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GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 496**27 May 2005**

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT INDUSTRY: EXTENSION OF AMENDMENT OF MAIN COLLECTIVE AGREEMENT TO NON-PARTIES

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council for the Road Freight Industry and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry, with effect from 1 June 2005 and for the period ending 28 February 2006.

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

SCHEDULE

NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT INDUSTRY

MAIN COLLECTIVE AGREEMENT

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

Road Freight Employers' Association

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

Africa Miners' and Allied Workers' Union

Motor Transport Workers' Union (South Africa)

Professional Transport Workers' Union of South Africa

South African Transport and Allied Workers' Union

and

Transport and Allied Workers' Union

(hereinafter referred to as the "employees" or the "trade unions"), of the other part, being the parties to the National Bargaining Council for the Road Freight Industry, to amend the Agreement published under Government Notice Nos. R. 493 and R. 494 of 30 April 2004, R. 769 of 25 June 2004 and R. 173 of 25 February 2005.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Road Freight Industry—
 - (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions, and who are engaged and employed therein, respectively;
 - (b) in the A Area, which consists of the Magisterial Districts of Alberton, Benoni, Boksburg, Brakpan [excluding those portions of the Magisterial Districts of Boksburg and Brakpan which, prior to the publication of Government Notice No. R. 1779 of 6 November 1964, fell within the Magisterial District of Heidelberg, and excluding those portions of the Magisterial District of Brakpan which, prior to 1 April 1966 and 1 July 1972 (Government Notices Nos. R. 498 and R. 871 of 1 April 1966 and 26 May 1972, respectively), fell within the Magisterial District of Nigel], Delmas, Germiston, Johannesburg, Kempton Park [excluding those portions which, prior to 29 March 1956 and 1 November 1970 (Government Notices Nos. R. 556 and R. 1618 of 29 March 1956 and 2 October 1970, respectively), fell within the Magisterial District of Pretoria], Krugersdorp [including those portions of the Magisterial Districts of Koster and Brits which, prior to 26 July 1963 and 1 June 1972, respectively (Government Notices Nos. R. 1105 and R. 872 of 26 July 1963 and 26 May 1972, respectively), fell within the Magisterial

District of Krugersdorp], Oberholzer (excluding that portion of the Magisterial District of Oberholzer which, prior to the publication of Government Notice R. 1745 of 1 September 1978, fell within the Magisterial District of Potchefstroom), Randburg (excluding that portion which, prior to the publication of Government Notice No. R. 2152 of 22 November 1974, fell within the Magisterial District of Pretoria), Randfontein (including that portion of the Magisterial District of Koster which, prior to the publication of Government Notice No. R. 1105 of 26 July 1963, fell within the Magisterial District of Randfontein, but excluding the farms Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 and Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging and Westonaria; and

- (c) in the B Area, which consists of the rest of the Republic of South Africa, excluding the Magisterial Districts specified in paragraph (b).

(2) Notwithstanding the provisions of subclause (1), this Agreement shall apply only to employees for whom minimum wages are prescribed herein and to the employers of such employees.

(3) Notwithstanding the provisions of subclause (2), this Agreement shall not apply to an owner-driver, as defined, who possesses only one motor vehicle and who is the permanent driver of such vehicle, or to the employees employed by him, except insofar as clauses 3 and 5 (4) are applicable.

(4) (a) The provisions of clauses 1 (1) (a) and 1A of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and the trade unions, respectively, who entered into this Agreement, unless the Minister of Labour has declared the Agreement binding on such employers and employees in terms of section 32 (2) of the Labour Relations Act, 1995; and

(b) the provisions of clauses 41, 45 (1), 49 and 50 (3) of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and the trade unions, respectively, who entered into this Agreement.

1A. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on a date to be fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force until 28 February 2006.

AGREEMENT

1. CLAUSE 7. WAGES

- (1) Substitute the following for sub-clauses 7 (1) (a) and (b):

"(1) For the period until 28 February 2006, the minimum rate at which wages in respect of ordinary working hours shall be paid by an employer to each member of the under-mentioned grades of his employees, shall be as follows:

- (a) Weekly wages:

Category code	Class	Grade	Patter-son Grade	Minimum Wage p.w.	Across the board Increase p.w.	Interim Allowance: Minimum Wage (5)(i)(a)	Interim Allowance: Wage above Minimum (5)(i)(b)
1 42 3 27	General Worker General Worker—Repair Shop Packer/Loader Grade I Security Guard	1.	A Band A Band A Band A Band	R470,59	7%	R10,94 p.w.	3% p.w.
5 6 2 22 24 46	Motor Cycle/Motor Tricycle Driver Light Motor Vehicle Driver .. Checker Grade I Loader/Operator Grade II ... Mobile Hoist Operator Grade II Packer/Loader Grade II	2.	B1 B1 B1 B1 B1 B1	R525,55	7%	R12,22 p.w.	3% p.w.

