	17.43	17.52	1.16	65.19	58.84	18.49	2.03	144.55	58.84	18.49	2.03	4.00	83.36	757.24	227.91
49	17.53	17.62	1.16	65.54	59.16	18.49	2.03	145.22	59.16	18.49	2.03	4.00	83.68	761.42	228.90
50	17.63	17.72	1.17	65.92	59.50	18.49	2.03	145.94	59.50	18.49	2.03	4.00	84.02	766.03	229.96

KIMBERLEY - Loon aanpassing vanaf 01/01/2005

NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS				AANHANGSEL A WERKGEWER SE BYDRAE					AANHANGSEL B WERKNEMER SE BYDRAE							
Loon Band	Min/Max Tarief per uur	G Kontant Bonus	A Vakans Fonds	B Pens Fonds	C Byst. Fonds	D Raad Hef	F W-Gewer TOTAAL	B Pens Fonds	C Byst. Fonds	D Raad Hef	E Spar	F W-Nemer TOTAAL	Kontant Bonus Ingesl.	Seel		
AWW 1	1	6.07	0.38	22.51	20.32	6.92	1.75	51.50	20.32	6.92	1.75	4.00	32.99	257.26	84.49	
	2	6.08	6.17	0.39	22.89	20.66	6.92	1.75	52.22	20.66	6.92	1.75	4.00	33.33	261.87	85.55
	3	6.18	6.27	0.39	23.24	20.98	6.92	1.75	52.89	20.98	6.92	1.75	4.00	33.65	266.05	86.54
	4	6.28	6.37	0.40	23.63	21.33	6.92	1.75	53.63	21.33	6.92	1.75	4.00	34.00	270.65	87.63
	5	6.38	6.47	0.41	24.01	21.67	6.92	1.75	54.35	21.67	6.92	1.75	4.00	34.34	275.26	88.69
	6	6.48	6.57	0.41	24.36	21.99	6.92	1.75	55.02	21.99	6.92	1.75	4.00	34.66	279.44	89.68
	7	6.58	6.67	0.42	24.74	22.33	6.92	1.75	55.74	22.33	6.92	1.75	4.00	35.00	284.05	90.74
	8	6.68	6.77	0.43	25.13	22.68	6.92	1.75	56.48	22.68	6.92	1.75	4.00	35.35	288.65	91.83
	9	6.78	6.87	0.43	25.48	23.00	6.92	1.75	57.15	23.00	6.92	1.75	4.00	35.67	292.83	92.82
	10	6.88	6.97	0.44	25.86	23.34	6.92	1.75	57.87	23.34	6.92	1.75	4.00	36.01	297.44	93.88
	11	6.98	7.07	0.44	26.21	23.66	6.92	1.75	58.54	23.66	6.92	1.75	4.00	36.33	301.62	94.87
	12	7.08	7.17	0.45	26.59	24.00	6.92	1.75	59.26	24.00	6.92	1.75	4.00	36.67	306.23	95.93
Klas 3	13	7.18	7.27	0.46	26.98	24.35	6.92	1.75	60.00	24.35	6.92	1.75	4.00	37.02	310.83	97.02
	14	7.28	7.37	0.46	27.33	24.66	6.92	1.75	60.66	24.66	6.92	1.75	4.00	37.33	315.02	97.99
Klas 2	15	7.38	7.47	0.47	27.71	25.01	6.92	1.75	61.39	25.01	6.92	1.75	4.00	37.68	319.62	99.07
	16	7.48	7.57	0.48	28.09	25.36	6.92	1.75	62.12	25.36	6.92	1.75	4.00	38.03	324.22	100.15
	17	7.58	7.67	0.48	28.44	25.67	6.92	1.75	62.78	25.67	6.92	1.75	4.00	38.34	328.41	101.12
	18	7.68	7.77	0.49	28.83	26.02	6.92	1.75	63.52	26.02	6.92	1.75	4.00	38.69	333.01	102.21
	19	7.78	7.87	0.50	29.21	26.37	6.92	1.75	64.25	26.37	6.92	1.75	4.00	39.04	337.61	103.29
	20	7.88	7.97	0.50	29.56	26.68	6.92	1.75	64.91	26.68	6.92	1.75	4.00	39.35	341.80	104.26
	21	7.98	8.07	0.51	29.94	27.03	6.92	1.75	65.64	27.03	6.92	1.75	4.00	39.70	346.40	105.34
	22	8.08	8.17	0.51	30.29	27.34	6.92	1.75	66.30	27.34	6.92	1.75	4.00	40.01	350.59	106.31
	23	8.18	8.27	0.52	30.68	27.69	6.92	1.75	67.04	27.69	6.92	1.75	4.00	40.36	355.19	107.40
	24	8.28	8.37	0.53	31.06	28.04	6.92	1.75	67.77	28.04	6.92	1.75	4.00	40.71	359.79	108.48
	25	8.38	8.47	0.53	31.41	28.35	6.92	1.75	68.43	28.35	6.92	1.75	4.00	41.02	363.98	109.45
	26	8.48	8.57	0.54	31.79	28.70	6.92	1.75	69.16	28.70	6.92	1.75	4.00	41.37	368.58	110.53
	27	8.58	8.67	0.55	32.18	29.04	6.92	1.75	69.89	29.04	6.92	1.75	4.00	41.71	373.19	111.60
	28	8.68	8.77	0.55	32.52	29.36	6.92	1.75	70.55	29.36	6.92	1.75	4.00	42.03	377.37	112.58
	29	8.78	8.87	0.56	32.91	29.70	6.92	1.75	71.28	29.70	6.92	1.75	4.00	42.37	381.98	113.65
	30	8.88	8.97	0.56	33.26	30.02	6.92	1.75	71.95	30.02	6.92	1.75	4.00	42.69	386.16	114.64
	31	8.98	9.07	0.57	33.64	30.37	6.92	1.75	72.68	30.37	6.92	1.75	4.00	43.04	390.76	115.72
	32	9.08	9.17	0.58	34.03	30.71	6.92	1.75	73.41	30.71	6.92	1.75	4.00	43.38	395.37	116.79
	33	9.18	9.27	0.58	34.37	31.03	6.92	1.75	74.07	31.03	6.92	1.75	4.00	43.70	399.55	117.77
	34	9.28	9.37	0.59	34.76	31.37	6.92	1.75	74.80	31.37	6.92	1.75	4.00	44.04	404.16	118.84
	35	9.38	9.47	0.60	35.14	31.72	6.92	1.75	75.53	31.72	6.92	1.75	4.00	44.39	408.76	119.92
	36	9.48	9.57	0.60	35.49	32.04	6.92	1.75	76.20	32.04	6.92	1.75	4.00	44.71	412.94	120.91
	37	9.58	9.67	0.61	35.88	32.38	6.92	1.75	76.93	32.38	6.92	1.75	4.00	45.05	417.55	121.98
	38	9.68	9.77	0.61	36.22	32.70	6.92	1.75	77.59	32.70	6.92	1.75	4.00	45.37	421.73	122.96
Klas 1	39	9.78	9.87	0.62	36.61	33.04	6.92	1.75	78.32	33.04	6.92	1.75	4.00	45.71	426.34	124.03
	40	9.88	9.97	0.63	36.99	33.39	6.92	1.75	79.05	33.39	6.92	1.75	4.00	46.06	430.94	125.11
	41	9.98	10.07	0.63	37.34	33.71	6.92	1.75	79.72	33.71	6.92	1.75	4.00	46.38	435.12	126.10
	42	10.08	10.17	0.64	37.72	34.05	6.92	1.75	80.44	34.05	6.92	1.75	4.00	46.72	439.73	127.16
	43	10.18	10.27	0.65	38.11	34.40	6.92	1.75	81.18	34.40	6.92	1.75	4.00	47.07	444.33	128.25
	44	10.28	10.37	0.65	38.46	34.71	6.92	1.75	81.84	34.71	6.92	1.75	4.00	47.38	448.52	129.22
	45	10.38	10.47	0.66	38.84	35.06	6.92	1.75	82.57	35.06	6.92	1.75	4.00	47.73	453.12	130.30
	46	10.48	10.57	0.66	39.19	35.37	6.92	1.75	83.23	35.37	6.92	1.75	4.00	48.04	457.31	131.27
	47	10.58	10.67	0.67	39.57	35.72	6.92	1.75	83.96	35.72	6.92	1.75	4.00	48.39	461.91	132.35
	48	10.68	10.77	0.68	39.96	36.07	6.92	1.75	84.70	36.07	6.92	1.75	4.00	48.74	466.51	133.44
	49	10.78	10.87	0.68	40.31	36.38	6.92	1.75	85.36	36.38	6.92	1.75	4.00	49.05	470.70	134.41
	50	10.88	10.97	0.69	40.69	36.73	6.92	1.75	86.09	36.73	6.92	1.75	4.00	49.40	475.30	135.49