Category code	Class	Grade	Patter-son Grade	Minimum Wage p.w.	Across the board Increase p.w.	Interim Allowance: Minimum Wage (5)(i)(a)	Interim Allowance: Wage above Minimum (5)(i)(b)
7	Medium Motor Vehicle Driver (Articulated)	3.	B2	R647,75	7%	R15,06 p.w.	3% p.w.
8	Medium Motor Vehicle Driver (Rigid)		B2				
44	Artisan Assistant.....		B2				
19	Gantry Crane Operator Grade I		B1				
23	Mobile Hoist Operator Grade I		B2				
47	Checker Grade II.....		B2				
21	Loader/Operator Grade II...		B1				
20	Gantry Crane Operator Grade II		B2				
26	Storeman (Workshop)		B2				
15	Team Leader		B2				
10	Heavy Motor Vehicle Driver Articulated	4.	B3	R718,19	7%	R16,70 p.w.	3% p.w.
11	Heavy Motor Vehicle Driver (Rigid)		B3				
12	Extra-heavy Motor Vehicle Driver (Articulated)		B3				
13	Extra-heavy Motor Vehicle Driver (Rigid)		B3				
18	Despatch Clerk.....		B3				
14	Ultra-heavy Motor Vehicle Driver.....	5.	B4	R821,13	7%	R19,10 p.w.	3% p.w.
45	Semi-skilled Artisan.....		B4				
49	Storeman (Warehouse)		B4				
41	Security Officer, III.....	6.	B3	R902,80			
40	Security Officer, II		B3	R988,63			
39	Security Officer, I.....		B4	R988,63			

(b) Across-the-board increase: Employees who prior to the coming into operation of these amendments to this Agreement, were in receipt of a wage equal to or higher than that prescribed for their class in Government Notices R. 740 of 25 June 2004, shall be awarded the across-the-board wage increases specified in sub-clause (a) above. However if an employee after being awarded the across-the-board increase, receives a wage less than the minimum prescribed for his grade in sub-clause (a) above, his wage shall be adjusted to the grade minimum."

(2) Substitute the following for sub-clause (4):

"(4) Differential wage: An employee, other than a temporary employee of a temporary employment service, who on any day performs work in a class for which a higher wage is prescribed in this clause than his usual wage for his usual class of work, shall be paid such higher wage for four hours whether he has worked four hours or less, and thereafter for each hour worked. A relief employee who on any day performs classes of work for which different wages are prescribed in this clause, shall be paid at the highest wage for that day, plus an additional premium of 10 per cent of such highest wage."

(3) Insert the following new sub-clauses (5), (6) and (7):

"(5) Interim allowance:

(i) employees categorised in Grades 1–5, including a part-time, relief and temporary employee, who were in the employ of an employer on the 1st June 2005, shall, in addition to the wage payable for a pay period, be paid for each hour or part thereof worked, an interim allowance of:

(a) 2,5% of the hourly wage payable prior to the coming into operation of the agreement, if after being awarded the across-the board increase, he will be in receipt of the minimum wage prescribed in sub-clause (1) (a):

- (b) 3% of the hourly wage payable prior to the coming into operation of the agreement, if after being awarded the across-the board increase, he will be in receipt of a wage higher than the minimum wage prescribed in sub-clause (1) (a):
- (4) "(6) The interim allowance is only payable for the period from the dates of inception in sub-clause (i) above, until the 28 February 2006 when the payment shall cease. No interim allowance will be payable to any employee categorised in Grades 1–5, engaged on or after the 1 June 2005."
- "(7) For the purposes of calculating any amount due to an employee, or to this Council, in terms of the provisions of the Council's Collective Agreements, the interim allowance shall not be included as part of the wage on which the amount due is calculated."

2. CLAUSE 15. SUGAR CANE SECTOR

- (1) Substitute the following for sub-clause (5):

"(5) Employees who work a night-shift as defined in clause 2 shall receive R11,50 for every such shift worked: Provided that where two different shifts qualify for a night-shift allowance during a 24-hour period commencing at midnight, only those employees who worked the first shift shall receive payment of the night-shift allowance".