GORDONIA																
AMBAGS- & VAKMANNE				AANHANGSEL A						AANHANGSEL B						
				WERKGEWER SE BYDRAE						WERKNEMER SE BYDRAE						
Loon inter val	Min/Max Tarief per uur	Kontant Bonus G		Vakans Fonds A	Pens Fonds B	Bystan Fonds C	Raad Heff D	W-Gewer TOTAAL F		Pens Fonds B	Bystan Fonds C	Raad Heff D	Spaar E	W-Nemer TOTAAL F	Kontant Bonus Ingesl.	Seel
AMB 1		11.46	0.76	42.65	38.49	17.21	4.33	102.68	38.49	17.21	4.33	4.00	64.03	485.87	166.71	
2	11.47	11.56	0.76	42.99	38.81	17.21	4.33	103.34	38.81	17.21	4.33	4.00	64.35	490.05	167.69	
3	11.57	11.66	0.77	43.38	39.15	17.21	4.33	104.07	39.15	17.21	4.33	4.00	64.69	494.66	168.76	
4	11.67	11.76	0.78	43.76	39.50	17.21	4.33	104.80	39.50	17.21	4.33	4.00	65.04	499.26	169.84	
5	11.77	11.86	0.78	44.11	39.82	17.21	4.33	105.47	39.82	17.21	4.33	4.00	65.36	503.44	170.83	
6	11.87	11.96	0.79	44.49	40.16	17.21	4.33	106.19	40.16	17.21	4.33	4.00	65.70	508.05	171.89	
7	11.97	12.06	0.80	44.88	40.51	17.21	4.33	106.93	40.51	17.21	4.33	4.00	66.05	512.65	172.98	
8	12.07	12.16	0.80	45.23	40.82	17.21	4.33	107.59	40.82	17.21	4.33	4.00	66.36	516.84	173.95	
9	12.17	12.26	0.81	45.61	41.17	17.21	4.33	108.32	41.17	17.21	4.33	4.00	66.71	521.44	175.03	
10	12.27	12.36	0.82	46.00	41.52	17.21	4.33	109.06	41.52	17.21	4.33	4.00	67.06	526.04	176.12	
11	12.37	12.46	0.82	46.34	41.83	17.21	4.33	109.71	41.83	17.21	4.33	4.00	67.37	530.23	177.08	
12	12.47	12.56	0.83	46.73	42.18	17.21	4.33	110.45	42.18	17.21	4.33	4.00	67.72	534.83	178.17	
13	12.57	12.66	0.84	47.11	42.53	17.21	4.33	111.18	42.53	17.21	4.33	4.00	68.07	539.43	179.25	
14	12.67	12.76	0.84	47.46	42.84	17.21	4.33	111.84	42.84	17.21	4.33	4.00	68.38	543.62	180.22	
15	12.77	12.86	0.85	47.85	43.19	17.21	4.33	112.58	43.19	17.21	4.33	4.00	68.73	548.22	181.31	
16	12.87	12.96	0.86	48.23	43.53	17.21	4.33	113.30	43.53	17.21	4.33	4.00	69.07	552.83	182.37	
17	12.97	13.06	0.86	48.58	43.85	17.21	4.33	113.97	43.85	17.21	4.33	4.00	69.39	557.01	183.36	
18	13.07	13.16	0.87	48.96	44.19	17.21	4.33	114.69	44.19	17.21	4.33	4.00	69.73	561.62	184.42	
19	13.17	13.26	0.88	49.35	44.54	17.21	4.33	115.43	44.54	17.21	4.33	4.00	70.08	566.22	185.51	
20	13.27	13.36	0.88	49.69	44.86	17.21	4.33	116.09	44.86	17.21	4.33	4.00	70.40	570.40	186.49	
21	13.37	13.46	0.89	50.08	45.20	17.21	4.33	116.82	45.20	17.21	4.33	4.00	70.74	575.01	187.56	
22	13.47	13.56	0.90	50.46	45.55	17.21	4.33	117.55	45.55	17.21	4.33	4.00	71.09	579.61	188.64	
23	13.57	13.66	0.90	50.81	45.86	17.21	4.33	118.21	45.86	17.21	4.33	4.00	71.40	583.80	189.61	
24	13.67	13.76	0.91	51.20	46.21	17.21	4.33	118.95	46.21	17.21	4.33	4.00	71.75	588.40	190.70	
25	13.77	13.86	0.92	51.58	46.56	17.21	4.33	119.68	46.56	17.21	4.33	4.00	72.10	593.00	191.78	
26	13.87	13.96	0.92	51.93	46.87	17.21	4.33	120.34	46.87	17.21	4.33	4.00	72.41	597.19	192.75	
VAK 27	13.97	14.06	0.93	52.31	47.22	17.21	4.33	121.07	47.22	17.21	4.33	4.00	72.76	601.79	193.83	
28	14.07	14.16	0.94	52.70	47.57	17.21	4.33	121.81	47.57	17.21	4.33	4.00	73.11	606.39	194.92	
29	14.17	14.26	0.94	53.04	47.88	17.21	4.33	122.46	47.88	17.21	4.33	4.00	73.42	610.58	195.88	
30	14.27	14.36	0.95	53.43	48.23	17.21	4.33	123.20	48.23	17.21	4.33	4.00	73.77	615.18	196.97	
31	14.37	14.46	0.96	53.81	48.57	17.21	4.33	123.92	48.57	17.21	4.33	4.00	74.11	619.79	198.03	
32	14.47	14.56	0.96	54.16	48.89	17.21	4.33	124.59	48.89	17.21	4.33	4.00	74.43	623.97	199.02	
33	14.57	14.66	0.97	54.55	49.23	17.21	4.33	125.32	49.23	17.21	4.33	4.00	74.77	628.58	200.09	
34	14.67	14.76	0.98	54.93	49.58	17.21	4.33	126.05	49.58	17.21	4.33	4.00	75.12	633.18	201.17	
35	14.77	14.86	0.98	55.28	49.90	17.21	4.33	126.72	49.90	17.21	4.33	4.00	75.44	637.36	202.16	
36	14.87	14.96	0.99	55.66	50.24	17.21	4.33	127.44	50.24	17.21	4.33	4.00	75.78	641.97	203.22	
37	14.97	15.06	1.00	56.05	50.59	17.21	4.33	128.18	50.59	17.21	4.33	4.00	76.13	646.57	204.31	
38	15.07	15.16	1.00	56.40	50.90	17.21	4.33	128.84	50.90	17.21	4.33	4.00	76.44	650.76	205.28	
39	15.17	15.26	1.01	56.78	51.25	17.21	4.33	129.57	51.25	17.21	4.33	4.00	76.79	655.36	206.36	
40	15.27	15.36	1.02	57.16	51.60	17.21	4.33	130.30	51.60	17.21	4.33	4.00	77.14	659.96	207.44	
41	15.37	15.46	1.02	57.51	51.91	17.21	4.33	130.96	51.91	17.21	4.33	4.00	77.45	664.15	208.41	
42	15.47	15.56	1.03	57.90	52.26	17.21	4.33	131.70	52.26	17.21	4.33	4.00	77.80	668.75	209.50	
43	15.57	15.66	1.04	58.28	52.61	17.21	4.33	132.43	52.61	17.21	4.33	4.00	78.15	673.35	210.58	
44	15.67	15.76	1.04	58.63	52.92	17.21	4.33	133.09	52.92	17.21	4.33	4.00	78.46	677.54	211.55	
45	15.77	15.86	1.05	59.01	53.27	17.21	4.33	133.82	53.27	17.21	4.33	4.00	78.81	682.14	212.63	
46	15.87	15.96	1.05	59.36	53.58	17.21	4.33	134.48	53.58	17.21	4.33	4.00	79.12	686.33	213.60	
47	15.97	16.06	1.06	59.75	53.93	17.21	4.33	135.22	53.93	17.21	4.33	4.00	79.47	690.93	214.69	
48	16.07	16.16	1.07	60.13	54.27	17.21	4.33	135.94	54.27	17.21	4.33	4.00	79.81	695.54	215.75	
49	16.17	16.26	1.07	60.48	54.59	17.21	4.33	136.61	54.59	17.21	4.33	4.00	80.13	699.72	216.74	
50	16.27	16.36	1.08	60.86	54.94	17.21	4.33	137.34	54.94	17.21	4.33	4.00	80.48	704.32	217.82	

GORDONIA																
NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS				AANHANGSEL A					AANHANGSEL B							
				WERKGEWER SE BYDRAE					WERKNEMER SE BYDRAE							
Loon Band	Min/Max Tarief per uur		G Kontant Bonus	A Vakans Fonds	B Pens Fonds	C Byst. Fonds	D Raad Hef	F W-Gewer TOTAAL	B Pens Fonds	C Byst. Fonds	D Raad Hef	E Spaar	F W-Nemer TOTAAL	Kontant Bonus Ingesl.	Seel	
A/W 1		5.22	0.33	19.37	17.48	5.95	4.03	46.83	17.48	5.95	4.03	4.00	31.46	218.29	78.29	
2	5.23	5.32	0.33	19.72	17.80	5.95	4.03	47.50	17.80	5.95	4.03	4.00	31.78	222.47	79.28	
3	5.33	5.42	0.34	20.10	18.14	5.95	4.03	48.22	18.14	5.95	4.03	4.00	32.12	227.08	80.34	
4	5.43	5.52	0.35	20.49	18.49	5.95	4.03	48.96	18.49	5.95	4.03	4.00	32.47	231.68	81.43	
5	5.53	5.62	0.35	20.83	18.81	5.95	4.03	49.62	18.81	5.95	4.03	4.00	32.79	235.86	82.41	
6	5.63	5.72	0.36	21.22	19.15	5.95	4.03	50.35	19.15	5.95	4.03	4.00	33.13	240.47	83.48	
7	5.73	5.82	0.37	21.60	19.50	5.95	4.03	51.08	19.50	5.95	4.03	4.00	33.48	245.07	84.56	
8	5.83	5.92	0.37	21.95	19.81	5.95	4.03	51.74	19.81	5.95	4.03	4.00	33.79	249.26	85.53	
9	5.93	6.02	0.38	22.33	20.16	5.95	4.03	52.47	20.16	5.95	4.03	4.00	34.14	253.86	86.61	
10	6.03	6.12	0.38	22.68	20.48	5.95	4.03	53.14	20.48	5.95	4.03	4.00	34.46	258.04	87.60	
11	6.13	6.22	0.39	23.07	20.82	5.95	4.03	53.87	20.82	5.95	4.03	4.00	34.80	262.65	88.67	
12	6.23	6.32	0.40	23.45	21.17	5.95	4.03	54.60	21.17	5.95	4.03	4.00	35.15	267.25	89.75	
Klas 3 13	6.33	6.42	0.40	23.80	21.48	5.95	4.03	55.26	21.48	5.95	4.03	4.00	35.46	271.44	90.72	
Klas 2 14	6.43	6.52	0.41	24.18	21.83	5.95	4.03	55.99	21.83	5.95	4.03	4.00	35.81	276.04	91.80	
15	6.53	6.62	0.42	24.57	22.18	5.95	4.03	56.73	22.18	5.95	4.03	4.00	36.16	280.64	92.89	
16	6.63	6.72	0.42	24.92	22.49	5.95	4.03	57.39	22.49	5.95	4.03	4.00	36.47	284.83	93.86	
17	6.73	6.82	0.43	25.30	22.84	5.95	4.03	58.12	22.84	5.95	4.03	4.00	36.82	289.43	94.94	
18	6.83	6.92	0.44	25.68	23.18	5.95	4.03	58.84	23.18	5.95	4.03	4.00	37.16	294.04	96.00	
19	6.93	7.02	0.44	26.03	23.50	5.95	4.03	59.51	23.50	5.95	4.03	4.00	37.48	298.22	96.99	
20	7.03	7.12	0.45	26.42	23.85	5.95	4.03	60.25	23.85	5.95	4.03	4.00	37.83	302.82	98.08	
21	7.13	7.22	0.45	26.77	24.16	5.95	4.03	60.91	24.16	5.95	4.03	4.00	38.14	307.01	99.05	
22	7.23	7.32	0.46	27.15	24.51	5.95	4.03	61.64	24.51	5.95	4.03	4.00	38.49	311.61	100.13	
23	7.33	7.42	0.47	27.53	24.85	5.95	4.03	62.36	24.85	5.95	4.03	4.00	38.83	316.22	101.19	
24	7.43	7.52	0.47	27.88	25.17	5.95	4.03	63.03	25.17	5.95	4.03	4.00	39.15	320.40	102.18	
25	7.53	7.62	0.48	28.27	25.52	5.95	4.03	63.77	25.52	5.95	4.03	4.00	39.50	325.00	103.27	
26	7.63	7.72	0.49	28.65	25.86	5.95	4.03	64.49	25.86	5.95	4.03	4.00	39.84	329.61	104.33	
27	7.73	7.82	0.49	29.00	26.18	5.95	4.03	65.16	26.18	5.95	4.03	4.00	40.16	333.79	105.32	
28	7.83	7.92	0.50	29.38	26.52	5.95	4.03	65.88	26.52	5.95	4.03	4.00	40.50	338.40	106.38	
29	7.93	8.02	0.50	29.73	26.84	5.95	4.03	66.55	26.84	5.95	4.03	4.00	40.82	342.58	107.37	
30	8.03	8.12	0.51	30.12	27.18	5.95	4.03	67.28	27.18	5.95	4.03	4.00	41.16	347.19	108.44	
31	8.13	8.22	0.52	30.50	27.53	5.95	4.03	68.01	27.53	5.95	4.03	4.00	41.51	351.79	109.52	
32	8.23	8.32	0.52	30.85	27.85	5.95	4.03	68.68	27.85	5.95	4.03	4.00	41.83	355.97	110.51	
33	8.33	8.42	0.53	31.23	28.19	5.95	4.03	69.40	28.19	5.95	4.03	4.00	42.17	360.58	111.57	
34	8.43	8.52	0.54	31.62	28.54	5.95	4.03	70.14	28.54	5.95	4.03	4.00	42.52	365.18	112.66	
35	8.53	8.62	0.54	31.97	28.85	5.95	4.03	70.80	28.85	5.95	4.03	4.00	42.83	369.37	113.63	
Klas 1 36	8.63	8.72	0.55	32.35	29.20	5.95	4.03	71.53	29.20	5.95	4.03	4.00	43.18	373.97	114.71	
37	8.73	8.82	0.55	32.70	29.52	5.95	4.03	72.20	29.52	5.95	4.03	4.00	43.50	378.15	115.70	
38	8.83	8.92	0.56	33.08	29.86	5.95	4.03	72.92	29.86	5.95	4.03	4.00	43.84	382.76	116.76	
39	8.93	9.02	0.57	33.47	30.21	5.95	4.03	73.66	30.21	5.95	4.03	4.00	44.19	387.36	117.85	
40	9.03	9.12	0.57	33.82	30.52	5.95	4.03	74.32	30.52	5.95	4.03	4.00	44.50	391.55	118.82	
41	9.13	9.22	0.58	34.20	30.87	5.95	4.03	75.05	30.87	5.95	4.03	4.00	44.85	396.15	119.90	
42	9.23	9.32	0.59	34.58	31.22	5.95	4.03	75.78	31.22	5.95	4.03	4.00	45.20	400.75	120.98	
43	9.33	9.42	0.59	34.93	31.53	5.95	4.03	76.44	31.53	5.95	4.03	4.00	45.51	404.94	121.95	
44	9.43	9.52	0.60	35.32	31.88	5.95	4.03	77.18	31.88	5.95	4.03	4.00	45.86	409.54	123.04	
45	9.53	9.62	0.61	35.70	32.22	5.95	4.03	77.90	32.22	5.95	4.03	4.00	46.20	414.15	124.10	
46	9.63	9.72	0.61	36.05	32.54	5.95	4.03	78.57	32.54	5.95	4.03	4.00	46.52	418.33	125.09	
47	9.73	9.82	0.62	36.43	32.89	5.95	4.03	79.30	32.89	5.95	4.03	4.00	46.87	422.93	126.17	
48	9.83	9.92	0.62	36.78	33.20	5.95	4.03	79.96	33.20	5.95	4.03	4.00	47.18	427.12	127.14	
49	9.93	10.02	0.63	37.17	33.55	5.95	4.03	80.70	33.55	5.95	4.03	4.00	47.53	431.72	128.23	
50	10.03	10.12	0.64	37.55	33.89	5.95	4.03	81.42	33.89	5.95	4.03	4.00	47.87	436.33	129.29	

GORDONIA - Loon Aanpassing vanaf 01/01/2005															
AMBAGS- & VAKMANNE				AANHANGSEL A WERKGEWER SE BYDRAE					AANHANGSEL B WERKNEMER SE BYDRAE						
Loon Inter val	Min/Max Tarief per uur	Kontant Bonus G	Vakans Fonds A	Pens Fonds B	Bystan Fonds C	Raad Heff D	W-Gewer TOTAAL F	Pens Fonds B	Bystan Fonds C	Raad Heff D	E	W-Nemer TOTAAL F	Kontant Bonus Ingest.	Seel	
AMB 1	12.32	0.81	45.82	41.36	18.49	4.65	110.32	41.36	18.49	4.65	4.00	68.50	522.35	178.82	
2	12.33	0.82	46.20	41.71	18.49	4.65	111.05	41.71	18.49	4.65	4.00	68.85	526.95	179.90	
3	12.43	0.83	46.59	42.05	18.49	4.65	111.78	42.05	18.49	4.65	4.00	69.19	531.56	180.97	
4	12.53	0.83	46.94	42.37	18.49	4.65	112.45	42.37	18.49	4.65	4.00	69.51	535.74	181.96	
5	12.63	0.84	47.32	42.71	18.49	4.65	113.17	42.71	18.49	4.65	4.00	69.85	540.35	183.02	
6	12.73	0.85	47.71	43.06	18.49	4.65	113.91	43.06	18.49	4.65	4.00	70.20	544.95	184.11	
7	12.83	0.85	48.05	43.38	18.49	4.65	114.57	43.38	18.49	4.65	4.00	70.52	549.13	185.09	
8	12.93	0.86	48.44	43.72	18.49	4.65	115.30	43.72	18.49	4.65	4.00	70.86	553.74	186.16	
9	13.03	0.87	48.82	44.07	18.49	4.65	116.03	44.07	18.49	4.65	4.00	71.21	558.34	187.24	
10	13.13	0.87	49.17	44.38	18.49	4.65	116.69	44.38	18.49	4.65	4.00	71.52	562.53	188.21	
11	13.23	0.88	49.56	44.73	18.49	4.65	117.43	44.73	18.49	4.65	4.00	71.87	567.13	189.30	
12	13.33	0.89	49.94	45.08	18.49	4.65	118.16	45.08	18.49	4.65	4.00	72.22	571.73	190.38	
13	13.43	0.89	50.29	45.39	18.49	4.65	118.82	45.39	18.49	4.65	4.00	72.53	575.92	191.35	
14	13.53	0.90	50.67	45.74	18.49	4.65	119.55	45.74	18.49	4.65	4.00	72.88	580.52	192.43	
15	13.63	0.91	51.06	46.08	18.49	4.65	120.28	46.08	18.49	4.65	4.00	73.22	585.13	193.50	
16	13.73	0.91	51.40	46.40	18.49	4.65	120.94	46.40	18.49	4.65	4.00	73.54	589.31	194.48	
17	13.83	0.92	51.79	46.75	18.49	4.65	121.68	46.75	18.49	4.65	4.00	73.89	593.91	195.57	
18	13.93	0.93	52.17	47.09	18.49	4.65	122.40	47.09	18.49	4.65	4.00	74.23	598.52	196.63	
19	14.03	0.93	52.52	47.41	18.49	4.65	123.07	47.41	18.49	4.65	4.00	74.55	602.70	197.62	
20	14.13	0.94	52.91	47.75	18.49	4.65	123.80	47.75	18.49	4.65	4.00	74.89	607.31	198.69	
21	14.23	0.95	53.29	48.10	18.49	4.65	124.53	48.10	18.49	4.65	4.00	75.24	611.91	199.77	
22	14.33	0.95	53.64	48.42	18.49	4.65	125.20	48.42	18.49	4.65	4.00	75.56	616.09	200.76	
23	14.43	0.96	54.02	48.76	18.49	4.65	125.92	48.76	18.49	4.65	4.00	75.90	620.70	201.82	
24	14.53	0.97	54.41	49.11	18.49	4.65	126.66	49.11	18.49	4.65	4.00	76.25	625.30	202.91	
25	14.63	0.97	54.75	49.42	18.49	4.65	127.31	49.42	18.49	4.65	4.00	76.56	629.49	203.87	
26	14.73	0.98	55.14	49.77	18.49	4.65	128.05	49.77	18.49	4.65	4.00	76.91	634.09	204.96	
27	14.83	0.99	55.52	50.12	18.49	4.65	128.78	50.12	18.49	4.65	4.00	77.26	638.69	206.04	
28	14.93	0.99	55.87	50.43	18.49	4.65	129.44	50.43	18.49	4.65	4.00	77.57	642.88	207.01	
VAK 29	15.03	1.00	56.26	50.78	18.49	4.65	130.18	50.78	18.49	4.65	4.00	77.92	647.48	208.10	
30	15.13	1.01	56.64	51.12	18.49	4.65	130.90	51.12	18.49	4.65	4.00	78.26	652.09	209.16	
31	15.23	1.01	56.99	51.44	18.49	4.65	131.57	51.44	18.49	4.65	4.00	78.58	656.27	210.15	
32	15.33	1.02	57.37	51.79	18.49	4.65	132.30	51.79	18.49	4.65	4.00	78.93	660.87	211.23	
33	15.43	1.03	57.76	52.13	18.49	4.65	133.03	52.13	18.49	4.65	4.00	79.27	665.48	212.30	
34	15.53	1.03	58.11	52.45	18.49	4.65	133.70	52.45	18.49	4.65	4.00	79.59	669.66	213.29	
35	15.63	1.04	58.49	52.79	18.49	4.65	134.42	52.79	18.49	4.65	4.00	79.93	674.27	214.35	
36	15.73	1.05	58.87	53.14	18.49	4.65	135.15	53.14	18.49	4.65	4.00	80.28	678.87	215.43	
37	15.83	1.05	59.22	53.46	18.49	4.65	135.82	53.46	18.49	4.65	4.00	80.60	683.05	216.42	
38	15.93	1.06	59.61	53.80	18.49	4.65	136.55	53.80	18.49	4.65	4.00	80.94	687.66	217.49	
39	16.03	1.07	59.99	54.15	18.49	4.65	137.28	54.15	18.49	4.65	4.00	81.29	692.26	218.57	
40	16.13	1.07	60.34	54.46	18.49	4.65	137.94	54.46	18.49	4.65	4.00	81.60	696.45	219.54	
41	16.23	1.08	60.72	54.81	18.49	4.65	138.67	54.81	18.49	4.65	4.00	81.95	701.05	220.62	
42	16.33	1.09	61.11	55.16	18.49	4.65	139.41	55.16	18.49	4.65	4.00	82.30	705.65	221.71	
43	16.43	1.09	61.46	55.47	18.49	4.65	140.07	55.47	18.49	4.65	4.00	82.61	709.84	222.68	
44	16.53	1.10	61.84	55.82	18.49	4.65	140.80	55.82	18.49	4.65	4.00	82.96	714.44	223.76	
45	16.63	1.11	62.22	56.16	18.49	4.65	141.52	56.16	18.49	4.65	4.00	83.30	719.05	224.82	
46	16.73	1.11	62.57	56.48	18.49	4.65	142.19	56.48	18.49	4.65	4.00	83.62	723.23	225.81	
47	16.83	1.12	62.96	56.83	18.49	4.65	142.93	56.83	18.49	4.65	4.00	83.97	727.83	226.90	
48	16.93	1.13	63.34	57.17	18.49	4.65	143.65	57.17	18.49	4.65	4.00	84.31	732.44	227.96	
49	17.03	1.13	63.69	57.49	18.49	4.65	144.32	57.49	18.49	4.65	4.00	84.63	736.62	228.95	
50	17.13	1.14	64.07	57.83	18.49	4.65	145.04	57.83	18.49	4.65	4.00	84.97	741.23	230.01	

GORDONIA - Loon aanpassing vanaf 01/01/2005

NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS				AANHANGSEL A WERKGEWER SE BYDRAE						AANHANGSEL B WERKNEMER SE BYDRAE						
Loon Band	Min/Max Tarief per uur		G Kontant Bonus	A Vakans. Fonds	B Pens Fonds	C Byst. Fonds	D Raad Hef	F W-Gewer TOTAAL	B Pens Fonds	C Byst. Fonds	D Raad Hef	E Spar	F W-Nemer TOTAAL	Kontant Bonus Ingesl.	Seel	
A/W 1	1	5.61	0.35	20.80	18.77	6.39	4.03	49.99	18.77	6.39	4.03	4.00	33.19	235.01	83.18	
	2	5.62	5.71	0.36	21.18	19.12	6.39	4.03	50.72	19.12	6.39	4.03	4.00	33.54	239.61	84.26
	3	5.72	5.81	0.37	21.57	19.47	6.39	4.03	51.46	19.47	6.39	4.03	4.00	33.89	244.21	85.35
	4	5.82	5.91	0.37	21.92	19.78	6.39	4.03	52.12	19.78	6.39	4.03	4.00	34.20	248.40	86.32
	5	5.92	6.01	0.38	22.30	20.13	6.39	4.03	52.85	20.13	6.39	4.03	4.00	34.55	253.00	87.40
	6	6.02	6.11	0.38	22.65	20.44	6.39	4.03	53.51	20.44	6.39	4.03	4.00	34.86	257.19	88.37
	7	6.12	6.21	0.39	23.03	20.79	6.39	4.03	54.24	20.79	6.39	4.03	4.00	35.21	261.79	89.45
	8	6.22	6.31	0.40	23.42	21.14	6.39	4.03	54.98	21.14	6.39	4.03	4.00	35.56	266.39	90.54
	9	6.32	6.41	0.40	23.77	21.45	6.39	4.03	55.64	21.45	6.39	4.03	4.00	35.87	270.58	91.51
	10	6.42	6.51	0.41	24.15	21.80	6.39	4.03	56.37	21.80	6.39	4.03	4.00	36.22	275.18	92.59
	11	6.52	6.61	0.42	24.53	22.14	6.39	4.03	57.09	22.14	6.39	4.03	4.00	36.56	279.79	93.65
	12	6.62	6.71	0.42	24.88	22.46	6.39	4.03	57.76	22.46	6.39	4.03	4.00	36.88	283.97	94.64
	13	6.72	6.81	0.43	25.27	22.81	6.39	4.03	58.50	22.81	6.39	4.03	4.00	37.23	288.57	95.73
Klas 3	14	6.82	6.91	0.43	25.62	23.12	6.39	4.03	59.16	23.12	6.39	4.03	4.00	37.54	292.76	96.70
Klas 2	15	6.92	7.01	0.44	26.00	23.47	6.39	4.03	59.89	23.47	6.39	4.03	4.00	37.89	297.36	97.78
	16	7.02	7.11	0.45	26.38	23.81	6.39	4.03	60.61	23.81	6.39	4.03	4.00	38.23	301.97	98.84
	17	7.12	7.21	0.45	26.73	24.13	6.39	4.03	61.28	24.13	6.39	4.03	4.00	38.55	306.15	99.83
	18	7.22	7.31	0.46	27.12	24.48	6.39	4.03	62.02	24.48	6.39	4.03	4.00	38.90	310.75	100.92
	19	7.32	7.41	0.47	27.50	24.82	6.39	4.03	62.74	24.82	6.39	4.03	4.00	39.24	315.36	101.98
	20	7.42	7.51	0.47	27.85	25.14	6.39	4.03	63.41	25.14	6.39	4.03	4.00	39.56	319.54	102.97
	21	7.52	7.61	0.48	28.23	25.48	6.39	4.03	64.13	25.48	6.39	4.03	4.00	39.90	324.15	104.03
	22	7.62	7.71	0.48	28.58	25.80	6.39	4.03	64.80	25.80	6.39	4.03	4.00	40.22	328.33	105.02
	23	7.72	7.81	0.49	28.97	26.15	6.39	4.03	65.54	26.15	6.39	4.03	4.00	40.57	332.93	106.11
	24	7.82	7.91	0.50	29.35	26.49	6.39	4.03	66.26	26.49	6.39	4.03	4.00	40.91	337.54	107.17
	25	7.92	8.01	0.50	29.70	26.81	6.39	4.03	66.93	26.81	6.39	4.03	4.00	41.23	341.72	108.16
	26	8.02	8.11	0.51	30.08	27.15	6.39	4.03	67.65	27.15	6.39	4.03	4.00	41.57	346.33	109.22
	27	8.12	8.21	0.52	30.47	27.50	6.39	4.03	68.39	27.50	6.39	4.03	4.00	41.92	350.93	110.31
	28	8.22	8.31	0.52	30.81	27.81	6.39	4.03	69.04	27.81	6.39	4.03	4.00	42.23	355.12	111.27
	29	8.32	8.41	0.53	31.20	28.16	6.39	4.03	69.78	28.16	6.39	4.03	4.00	42.58	359.72	112.36
	30	8.42	8.51	0.54	31.58	28.51	6.39	4.03	70.51	28.51	6.39	4.03	4.00	42.93	364.32	113.44
	31	8.52	8.61	0.54	31.93	28.82	6.39	4.03	71.17	28.82	6.39	4.03	4.00	43.24	368.51	114.41
	32	8.62	8.71	0.55	32.32	29.17	6.39	4.03	71.91	29.17	6.39	4.03	4.00	43.59	373.11	115.50
	33	8.72	8.81	0.55	32.66	29.48	6.39	4.03	72.56	29.48	6.39	4.03	4.00	43.90	377.30	116.46
	34	8.82	8.91	0.56	33.05	29.83	6.39	4.03	73.30	29.83	6.39	4.03	4.00	44.25	381.90	117.55
	35	8.92	9.01	0.57	33.43	30.18	6.39	4.03	74.03	30.18	6.39	4.03	4.00	44.60	386.50	118.63
	36	9.02	9.11	0.57	33.78	30.49	6.39	4.03	74.69	30.49	6.39	4.03	4.00	44.91	390.69	119.60
	37	9.12	9.21	0.58	34.17	30.84	6.39	4.03	75.43	30.84	6.39	4.03	4.00	45.26	395.29	120.69
	38	9.22	9.31	0.59	34.55	31.19	6.39	4.03	76.16	31.19	6.39	4.03	4.00	45.61	399.89	121.77
Klas 1	39	9.32	9.41	0.59	34.90	31.50	6.39	4.03	76.82	31.50	6.39	4.03	4.00	45.92	404.08	122.74
	40	9.42	9.51	0.60	35.28	31.85	6.39	4.03	77.55	31.85	6.39	4.03	4.00	46.27	408.68	123.82
	41	9.52	9.61	0.60	35.63	32.16	6.39	4.03	78.21	32.16	6.39	4.03	4.00	46.58	412.87	124.79
	42	9.62	9.71	0.61	36.01	32.51	6.39	4.03	78.94	32.51	6.39	4.03	4.00	46.93	417.47	125.87
	43	9.72	9.81	0.62	36.40	32.85	6.39	4.03	79.67	32.85	6.39	4.03	4.00	47.27	422.08	126.94
	44	9.82	9.91	0.62	36.75	33.17	6.39	4.03	80.34	33.17	6.39	4.03	4.00	47.59	426.26	127.93
	45	9.92	10.01	0.63	37.13	33.52	6.39	4.03	81.07	33.52	6.39	4.03	4.00	47.94	430.86	129.01
	46	10.02	10.11	0.64	37.52	33.86	6.39	4.03	81.80	33.86	6.39	4.03	4.00	48.28	435.47	130.08
	47	10.12	10.21	0.64	37.86	34.18	6.39	4.03	82.46	34.18	6.39	4.03	4.00	48.60	439.65	131.06
	48	10.22	10.31	0.65	38.25	34.52	6.39	4.03	83.19	34.52	6.39	4.03	4.00	48.94	444.26	132.13
	49	10.32	10.41	0.65	38.60	34.84	6.39	4.03	83.86	34.84	6.39	4.03	4.00	49.26	448.44	133.12
	50	10.42	10.51	0.66	38.98	35.19	6.39	4.03	84.59	35.19	6.39	4.03	4.00	49.61	453.04	134.20