3. CLAUSE 16. SUBSISTENCE ALLOWANCE

- (1) Substitute the following for sub-clauses (1) (a) and (b):

- "(a) R15,00 for each such period of absence within the borders of the Republic of South Africa;
(b) R21,00 if such period of absence is outside the borders of the Republic of South Africa; and
(c) R13,00 for each of the three daily meal intervals due in terms of subclause (2) during such absence."

4. CLAUSE 17. NIGHT-SHIFT ALLOWANCE

- (1) Substitute the following for sub-clause (1):

"(1) An employee who works night-shift as defined in clause 2 shall receive R15,00 for each such shift worked, offset against any allowance already paid for such shift, including but not limited to any allowance paid for food and accommodation."

5. CLAUSE 18. TEMPORARY EMPLOYMENT SERVICES

- (1) Substitute the following formula for the formula contained in sub-clause (15):

$$\frac{36,08}{100} \times \frac{\text{Total basic wage for week}}{195}$$

6. CLAUSE 21. HOLIDAY PAY BONUS FUND

- (1) Substitute the following for sub-clause (1) (a) (i):

"(1) (a) The Holiday Pay Bonus Fund, established by the Council under the provisions of the Agreement published under Government Notice No. R. 41 of 15 January 1971 is hereby continued, and for the purposes of this clause "employee" means an employee categorised in clause 7 (1) (a). Every employer shall pay into the Holiday Pay Bonus Fund by not later than the 20th day of each month in respect of each employee employed by him in grades 1–6 during the preceding month, who has completed 21 shifts, the applicable amount in the following contribution table:

Grade	Class	Contribution
1	General worker, general worker—repair shop, packer/loader grade I, security guard	R169,80
2	Motor cycle/motor tricycle driver, light motor vehicle driver, checker grade I, loader/operator grade II, mobile hoist operator grade II, packer/loader grade II	R189,60
3	Medium motor vehicle driver, artisan assistant, gantry crane operator grade I, mobile hoist operator grade I, checker grade II, loader/operator grade I, gantry crane operator grade II, storeman (workshop), team leader	R233,70
4	Heavy motor vehicle driver, extra-heavy motor vehicle driver, despatch Clerk	R259,20
5	Ultra-heavy motor vehicle driver, semi-skilled artisan, storeman (warehouse)	R296,30
6	Security officer, III	R325,80
	Security officer, II	R356,70
	Security officer, I	R356,70

(2) Substitute the following formula for the formula contained in sub-clause (1) (a) (i):

$$\frac{36,08}{100} \times \frac{\text{Total basic wage for week}}{195}$$

Signed at Johannesburg, for and on behalf of the parties to the Council, this 28th day of April 2005.

G. F. VAN NIEKERK
Chairman of the Council

J. J. DUBE
Vice-Chairman of the Council

B. S. E. GRATZ
Secretary of the Council

No. R. 496

27 Mei 2005

WET OP ARBEIDSVERHOUDINGE, 1995

PADVAGNYWERHEID: UITBREIDING VAN WYSIGING VAN HOOF KOLLEKTIEWE OOREENKOMS NA NIE-PARTYE

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Bylae hierby verskyn en wat in die Nasionale Bedingsraad vir die Padvagnywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 1 June 2005 en vir die tydperk wat op 28 Februarie 2006 eindig.

M. M. S. MDLADLANA
Minister van Arbeid

BYLAE

NASIONALE BEDINGINGSRAAD VIR DIE PADVAGNYWERHEID

HOOF KOLLEKTIEWE OOREENKOMS

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

Road Freight Employers' Association

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

Africa Miners' and Allied Workers' Union

Motor Transport Workers' Union (South Africa)

Professional Transport Workers' Union of South Africa

South African Transport and Allied Workers' Union

en

Transport and Allied Workers' Union

(hierna die "werknemers" of die "vakbonde" genoem), aan die ander kant, wat die partye is by die Nasionale Bedingsraad vir die Padvagnywerheid tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing Nos. R. 493, R. 494 van 30 April 2004, en R. 769 van 25 Junie 2004 en R. 173 van 25 Februarie 2005.