No. R. 851

23 July 2004

LABOUR RELATIONS ACT, 1995**HAIRDRESSING AND COSMETOLOGY BARGAINING COUNCIL –
KWAZULU- NATAL: EXTENSION OF PERIOD OF OPERATION OF MAIN
COLLECTIVE AGREEMENT**

I, THEMBINKOSI MKALIPI, Executive Manager: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the period fixed in Government Notices Nos. R. 357 of 5 April 2002 and R. 1533 of 13 December 2002, by a further period ending 31 January 2005.

T. MKALIPI
EXECUTIVE MANAGER: COLLECTIVE BARGAINING

No. R. 851

23 Julie 2004

WET OP ARBEIDSVERHOUDINGE, 1995**HAARKAPPERS EN KOSMETOLOGIE BEDINGINGSRAAD –
KWAZULU-NATAL: VERLENGING VAN TYDPERK VAN HOOF
KOLLEKTIEWE OOREENKOMS**

Ek, THEMBINKOSI MKALIPI, Uitvoerende Bestuurder: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 32(6)(a)(i) van die Wet op Arbeidsverhoudinge, 1995, die tydperk vasgestel in Goewermentskennisgewing Nos. R. 357 van 5 April 2002 en R. 1533 van 13 Desember 2002, met 'n verdere tydperk wat op 31 Januarie 2005 eindig.

T. MKALIPI
UITVOERENDE BESTUURDER: KOLLEKTIEWE BEDINGING

**DEPARTMENT OF TRANSPORT
DEPARTEMENT VAN VERVOER**

No. R. 859

23 July 2004

SOUTH AFRICAN MARITIME SAFETY AUTHORITY

MERCHANT SHIPPING ACT, 1951 (ACT No. 57 OF 1951)

MERCHANT SHIPPING (CARRIAGE OF CARGOES) REGULATIONS, 2004

The Minister of Transport has, under section 356 of the Merchant Shipping Act, 1951 (Act No. 57 of 1951), made the regulations in the Schedule.

SCHEDULE*Arrangement of regulations*

*Regulation
No.*

**PART 1
INTRODUCTORY**

1. Title and commencement
2. Object of regulations
3. Interpretation
4. Application

**PART 2
GENERAL REQUIREMENTS**

5. Cargo information
6. Carriage of documentation
7. Stowage and securing
8. Oxygen analysis and gas detection equipment
9. Use of pesticides in ships

**PART 3
SPECIAL REQUIREMENTS FOR BULK CARGOES OTHER THAN GRAIN**

10. Application of Part 3
11. Acceptability for loading
12. Loading, unloading and stowage of bulk cargoes

**PART 4
SPECIAL REQUIREMENTS FOR BULK GRAIN CARGOES**

13. International Grain Code

**PART 5
SUPPLEMENTAL**

14. Equivalents, exemptions and approvals
15. Penalties and defences
16. Offences due to fault of another person
17. Repeal of regulations

PART 1 INTRODUCTORY

Title and commencement

1. These regulations are called the Merchant Shipping (Carriage of Cargoes) Regulations, 2004, and come into operation on 1 August 2004.

Object of regulations

2. These regulations give effect to Chapter VI (Carriage of Cargoes) of the Safety Convention.

Interpretation

3. (1) In these regulations any word or expression given a meaning in the Act has the meaning so given and, unless the context indicates otherwise—

"Administration", in relation to—

- (a) a South African ship, means the Authority; and
- (b) any other ship, means the government of the State in which the ship is registered or, if unregistered, whose flag it is entitled to fly, or a person or organisation recognised by that government;

"appropriate cargo information" means information relevant to the cargo and its stowage and securing, and specifying, in particular, the precautions necessary for the safe carriage of that cargo by sea;

"bulk cargo" means cargo carried in bulk;

"cargo" means any cargo, except liquids in bulk and gases in bulk, that may require special precautions owing to its particular hazard to ships or persons on board;

"Cargo Securing Manual", in relation to a ship, means a manual that—

- (a) is drawn up to a standard not inferior to that contained in IMO Maritime Safety Committee Circular MSC/Circ.745, as may be amended from time to time; and
- (b) has been approved by the Administration;

"cargo ship" means any ship other than a passenger ship, fishing vessel or pleasure vessel;

"cargo space" means any hold, tank or space in a ship appropriated for the carriage of cargo;

"cargo unit" means a vehicle, container, flat, pallet, portable tank, packaged unit, or any other cargo, and loading equipment, or any part thereof, that belongs to a ship and is not fixed to it, and includes wheeled cargo and any cargo transport unit;

"cargoes that may liquefy" means cargoes that are subject to moisture migration and subsequent liquefaction if shipped with a moisture content in excess of the transportable moisture limit;

"container" means a container as defined in Article II of the Safe Containers Convention;

"contravene", in relation to a provision of these regulations, includes failing or refusing to comply with that provision;

"Convention State" means any State, other than the Republic, that is a party to the Safety Convention;

"fishing vessel" means any fishing, sealing or whaling boat;

"flow moisture point" means the percentage moisture content (wet weight basis) at which a flow state develops under the methods of test in a representative sample of the material as prescribed by the Code of Safe Practice for Solid Bulk Cargoes (BC Code), published by IMO, as may be amended from time to time;

"flow state" means the condition when a mass of granular material is saturated with liquid to an extent that under prevailing external forces such as vibration, impaction or ship's motion, it loses its internal shear strength and behaves as a liquid;

"forwarder" means a person who receives the appropriate cargo information in preparation for eventual delivery of the cargo to the ship or its agent, and may include a cargo packer or consolidator;

"grain" has the same meaning as in section 236(5) of the Act;

"IMDG Code" means the International Maritime Dangerous Goods (IMDG) Code adopted by IMO Maritime Safety Committee Resolution MSC.122(75), as may be amended from time to time;

"IMO" means the International Maritime Organization;

"in bulk", except in relation to roll-on roll-off cargo spaces, means directly and without intermediate form of containment in a cargo space forming a structural part of, or permanently attached to, a ship;

"International Grain Code" means the International Code for the Safe Carriage of Grain in Bulk adopted by IMO Maritime Safety Committee Resolution MSC.23(59), as may be amended from time to time;

"moisture content" means the amount of moisture present in a particular sample expressed as a percentage by weight of the total wet weight of the sample;

"owner", in relation to a ship that is operated by a person other than its owner (whether on behalf of the owner or some other person, or on the person's own behalf), includes the person so operating the ship;

"pleasure vessel" means a vessel that is used solely for sport or recreation;

"roll-on roll-off cargo spaces" means spaces not normally subdivided in any way and extending to either a substantial length or the entire length of the ship in which the goods (packaged or in bulk, in or on rail or road cars, vehicles (including road or rail tankers), trailers, containers, pallets, demountable tanks or in or on similar stowage units or other receptacles) can be loaded and unloaded normally in a horizontal direction;

"Safe Containers Convention" means the International Convention for Safe Containers done at Geneva on 2 December 1972, as may be amended from time to time;

"shipper" means any person who, whether as principal or as agent for another, consigns goods for carriage by sea;

"South African ship" includes an unregistered ship having South African nationality;

"terminal" means any terminal, jetty, pier, floating structure or other works within a port at which ships can obtain shelter or ship and unship goods or passengers;

"the Act" means the Merchant Shipping Act, 1951 (Act No. 57 of 1951);

"transportable moisture limit" means 9/10 of the flow moisture point;

"trimmed" means any levelling of the material within a cargo space, either partial or total, by means of loading spouts or chutes, portable machinery, equipment or manual labour.

(2) In interpreting the International Grain Code—

- (a) the requirements of the Code having been made mandatory under regulation 13, the language thereof is to be construed accordingly;
- (b) the definitions set out in section A2 of the Code apply; and
- (c) references to the Administration, in relation to South African ships, and to the Contracting Government of the port of loading, in relation to all ships in the Republic, are to be read as references to the Authority.

Application

4. (1) Subject to subregulations (2) and (3), these regulations apply to every ship that is loaded or intended to be loaded with any cargo, and so apply to—

- (a) South African ships anywhere; and
- (b) other ships when in the Republic or its territorial waters.

(2) These regulations do not apply to small vessels, pleasure vessels or fishing vessels.

(3) These regulations apply to the carriage of all cargoes but are subject to the requirements of the Merchant Shipping (Dangerous Goods) Regulations, 1997, respecting the carriage of dangerous goods as defined in those regulations. Where those regulations regulate an aspect of carriage provided for in these regulations, those regulations apply to that extent, and not these.

PART 2

GENERAL REQUIREMENTS

Cargo information

5. (1) (a) Subject to subregulation (4), the shipper must provide the owner or master with appropriate cargo information sufficiently in advance of loading so as to enable them to ensure that—

- (i) the different commodities to be carried are compatible with each other or suitably separated;
- (ii) the cargo is suitable for the ship;

- (iii) the ship is suitable for the cargo; and
 - (iv) the cargo can safely be stowed and secured on board the ship and transported under all expected conditions during the intended voyage.
- (b) The cargo information must include—
- (i) in the case of general cargo and cargo carried in cargo units, a general description of the cargo, the gross mass of the cargo or cargo units and any relevant special properties of the cargo;
 - (ii) in the case of bulk cargoes, information on the stowage factor of the cargo, the trimming procedures, the likelihood of shifting including angle of repose, if applicable, and any other relevant special properties and, in the case of a concentrate or other cargo that may liquefy, additional information in the form of a certificate indicating the moisture content of the cargo and its transportable moisture limit;
 - (iii) in the case of bulk cargoes not classified in accordance with the IMDG Code but having chemical properties that may create a potential hazard, information about the cargo's chemical properties in addition to the information required by subparagraph (ii).
- (2) The cargo information required by subregulation (1) must be confirmed in writing and by appropriate shipping documents before loading the cargo on the ship.*
- (3) In preparing cargo units for carriage by ships, the shipper or the forwarder, as the case may be, must ensure that the gross mass of the units is in accordance with the gross mass declared in the shipping documents.
- (4) Where the shipper does not deliver the cargo to the ship or its agent, the shipper must provide the forwarder with the cargo information required by subregulation (1).
- (5) If the shipper does not deliver the cargo to the ship or its agent, then the forwarder must provide the owner or master with the cargo information required by subregulation (1).
- (6) Every shipper or forwarder commits an offence who—
- (a) fails to provide appropriate cargo information as required by this regulation;
 - (b) furnishes cargo information that he or she knows to be false; or
 - (c) recklessly furnishes cargo information that is false.
- (7) Every owner or master commits an offence who accepts for carriage, or takes or receives on board, any cargo for which appropriate cargo information as required by this regulation has not been furnished.

Carriage of documentation

6. (1) The owner and master of every ship, other than a ship engaged in the carriage of grain, must ensure that the ship has on board appropriate documentation, relevant to the cargo and its stowage and securing, and specifying, in particular, the precautions necessary for the safe carriage of that cargo by sea. This documentation may consist of one or more of the following codes of safe practice:

- (a) the Code of Safe Practice for Cargo Stowage and Securing adopted by IMO Assembly Resolution A.714(17), as may be amended from time to time;

* Reference to writing and documents in this regulation does not preclude the use of electronic data processing (EDP) and electronic data interchange (EDI) transmission techniques as an aid to paper documentation.

- (b) the Code of Safe Practice for Ships Carrying Timber Deck Cargoes adopted by IMO Assembly Resolution A.715(17), as may be amended from time to time;
- (c) the Code of Safe Practice for Solid Bulk Cargoes (BC Code) adopted by IMO Assembly Resolution A.434(XI), as may be amended from time to time;
- (d) the Code of Safe Practice for the Safe Loading and Unloading of Bulk Carriers adopted by IMO Assembly Resolution A.862(20), as may be amended from time to time.

(2) The owner and master of every ship carrying grain must ensure that the International Grain Code is carried on board.

(3) The owner and master of every passenger ship and of every cargo ship carrying a cargo other than solely a solid bulk cargo, except a cargo ship of less than 500 gross tonnage that is a coasting ship, must ensure that a Cargo Securing Manual is carried on board.

(4) Every owner or master who contravenes subregulation (1), (2) or (3) commits an offence.

Stowage and securing

7. (1) The owner and master must ensure that—

- (a) cargo and cargo units carried on or under deck are loaded, stowed and secured so as to prevent as far as is practicable, throughout the voyage, damage or hazard to the ship and the persons on board, and loss of cargo overboard;
- (b) appropriate precautions are taken during loading and transport of heavy cargoes or cargoes with abnormal physical dimensions to ensure that no structural damage to the ship occurs and to maintain adequate stability throughout the voyage;
- (c) appropriate precautions are taken during loading and transport of cargo units on board ro-ro ships, especially with regard to the securing arrangements on board such ships and on the cargo units and with regard to the strength of the securing points and lashings;
- (d) in the case of a ship to which regulation 6(3) applies, all cargoes, other than solid bulk cargoes, and cargo units on board are stowed and secured throughout the voyage in accordance with the Cargo Securing Manual; and
- (e) in the case of a ship with roll-on roll-off cargo spaces to which regulation 6(3) applies, all cargoes and cargo units on board are stowed and secured in accordance with the Cargo Securing Manual before the ship leaves the berth.

(2) Where packaged goods have been packed into or onto a cargo unit, the shipper or forwarder of such goods must ensure that—

- (a) the cargo is packed and secured so as to prevent, throughout the voyage, damage or hazard to the ship and the persons on board; and
- (b) if the cargo unit is a container, it is not loaded to more than the maximum gross weight indicated on the Safety Approval Plate attached to the container in accordance with the Safe Containers Convention.

(3) Every owner or master who contravenes subregulation (1) commits an offence.

(4) Every shipper or forwarder who contravenes subregulation (2) commits an offence.

Oxygen analysis and gas detection equipment

8. (1) Every ship carrying or accepting for carriage a bulk cargo that is liable to emit a toxic or flammable gas, or cause oxygen depletion in the cargo space, must be provided with an appropriate instrument for measuring the concentration of gas or oxygen in the air together with detailed instructions for its use. The instrument must be of a type approved by the Administration, and the crew of the ship must be trained in its use.

(2) Every owner of a ship that carries, or every master who accepts for carriage, a bulk cargo of the kind described in subregulation (1) without ensuring that that subregulation has been complied with commits an offence.

Use of pesticides in ships

9. (1) Where pesticides are used in cargo spaces, they must be used in accordance with such guidance as the Authority may issue from time to time in a marine notice.

(2) If subregulation (1) is contravened, the owner and master each commits an offence.

PART 3**SPECIAL REQUIREMENTS FOR BULK CARGOES****OTHER THAN GRAIN****Application of Part 3**

10. This Part applies only to bulk cargoes other than grain.

Acceptability for loading

11. (1) Before loading a bulk cargo, the master must be in possession of comprehensive information, to the satisfaction of the Authority, on the ship's stability and on the distribution of cargo and ballast for the standard loading conditions.

(2) The master must not accept for loading concentrates or other cargoes that may liquefy unless—

- (a) the moisture content of the cargo, as indicated in the certificate referred to in regulation 5(1)(b)(ii), is less than its transportable moisture limit; or
- (b) if the moisture content is above that limit, appropriate safety arrangements are made to the satisfaction of the Authority to ensure adequate stability in the case of cargo shifting, and the ship has adequate structural integrity.

(3) Before loading a bulk cargo referred to in regulation 5(1)(b)(iii), appropriate special precautions for its safe carriage must be taken.

(4) The owner must ensure that the master is furnished with the information referred to in subregulation (1).

(5) The master must not accept cargo for loading unless—

- (a) he or she is in possession of the information required by subregulation (1);

- (b) he or she is satisfied by calculations that the proposed loading arrangements would ensure sufficient stability in accordance with the stability information provided pursuant to subregulation (1); and
- (c) he or she is satisfied that, in the case of a cargo to which subregulation (3) applies, the precautions required by that subregulation have been taken.
- (6) Every owner who contravenes subregulation (4) commits an offence.
- (7) Every master who contravenes subregulation (2) or (5) commits an offence.

Loading, unloading and stowage of bulk cargoes

12. (1) (a) In this regulation "terminal representative" means an individual who represents the terminal or other facility where the ship is loading or unloading and who has responsibility for operations conducted by that terminal or facility with regard to the particular ship.

(b) For the purposes of subregulations (3) and (7), the appropriate authority in the Republic is the harbour authority of the port at which the ship is. If a terminal in the port is not operated by the harbour authority, then the person under whose control are the activities at the terminal is the appropriate authority.

(2) To enable the master to prevent excessive stresses in the ship's structure, the owner must ensure that the ship is provided with a cargo loading manual in a language with which the ship's officers responsible for cargo operations are familiar. If this language is not English, the ship is to be provided with a manual also in the English language. The manual may consist of one or more booklets and must, as a minimum, include—

- (a) stability data, to the extent required by regulation II-1/22 of the Safety Convention;
- (b) ballasting and deballasting rates and capacities;
- (c) maximum allowable load per unit surface area of the tank top plating;
- (d) maximum allowable load per hold;
- (e) general loading and unloading instructions with regard to the strength of the ship's structure, including any limitations on the most adverse operating conditions during loading, unloading, ballasting operations and the voyage;
- (f) any special restrictions, such as limitations on the most adverse operating conditions, imposed by the Administration (if applicable); and
- (g) where strength calculations are required, maximum permissible forces and moments on the ship's hull during loading, unloading and the voyage.

(3) Before loading or unloading a bulk cargo, the master and the terminal representative must agree on a plan (in this regulation called a cargo loading plan) that—

- (a) ensures that the permissible forces and moments on the ship are not exceeded during loading or unloading; and
- (b) includes the sequence, quantity and rate of loading or unloading,

taking into account the intended speed of loading or unloading, intended number of pours and the deballasting or ballasting capability of the ship. The plan and any subsequent amendment to it must be lodged with the appropriate authority of the port State.

(4) The master must ensure that bulk cargoes are loaded and trimmed reasonably level, as necessary, to the boundaries of the cargo space so as to minimise the risk of shifting and to ensure that adequate stability will be maintained throughout the voyage.

(5) Where bulk cargoes are carried in 'tween-decks, the master must ensure that—

- (a) the hatchways of the 'tween-decks are closed in those cases where the loading information indicates an unacceptable level of stress of the bottom structure if the hatchways are left open;
- (b) the cargo is trimmed reasonably level and either extends from side to side or is secured by additional longitudinal divisions of sufficient strength; and
- (c) the safe load-carrying capacity of the 'tween-decks is observed to ensure that the deck-structure is not overloaded.

(6) The master and terminal representative must ensure that loading and unloading operations are carried out in accordance with the cargo loading plan.

(7) (a) If during loading or unloading any of the limits of the ship referred to in subregulation (2) are exceeded or are likely to become so if the loading or unloading continues, the master has the right to suspend operation and the duty to notify accordingly the appropriate authority of the port State with which the cargo loading plan has been lodged.

(b) Where paragraph (a) applies, the master and terminal representative must ensure that corrective action is taken.

(c) When unloading cargo, the master and terminal representative must ensure that the unloading method does not damage the ship's structure.

(8) The master must ensure—

- (a) that ship's personnel continuously monitor cargo operations;
- (b) where practicable, that the ship's draught is checked regularly during loading or unloading to confirm the tonnage figures supplied, and that each draught and tonnage observation is recorded in a cargo log-book; and
- (c) if significant deviations from the cargo loading plan are detected, that cargo or ballast operations, or both, are adjusted to correct the deviations.

(9) Every owner who contravenes subregulation (2) commits an offence.

(10) Every master who contravenes subregulation (3), (4), (5), (6), (7)(b) or (c), or (8) commits an offence.

(11) Every terminal representative in the Republic who contravenes subregulation (3), (6), or (7)(b) or (c) commits an offence.

PART 4

SPECIAL REQUIREMENTS FOR BULK GRAIN CARGOES

International Grain Code

13. (1) Subject to section 236(3) of the Act, every ship carrying a cargo of grain as defined in subsection (5) of that section must comply with the requirements of the International Grain Code.

(2) Without limiting subregulation (1) or any other requirement of these regulations, the owner and master must ensure that—

- (a) a ship loading grain complies with the International Grain Code; and
- (b) subject to subregulation (3)(b), the ship has on board a document of authorisation as required by the International Grain Code. In the case of a South African ship, the document of authorisation is to be issued by the Authority.

(3) No person may order grain to be loaded into a ship in the Republic unless that person is satisfied that—

- (a) the ship has on board a document of authorisation required by subregulation (2)(b); or
 - (b) the master has demonstrated to the satisfaction of the Authority that the ship will, in its proposed loaded condition, comply with the appropriate requirements of the International Grain Code and has obtained a document to this effect signed by a surveyor.
- (4) Every owner or master who contravenes subregulation (2) commits an offence.
- (5) Every person who contravenes subregulation (3) commits an offence.

PART 5

SUPPLEMENTAL

Equivalents, exemptions and approvals

14. (1) Where these regulations, or documentation referred to in these regulations, require that a particular piece of equipment, or type thereof, must be provided or carried in a ship, or that any particular provision must be made, the Authority may permit any other piece of equipment to be provided or carried, or any other provision to be made, in that ship, if it is satisfied by trial thereof or otherwise that such other piece of equipment or provision is at least as effective as that required by these regulations, or documentation referred to in these regulations.

(2) For the purposes of these regulations, the results of a verification or test are to be accepted if the verification or test was carried out—

- (a) in accordance with these regulations or with a standard, code of practice, specification or technical description of a Convention State offering equivalent levels of safety, suitability and fitness for the purpose; and
- (b) by a person in a Convention State offering suitable and satisfactory guarantees of technical and professional competence and independence.

(3) The Authority may grant exemption, on such terms (if any) as it may specify, from all or any of the provisions of these regulations (as may be specified in the exemption) for classes of cases or individual cases and may, after reasonable notice, alter or cancel any such exemption.

(4) Every approval given pursuant to these regulations—

- (a) must be given in writing;
- (b) must specify the date on which it takes effect and the conditions (if any) on which it is given; and
- (c) may, after reasonable notice, be altered or cancelled.

Penalties and defences

15. (1) A person who commits an offence in terms of these regulations is liable on conviction to a fine or to imprisonment for a period not exceeding 12 months.

(2) In proceedings for an offence in terms of these regulations it is a defence to prove that the accused took reasonable precautions and exercised due diligence to avoid the commission of the offence.

Offences due to fault of another person

16. Where the commission by any person of an offence in terms of these regulations is due to the act or omission of some other person, that other person also commits the offence and may be charged with and convicted of the offence by virtue of this regulation, whether or not proceedings are taken against the first-mentioned person.

Repeal of regulations

17. The Merchant Shipping (Carriage of Grain) Regulations, 1995, published by Government Notice No. R. 1443 of 22 September 1995, are repealed.

No. R. 859

23 Julie 2004

SUID-AFRIKAANSE MARITIEME VEILIGHEIDSOWERHEID

HANDELSKEEPVAARTWET, 1951 (WET No. 57 VAN 1951)

HANDELSKEEPVAARTREGULASIES (VERVOER VAN VRAG), 2004

Die Minister van Vervoer het kragtens artikel 356 van die Handelskeepvaartwet, 1951 (Wet No. 57 van 1951), die regulasies in die Bylae uitgevaardig.

BYLAE*Indeling van regulasies*

*Regulasie
No.*

**DEEL 1
INLEIDEND**

1. Titel en inwerkingtreding
2. Doel van regulasies
3. Uitleg
4. Toepassing

**DEEL 2
ALGEMENE VEREISTES**

5. Vraginligting
6. Dra van dokumentasie
7. Stuwng en bevestiging
8. Toerusting vir suurstofontleding en gasopsporing
9. Gebruik van plaagdoders in skepe

**DEEL 3
SPESIALE VEREISTES VIR ANDER MASSAVRAGTE AS GRAAN**

10. Toepassing van Deel 3
11. Aanvaarbaarheid vir inskeping
12. Inskeping, ontskeping en stuwng van massavragte

**DEEL 4
SPESIALE VEREISTES VIR MASSAGRAANVRAGTE**

13. Internasionale Graankode

**DEEL 5
AANVULLEND**

14. Ekwivalente, vrystellings en goedkeurings
15. Strawwe en verwere

16. Misdrywe as gevolg van fout van iemand anders
17. Herroeping van regulasies

DEEL 1

INLEIDEND

Titel en inwerkingtreding

1. Hierdie regulasies heet die Handelskeepvaartregulasies (Vervoer van Vrag), 2004, en tree in werking op 1 Augustus 2004.

Doel van regulasies

2. Hierdie regulasies gee uitvoering aan Hoofstuk VI (Vervoer van Vrag) van die Veiligheidskonvensie.

Uitleg

3. (1) In hierdie regulasies het enige woord of uitdrukking waaraan daar in die Wet 'n betekenis geheg is, daardie betekenis, en tensy dit uit die samehang anders blyk, beteken—

"Administrasie", met betrekking tot—

- (a) 'n Suid-Afrikaanse skip, die Owerheid; en
- (b) enige ander skip, die regering van die Staat waarin die skip geregistreer is of, indien die skip nie geregistreer is nie, wie se vlag hy geregtig is om te voer, of 'n persoon of organisasie wat deur daardie regering erken word;

"die Wet" die Handelskeepvaartwet, 1951 (Wet No. 57 van 1951);

"eienaar", met betrekking tot 'n skip wat bedryf word deur 'n ander persoon as sy eienaar (hetsy namens die eienaar of 'n ander persoon, of namens die persoon), ook die persoon wat die skip aldus bedryf;

"gepaste vraginligting" inligting rakende die vrag en die stuwling en bevestiging daarvan, met spesiale vermelding van die voorsorgmaatreëls wat nodig is vir die veilige vervoer van daardie vrag op see;

"graan" dieselfde as in artikel 236(5) van die Wet;

"Handleiding vir Vragbevestiging", met betrekking tot 'n skip, 'n handleiding wat—

- (a) opgestel is tot 'n standaard wat nie laer is nie as dié vervat in IMO Maritieme Veiligheidskomitee se Ronskrywe MSC/Circ. 745, soos van tyd tot tyd gewysig; en

- (b) deur die Administrasie goedgekeur is;

"houer" 'n houer soos omskryf in Artikel II van die Konvensie vir Veilige Houers;

"IMDG-kode" die *International Maritime Dangerous Goods (IMDG) Code* aangeneem deur die IMO Maritieme Veiligheidskomitee se Resolusie MSC.122(75), soos van tyd tot tyd gewysig;

"IMO" die Internasionale Maritieme Organisasie;

"in massa", uitgesonderd met betrekking tot ry-op-ry-af-vragruimtes, regstreeks en sonder intermedieëre vorm van indamming in 'n vragruimte wat 'n strukturele deel uitmaak van, of permanent geheg is aan, 'n skip;

"Internasionale Graankode" die *International Code for the Safe Carriage of Grain in Bulk* aangeneem deur die IMO Maritieme Veiligheidskomitee se Resolusie MSC.23(59), soos van tyd tot tyd gewysig;

"Konvensiestaat" enige ander Staat as die Republiek wat 'n party by die Veiligheidskonvensie is;

"Konvensie vir Veilige Houers" die *International Convention for Safe Containers* gedoen te Genève op 2 Desember 1972, soos van tyd tot tyd gewysig;

"massavrag" vrag wat in massa vervoer word;

"oortree", met betrekking tot 'n bepaling van hierdie regulasies, ook versuim of weier om aan daardie bepaling te voldoen;

"plesiersvaartuig" 'n vaartuig wat uitsluitlik vir sport of ontspanning gebruik word;

"ry-op-ry-af-vragruimtes" ruimtes wat nie normaalweg op enige wyse onderverdeel is nie en wat strek oor óf 'n aansienlike lengte óf die hele lengte van die skip waarin die goedere (verpak of in massa, in of op spoor- of padwaens, voertuie (insluitende pad- of spoortenkwaens), sleepwaens, houers, palette, verwyderbare tenks of in of op soortgelyke stuwingsseenhede of ander houers) normaalweg in 'n horisontale rigting verskeep en ontskeep kan word;

"Suid-Afrikaanse skip" ook 'n ongeregistreerde skip met Suid-Afrikaanse nasionaliteit;

"terminus" enige terminus, hawehoof, pier, drywende struktuur of ander werke binne 'n hawe waar skepe skuiling kan kry of goedere of passasiers kan inskeep of ontskeep;

"trim" om die materiaal in 'n vragruimte, hetsy gedeeltelik of in geheel, gelyk te maak deur middel van laaituie of -geute, draagbare masjinerie, toerusting of handarbeid;

"versender" 'n persoon wat die gepaste vraginligting ontvang ter voorbereiding van latere lewering van die vrag aan die skip of sy agent, en dit kan 'n vragverpakker of konsolideerder insluit;

"verskeper" enige persoon wat, hetsy as prinsipaal of as agent vir iemand anders, goedere versend vir vervoer ter see;

"vervoerbare vogperk" 9/10 van die vloeivogpunt;

"vissersvaartuig" enige vissers-, rob- of walvisboot;

"vloeistaat" die toestand wanneer 'n massa korrelmateriaal in so 'n mate met vloeistof versadig is dat hy onder heersende eksterne kragte soos vibrasie, impaksie of skeepsbeweging sy interne skuifsterkte verloor en soos 'n vloeistof optree;

"vloeivogpunt" die persentasie voginhoud (natgewigbasis) waarby 'n vloeibare staat ontwikkel met die toetsmetodes in 'n verteenwoordigende monster van die materiaal

soos voorgeskryf deur die *Code of Safe Practice for Solid Bulk Cargoes (BC Code)* deur die IMO gepubliseer, soos van tyd tot tyd gewysig;

"**voginhoud**" die hoeveelheid vog teenwoordig in 'n bepaalde monster uitgedruk as 'n persentasie volgens gewig van die totale natgewig van die monster;

"**vrag**" enige vrag, uitgesonderd vloeistowwe in massa en gasse in massa, wat spesiale voorsorgmaatreëls vereis as gevolg van die bepaalde gevaar daarvan vir skepe of persone aan boord;

"**vrageenheid**" 'n voertuig, houer, platbakhouer, pallet, draagbare tenk, verpakte eenheid of enige ander vrag, en inskeptoerusting of enige deel daarvan, wat tot 'n skip behoort en nie daaraan vasgeheg is nie, en ook wielvrag en enige vragvervoereenheid;

"**vragruim**" enige ruim, tenk of ruimte in 'n skip wat vir die vervoer van vrag ingerig is;

"**vragskip**" enige ander skip as 'n passasierskip, vissersvaartuig of plesiervaartuig;

"**vrag wat kan vervloei**" vrag wat onderhewig is aan vogmigrasie en daaropvolgende vervloeiing indien verskeep met 'n voginhoud wat die vervoerbare vogperk te bowe gaan.

(2) By die uitleg van die Internasionale Graankode—

- (a) aangesien die vereistes van die Kode ingevolge regulasie 13 verpligtend gemaak is, moet die taal daarvan dienooreenkomstig uitgelê word;
- (b) is die woordskrywings in artikel A2 van die Kode uiteengesit, van toepassing; en
- (c) moet verwysings na die *Administration*, met betrekking tot Suid-Afrikaanse skepe, en tot die *Contracting Government of the port of loading*, met betrekking tot alle skepe wat in die Republiek, gelees word as verwysings na die Owerheid.

Toepassing

4. (1) Behoudens subregulasies (2) en (3) is hierdie regulasies van toepassing op elke skip waarop enige vrag gelaai is of wat bedoel is om aldus gelaai te word, en is dit dus van toepassing op—

- (a) Suid-Afrikaanse skepe op enige plek; en
- (b) ander skepe wanneer hulle in die Republiek of sy territoriale waters is.

(2) Hierdie regulasies is nie op klein vaartuie, plesiervaartuie of vissersvaartuie van toepassing nie.

(3) Hierdie regulasies is van toepassing op die vervoer van alle vrag, maar is onderhewig aan die vereistes van die Handelskeepvaartregulasies (Gevaarlike Goedere), 1997, betreffende die vervoer van gevaarlike goedere soos in daardie regulasies omskryf. Waar daardie regulasies 'n aspek van vervoer reguleer waarvoor daar in hierdie regulasies voorsiening gemaak word, is daardie regulasies in daardie mate van toepassing en nie hierdie regulasies nie.

DEEL 2

ALGEMENE VEREISTES

Vraginligting

5. (1) (a) Behoudens subregulasie (4) moet die verskeper die eienaar of gesagvoerder voorsien van gepaste vraginligting lank genoeg voor die vrag ingeskep word, om hulle in staat te stel om te verseker dat—

- (i) die verskillende kommoditeite wat vervoer moet word, met mekaar versoenbaar is of op gepaste wyse geskei word;
- (ii) die vrag geskik is vir die skip;
- (iii) die skip geskik is vir die vrag; en
- (iv) die vrag veilig aan boord van die skip gestu en bevestig kan word en vervoer kan word onder alle verwagte toestande tydens die beoogde reis.

(b) Die vraginligting moet insluit—

- (i) in die geval van algemene vrag en vrag wat in vrageenhede vervoer word, 'n algemene beskrywing van die vrag, die bruto massa van die vrag of vrageenhede en enige tersaaklike spesiale eienskappe van die vrag;
- (ii) in die geval van massavrag, inligting oor die stuwingsfaktor van die vrag, die trimprosedures, die waarskynlikheid van verskuiwing, insluitende die rushoek, indien van toepassing, en enige ander tersaaklike spesiale eienskappe en, in die geval van 'n konsentraat of ander vrag wat kan vervloei, bykomende inligting in die vorm van 'n sertifikaat wat die voginhoud van die vrag en die vervoerbare vogperk daarvan aandui;
- (iii) in die geval van massavrag wat nie ooreenkomstig die IMDG-kode geklassifiseer is nie maar met chemiese eienskappe wat 'n potensiële gevaar kan skep, inligting oor die vrag se chemiese eienskappe benewens die inligting wat by subparagraaf (ii) vereis word.

(2) Die vraginligting wat by subregulasie (1) vereis word, moet skriftelik en deur gepaste skeepsdokumente bevestig word voordat die vrag op die skip gelaai word.*

(3) By die samestelling van vrageenhede vir vervoer deur skepe moet die verskeper of die versender, na gelang van die geval, verseker dat die bruto massa van die eenhede in ooreenstemming is met die bruto massa wat in die skeepsdokumente verklaar word.

(4) Waar die verskeper nie die vrag aan die skip of sy agent lewer nie, moet die verskeper die versender voorsien van die vraginligting wat by subregulasie (1) vereis word.

(5) Indien die verskeper nie die vrag aan die skip of sy agent lewer nie, moet die versender die eienaar of gesagvoerder voorsien van die vraginligting wat by subregulasie (1) vereis word.

(6) Elke verskeper of versender begaan 'n misdryf as hy of sy—

- (a) versuim om gepaste vraginligting te verskaf soos by hierdie regulasie vereis;

* Verwysing na skrif en dokumente in hierdie regulasie sluit nie die gebruik van elektroniese dataverwerking (EDV) en elektroniese datawisseling (EDW)-transmissietegniese as hulpmiddel by papierdokumentasie uit nie.

- (b) vraginligting verskaf wat hy of sy weet vals is; of
- (c) vraginligting wat vals is, op roekelose wyse verskaf.

(7) Elke eienaar of gesagvoerder wat enige vrag waarvoor gepaste vraginligting soos by hierdie regulasie vereis, nie verskaf is nie, vir vervoer aanvaar of aan boord neem of ontvang, begaan 'n misdryf.

Dra van dokumentasie

6. (1) Die eienaar en gesagvoerder van elke skip, uitgesonderd 'n skip betrokke by die vervoer van graan, moet verseker dat die skip gepaste dokumentasie aan boord het rakende die vrag en die stuwling en bevestiging daarvan en wat in die besonder die voorsorgmaatreëls vermeld wat nodig is vir die veilige vervoer van daardie vrag ter see. Hierdie dokumentasie kan uit een of meer van die volgende veilige praktykkodes bestaan:

- (a) die *Code of Safe Practice for Cargo Stowage and Securing*, aangeneem by IMO Vergadering-resolusie A.714(17), soos van tyd tot tyd gewysig;
- (b) die *Code of Safe Practice for Ships Carrying Timber Deck Cargoes*, aangeneem by IMO Vergadering-resolusie A.715(17), soos van tyd tot tyd gewysig;
- (c) die *Code of Safe Practice for Solid Bulk Cargoes (BC Code)*, aangeneem by IMO Vergadering-resolusie A.434(XI), soos van tyd tot tyd gewysig;
- (d) die *Code of Safe Practice for the Safe Loading and Unloading of Bulk Carriers*, aangeneem by IMO Vergadering-resolusie A.862(20), soos van tyd tot tyd gewysig;

(2) Die eienaar en gesagvoerder van elke skip wat graan vervoer, moet verseker dat die Internasionale Graankode aan boord gehou word.

(3) Die eienaar en gesagvoerder van elke passasierskip en van elke vragskip wat alleenlik 'n ander vrag as 'n vaste massavrag vervoer, uitgesonderd 'n vragskip van minder as 500 bruto ton wat 'n kusvaartskip is, moet verseker dat 'n Handleiding vir Vragbevestiging aan boord gehou word.

(4) Elke eienaar of gesagvoerder wat subregulasie (1), (2) of (3) oortree, begaan 'n misdryf.

Stuwling en bevestiging

7. (1) Die eienaar en gesagvoerder moet verseker dat—

- (a) vrag en vrageenhede wat op of onder die dek vervoer word, so ingeskeep, gestu en bevestig word dat skade aan of gevaar vir die skip en die persone aan boord, en verlies van vrag oorboord, dwarsdeur die reis so ver doenlik voorkom word;
- (b) gepaste voorsorgmaatreëls getref word tydens die inskeping en vervoer van swaar vrage of vrage met abnormale fisiese afmetings om te verseker dat geen strukturele skade aan die skip aangerig word nie en om voldoende stabiliteit dwarsdeur die reis te handhaaf;
- (c) gepaste voorsorgmaatreëls getref word tydens die inskeping en vervoer van vrageenhede aan boord van ry-op-ry-af-skepe, veral met betrekking tot die

bevestigingsinrigtings aan boord van sulke skepe en aan die vrageenhede en met betrekking tot die sterkte van die vasmaakpunte en toue;

- (d) in die geval van 'n skip waarop regulasie 6(3) van toepassing is, alle vrag wat nie vaste massavragte is nie en vrageenhede aan boord dwarsdeur die reis in ooreenstemming met die Handleiding vir Vragbevestiging gestu en bevestig word; en
- (e) in die geval van 'n skip met ry-op-ry-af-vragruimtes waarop regulasie 6(3) van toepassing is, moet alle vragte en vrageenhede aan boord in ooreenstemming met die Handleiding vir Vragbevestiging gestu en bevestig word voordat die skip die aanlêplek verlaat.

(2) Waar verpakte goedere in of op 'n vrageenheid verpak is, moet die verskeper of versender van sodanige goedere verseker dat—

- (a) die vrag so verpak en bevestig is dat skade aan of gevaar vir die skip en die persone aan boord dwarsdeur die reis voorkom word; en
 - (b) indien die vrageenheid 'n houer is, dit nie tot meer as die maksimum bruto gewig, aangedui op die veiligheidsgoedkeuringplaat geheg aan die houer in ooreenstemming met die Konvensie vir Veilige Houers, gelaai word nie.
- (3) Elke eienaar of gesagvoerder wat subregulasie (1) oortree, begaan 'n misdryf.
- (4) Elke verskeper of versender wat subregulasie (2) oortree, begaan 'n misdryf.

Toerusting vir suurstofontleding en gasopsporing

8. (1) Elke skip wat 'n massavrag wat 'n toksiese of vlambare gas kan afgee of suurstofuitputting in die vragruimte kan veroorsaak, vervoer of vir vervoer aanvaar, moet voorsien word van 'n gepaste instrument om die konsentrasie van gas of suurstof in die lug te meet, tesame met gedetailleerde instruksies vir die gebruik daarvan. Die instrument moet van 'n tipe wees wat deur die Administrasie goedgekeur is, en die bemanning van die skip moet opgelei wees in die gebruik daarvan.

(2) Elke eienaar van 'n skip wat 'n massavrag van die soort in subregulasie (1) beskryf, vervoer of elke gesagvoerder wat so 'n vrag vir vervoer aanvaar, sonder om te verseker dat daardie subregulasie nagekom word, begaan 'n misdryf.

Gebruik van plaagdoders in skepe

9. (1) Waar plaagdoders in vragruimtes gebruik word, moet dit gebruik word in ooreenstemming met sodanige leiding as wat die Owerheid van tyd tot tyd in 'n marine-kennisgewing uitreik.

(2) Indien subregulasie (1) oortree word, begaan die eienaar en gesagvoerder elk 'n misdryf.

DEEL 3**SPESIALE VEREISTES VIR ANDER MASSAVRAGTE AS GRAAN****Toepassing van Deel 3**

10. Hierdie Deel is net op ander massavragte as graan van toepassing.

Aanvaarbaarheid vir inskeping

11. (1) Voordat 'n massavrag ingeskeep word, moet die gesagvoerder in besit wees van omvattende inligting, tot tevredenheid van die Owerheid, oor die skip se stabiliteit en oor die verspreiding van vrag en ballas vir die standaard inskeptoestande.

(2) Die gesagvoerder mag nie konsentrete of ander vragte wat kan vervloei, vir inskeping aanvaar nie tensy—

- (a) die voginhoud van die vrag, soos aangedui in die sertifikaat in regulasie 5(1)(b)(ii) bedoel, minder is as die vervoerbare vogperk daarvan; of
- (b) indien die voginhoud bo daardie perk is, gepaste veiligheidsreëlings tot tevredenheid van die Owerheid getref is om voldoende stabiliteit te verseker indien die vrag sou skuif, en die skip se strukturele integriteit voldoende is.

(3) Voordat 'n massavrag in regulasie 5(1)(b)(iii) bedoel ingeskeep word, moet gepaste voorsorgmaatreëls vir die veilige vervoer daarvan getref word.

(4) Die eienaar moet verseker dat dié gesagvoerder voorsien word van die inligting in subregulasie (1) bedoel.

(5) Die gesagvoerder mag nie vrag vir inskeping aanvaar nie tensy—

- (a) hy of sy in besit is van die inligting wat by subregulasie (1) vereis word;
- (b) hy of sy op grond van berekenings oortuig is dat die voorgestelde inskepreëlings voldoende stabiliteit sal verseker in ooreenstemming met die stabiliteitsinligting wat ingevolge subregulasie (1) verskaf is; en
- (c) hy of sy oortuig is dat, in die geval van 'n vrag waarop subregulasie (3) van toepassing is, die voorsorgmaatreëls wat by daardie subregulasie vereis word, getref is.

(6) Elke eienaar wat subregulasie (4) oortree, begaan 'n misdryf.

(7) Elke gesagvoerder wat subregulasie (2) of (5) oortree, begaan 'n misdryf.

Inskeep, ontskeep en stuwling van massavragte

12. (1) (a) In hierdie regulasie beteken "terminusverteenvoerder" 'n individu wat die terminus of ander fasiliteit waar die skip inskeep of ontskeep, verteenwoordig en wat verantwoordelik is vir bedrywighede wat by daardie terminus of fasiliteit verrig word met betrekking tot die bepaalde skip.

(b) Vir doeleindes van subregulasies (3) en (7) is die gepaste owerheid in die Republiek die hawe-owerheid van die hawe waar die skip is. Indien 'n terminus in die hawe

nie deur die hawe-owerheid bedryf word nie, is die persoon onder wie se beheer die aktiwiteite by die terminus val, die gepaste owerheid.

(2) Om die gesagvoerder in staat te stel om oormatige stres in die skip se struktuur te voorkom, moet die eienaar verseker dat die skip voorsien is van 'n vraginskeephandleiding in 'n taal waarmee die skip se offisiere verantwoordelik vir vragbedrywighede vertrou is. Indien hierdie taal nie Engels is nie, moet die skip voorsien word van 'n handleiding ook in die Engelse taal. Die handleiding kan uit een of meer boekies bestaan en moet, as 'n minimum, insluit—

- (a) stabiliteitsdata, in soverre dit deur regulasie II-1/22 van die Veiligheidskonvensie vereis word;
- (b) tempo en kapasiteit vir inskeep en ontskeep van ballas;
- (c) maksimum toelaatbare las per eenheid oppervlakte van die tenk se boonste plate;
- (d) maksimum toelaatbare las per ruim;
- (e) algemene instruksies vir inskeping en ontskeping met betrekking tot die sterkte van die skip se struktuur, insluitende enige beperkings op die swakste bedryfstoestande tydens inskeping, ontskeping, ballasbedrywighede en die reis;
- (f) enige spesiale beperkings, soos beperkings op die swakste bedryfstoestande, wat deur die Administrasie gestel is (indien wel); en
- (g) waar sterkteberekenings vereis word, maksimum toelaatbare kragte en momente op die skip se romp tydens inskeping, ontskeping en die reis.

(3) Voordat 'n massavrag ingeskeep of ontskeep word, moet die gesagvoerder en die terminusverteenvoerder ooreenkom oor 'n plan (in hierdie regulasie 'n vraglaaiplan genoem) wat—

- (a) verseker dat die toelaatbare kragte en momente op die skip nie tydens inskeping of ontskeping oorskry word nie; en
- (b) die volgorde, hoeveelheid en tempo van inskeping of ontskeping insluit,

met inagneming van die voorgename spoed van inskeping of ontskeping, die voorgename getal tuite en die skip se vermoë om ballas in te skeep en te ontskeep. Die plan en enige latere wysiging daarvan moet by die gepaste owerheid van die hawestaat ingedien word.

(4) Die gesagvoerder moet verseker dat massavragte redelik gelyk met die grense van die vragruimte gelaai en getrim word, soos nodig, ten einde die risiko van verskuiwing te beperk en te verseker dat voldoende stabiliteit dwarsdeur die reis gehandhaaf sal word.

(5) Waar massavragte tussen dekke vervoer word, moet die gesagvoerder verseker dat—

- (a) die luikgate van die tussendekke toe is in gevalle waar die inskeepinligting 'n onaanvaarbare vlak van stres van die bodemstruktuur aandui as die luike oop gelaat word;
- (b) die vrag redelik gelyk getrim word en óf van kant tot kant strek óf bevestig word deur bykomende langsaafskortings van voldoende sterkte; en
- (c) die veilige lasdravermoë van die tussendekke nagekom word om te verseker dat die dekstruktuur nie oorlaai word nie.

(6) Die gesagvoerder en die terminusverteenwoordiger moet verseker dat inskeep- en ontskeepbedrywighede in ooreenstemming met die vraglaaiplan uitgevoer word.

(7) (a) Indien enige van die limiete van die skip in subregulasie (2) bedoel tydens inskeping of ontskeping oorskry word of waarskynlik oorskryf gaan word as die inskeping of ontskeping voortgaan, het die gesagvoerder die reg om werksaamhede op te kort en die plig om die gepaste owerheid van die hawestaat by wie die vraglaaiplan ingedien is, dienoreenkomstig in te lig.

(b) Waar paragraaf (a) van toepassing is, moet die gesagvoerder en die terminusverteenwoordiger verseker dat regstellende stappe gedoen word.

(c) Wanneer vrag ontskeep word, moet die gesagvoerder en die terminusverteenwoordiger verseker dat die ontskeepmetode nie die skip se struktuur beskadig nie.

(8) Die gesagvoerder moet verseker—

- (a) dat skeeps personeel die vragbedrywighede deurlopend moniteer;
- (b) waar doenlik, dat die skip se diepgang gereeld nagegaan word tydens inskeping of ontskeping ten einde die tonnemaatsyfers wat verskaf is, te bevestig, en dat elke diepgang- en tonnemaatwaarneming in 'n vraglogboek aangeteken word; en
- (c) indien beduidende afwykings van die vraglaaiplan opgemerk word, dat vrag- of ballasbedrywighede, of albei, aangepas word om die afwykings reg te stel.

(9) Elke eienaar wat subregulasie (2) oortree, begaan 'n misdryf.

(10) Elke gesagvoerder wat subregulasie (3), (4), (5), (6), (7)(b) of (c) of (8) oortree, begaan 'n misdryf.

(11) Elke terminusverteenwoordiger in die Republiek wat subregulasie (3), (6) of (7)(b) of (c) oortree, begaan 'n misdryf.

DEEL 4

SPEZIALE VEREISTES VIR MASSAGRAANVRAGTE

Internasionale Graankode

13. (1) Behoudens artikel 236(3) van die Wet moet elke skip wat 'n vrag graan vervoer soos omskryf in subartikel (5) van daardie artikel, voldoen aan die vereistes van die Internasionale Graankode.

(2) Sonder om subregulasie (1) of enige ander vereiste van hierdie regulasies te beperk, moet die eienaar en gesagvoerder verseker dat—

- (a) 'n skip wat graan inskeep, aan die Internasionale Graankode voldoen; en
- (b) behoudens subregulasie (3), die skip 'n magtigingsdokument soos deur die Internasionale Graankode vereis, aan boord het. In die geval van 'n Suid-Afrikaanse skip moet die magtigingsdokument deur die Owerheid uitgereik wees.

(3) Geen persoon mag gelas dat graan in 'n skip in die Republiek ingeskeep word nie tensy daardie persoon oortuig is dat—

- (a) die skip 'n magtigingsdokument wat by subregulasie (2)(b) vereis word, aan boord het; of
- (b) die gesagvoerder tot tevredenheid van die Owerheid getoon het dat die skip, in sy voorgestelde gelaaide toestand, sal voldoen aan die gepaste vereistes van die Internasionale Graankode en 'n dokument te dien effekte, wat deur 'n opnemer geteken is, verkry het.
- (4) Elke eienaar of gesagvoerder wat subregulasie (2) oortree, begaan 'n misdryf.
- (5) Elke persoon wat subregulasie (3) oortree, begaan 'n misdryf.

DEEL 5

AANVULLEND

Ekwivalente, vrystellings en goedkeurings

14. (1) Waar hierdie regulasies, of dokumentasie in hierdie regulasies bedoel, vereis dat 'n bepaalde stuk toerusting, of tipe daarvan, in 'n skip verskaf of gehou moet word, of dat enige bepaalde voorsiening gemaak moet word, kan die Owerheid toelaat dat enige ander stuk toerusting verskaf of gehou word, of enige ander voorsiening gemaak word, in daardie skip, indien hy deur proefneming of andersins oortuig is dat sodanige ander stuk toerusting of voorsiening minstens net so doeltreffend is as dié wat by hierdie regulasies vereis word, of dokumentasie wat in hierdie regulasies bedoel word.

(2) Vir doeleindes van hierdie regulasies moet die resultate van 'n verifiëring of toets aanvaar word indien die verifiëring of toets uitgevoer is—

- (a) in ooreenstemming met hierdie regulasies of met 'n standaard, praktykkode, spesifikasie of tegniese beskrywing van 'n Konvensiestaat wat ekwivalente vlakke van veiligheid, geskiktheid en gepastheid vir die doel bied; en
- (b) deur 'n persoon in 'n Konvensiestaat wat geskikte en bevredigende waarborge van tegniese en professionele bekwaamheid en onafhanklikheid bied.

(3) Die Owerheid kan vrystelling verleen, op sodanige voorwaardes (indien wel) as wat hy bepaal, van al of enige van die bepalinge van hierdie regulasies (soos in die vrystelling vermeld) vir klasse gevalle of individuele gevalle en kan, na redelike kennisgewing, enige sodanige vrystelling wysig of kanselleer.

(4) Elke goedkeuring wat kragtens hierdie regulasies gegee is—

- (a) moet skriftelik gegee word;
- (b) moet die datum vermeld waarop dit van krag word en die voorwaardes (indien wel) waarop dit gegee is; en
- (c) kan, na redelike kennisgewing, gewysig of gekanselleer word.

Strawwe en verwere

15. (1) 'n Persoon wat 'n misdryf ingevolge hierdie regulasies begaan, is by skuldigbevinding strafbaar met 'n boete of met gevangenisstraf vir 'n tydperk van hoogstens 12 maande.

(2) In verrigtinge vir 'n misdryf ingevolge hierdie regulasies is dit 'n verweer om te bewys dat die beskuldigde redelike voorsorg getref het en behoorlike sorg aan die dag gelê het om te voorkom dat die misdryf begaan word.

Misdrywe as gevolg van fout van ander persoon

16. Waar 'n misdryf ingevolge hierdie regulasie deur enige persoon begaan is as gevolg van die optrede of versuim van 'n ander persoon, begaan daardie ander persoon ook die misdryf en kan hy of sy aangekla word van en skuldig bevind word aan die misdryf kragtens hierdie regulasie, ongeag of verrigtinge teen eersgenoemde persoon ingestel word al dan nie.

Herroeping van regulasies

17. Die Handelskeepvaart (Vervoer van Massagraan) Regulasies, 1995, afgekondig by Goewermentskennisgewing No. R. 1443 van 22 September 1995, word herroep.

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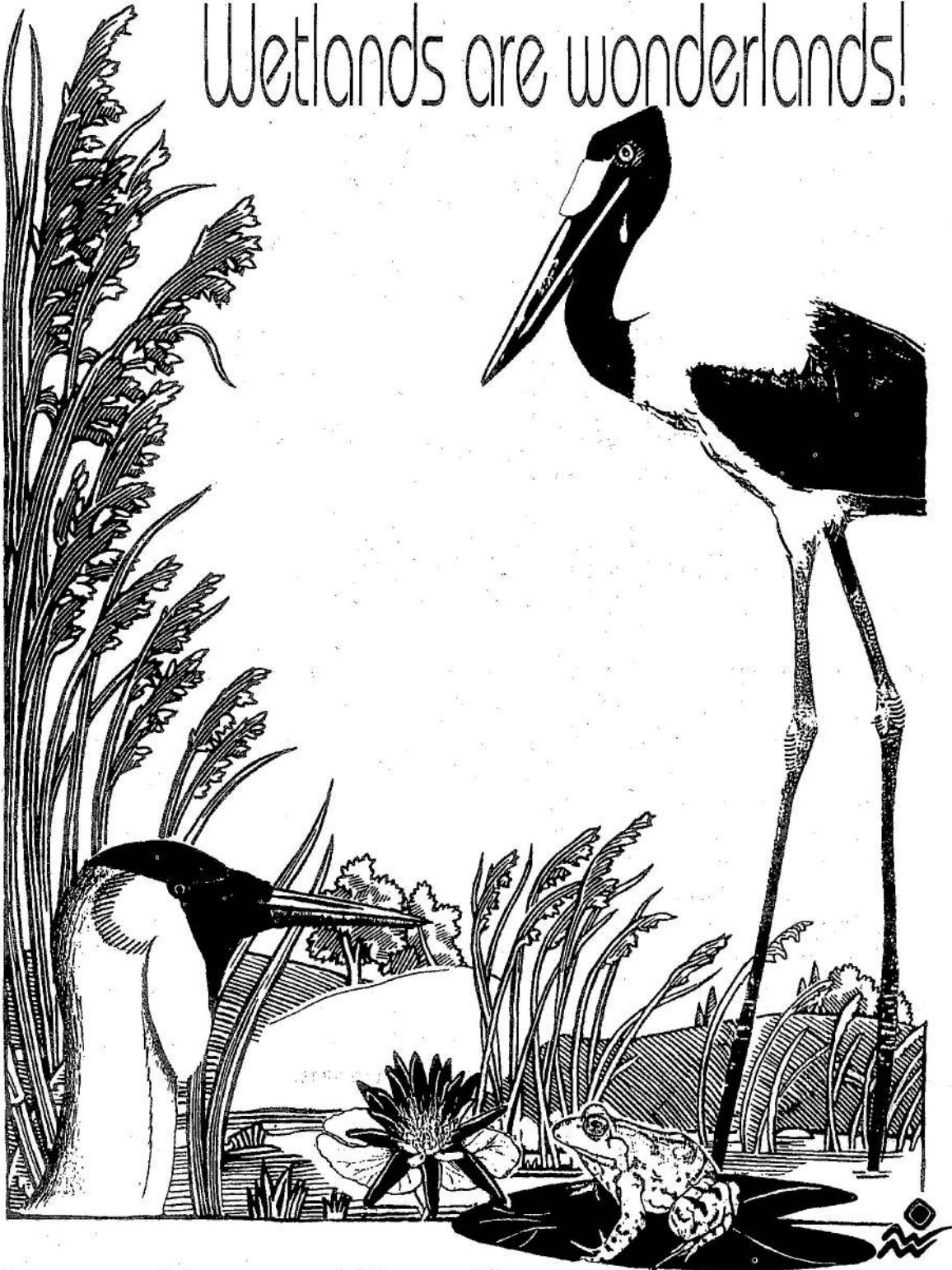
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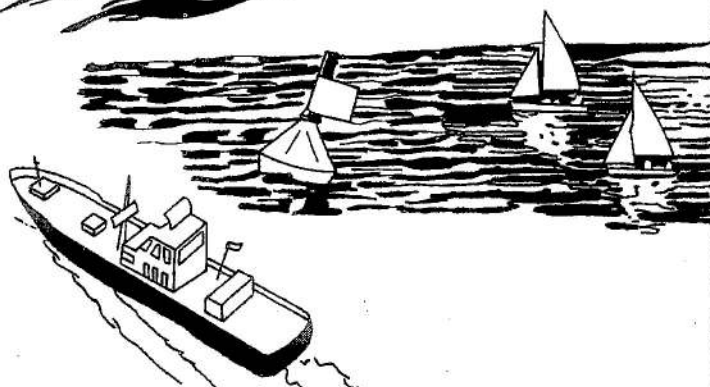
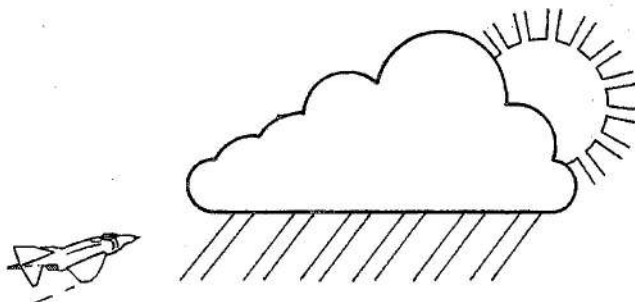
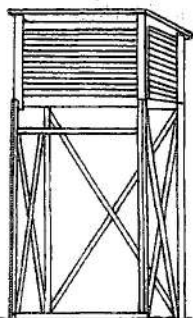
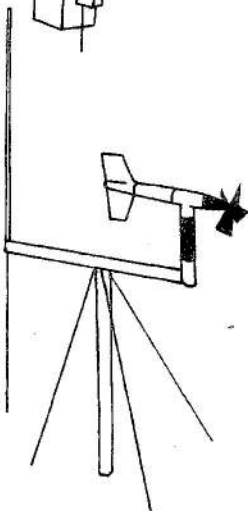
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