1. TOEPASSINGSBESTEK

(1) Die bepalinge van hierdie Ooreenkoms moet in die Padvagnywerheid nagekom word—

- (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakbonde is en wat onderskeidelik daarin betrokke en werksaam is;
- (b) in die A-Gebied, wat bestaan uit die landdrosdistrikte Alberton, Benoni, Boksburg, Brakpan [uitgesonderd daardie gedeeltes van die landdrosdistrikte Boksburg en Brakpan wat voor die publikasie van Goewermentskennisgewing No. R. 1779 van 6 November 1964, binne die landdrosdistrik Heidelberg, geval het en uitgesonderd daardie gedeeltes van die landdrosdistrik Brakpan wat voor 1 April 1966 en 1 Julie 1972 (Goewermentskennisgewing Nos. R. 498 en R. 871 van onderskeidelik 1 April 1966 en 26 Mei 1972), binne die

landdrosdistrik Nigel geval het], Delmas, Germiston, Johannesburg, Kempton Park [uitgesonderd daardie gedeeltes wat voor 29 Maart 1956 en 1 November 1970 (Goewermentskennisgewings Nos. R. 556 en R. 1618 van onderskeidelik 29 Maart 1956 en 2 Oktober 1970), binne die landdrosdistrik Pretoria geval het], Krugersdorp [met inbegrip van daardie Gedeeltes van die landdrosdistrikte Koster en Brits wat voor onderskeidelik 26 Julie 1963 en 1 Junie 1972 (Goewermentskennisgewings Nos. R. 1105 en R. 872 van onderskeidelik 26 Julie 1963 en 26 Mei 1972) binne die landdrosdistrik Krugersdorp geval het], Oberholzer (uitgesonderd daardie gedeelte van die landdrosdistrik Oberholzer wat voor die publikasie van Goewermentskennisgewing No. R. 1745 van 1 September 1978 binne die landdrosdistrik Potchefstroom geval het), Randburg (uitgesonderd daardie gedeelte wat voor die publikasie van Goewermentskennisgewing No. R. 2152 van 22 November 1974, binne die landdrosdistrik Pretoria geval het), Randfontein (met inbegrip van daardie gedeelte van die landdrosdistrik Koster wat voor die publikasie van Goewermentskennisgewing No. R. 1105 van 26 Julie 1963, binne die landdrosdistrik Randfontein geval het, maar uitgesonderd die plase Moadowns 1, Holfontein 17, Leeuwpan 18, Ireton 19, Pahtiki 20, Bospan 21 en Rietfontein 48), Roodepoort, Springs, Vanderbijlpark, Vereeniging en Westonaria; en

- (c) in die B-Gebied, wat bestaan uit die res van die Republiek van Suid-Afrika, uitgesonderd die landdrosdistrikte in paragraaf (b) vermeld.

(2) Ondanks die bepalings van subklousule (1), is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie minimum lone daarin voorgeskryf word en op die werkgewers van sodanige werknemers.

(3) Ondanks die bepalings van subklousule (2), is hierdie Ooreenkoms nie van toepassing nie op 'n eienaar-drywer, soos omskryf, wat slegs een motorvoertuig besit en wat die permanente drywer is van sodanige voertuig, of op die werknemers in sy diens, behalwe vir sover klousules 3 en 5 (4) van toepassing is.

(4) (a) Die bepalings van klousules 1 (1) (a) en 1A van hierdie Ooreenkoms is nie van toepassing op werkgewers en werknemers wat nie lede is van onderskeidelik die werkgewersorganisasie en die vakbonde wat hierdie Ooreenkoms aangegaan het nie, tensy die Minister van Arbeid die Ooreenkoms ingevolge artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, op sodanige werkgewers en werknemers bindend verklaar het; en

(b) Die bepalings van klousules 41, 45 (1), 49 en 50 (3) van hierdie Ooreenkoms is nie van toepassing op werkgewers en werknemers wat nie lede is van onderskeidelik die werkgewersorganisasie en die vakbonde wat hierdie Ooreenkoms aangegaan het nie.

1A. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op 'n datum wat die Minister van Arbeid ingevolge artikel 32 van die Wet op Arbeidsverhoudinge, 1995, vasstel en bly van krag tot 28 Februarie 2006.

OOREENKOMS

1. KLOUSULE 7. LONE

- (1) Vervang subklousule 7 (1) (a) en (b) met die volgende:

"(1) Vir die tydperk tot 28 Februarie 2006, moet die minimum skaal waarteen lone ten opsigte van gewone werkure deur 'n werkgewer aan elkeen van die ondervermelde klasse van sy werknemers betaal word, soos volg wees:

- (a) Weeklone:

Kategorie Kode	Klas	Graad	Patterson Graad	Mininum Loon p.w.	Deur die bank Verhoging p.w.	Tussentydse toelaag: Mininum loon (5)(i)(a)	Tussentydse toelaag: Mininum loon (5)(i)(b)
1 42 3 27	Algemene werker Algemene werker, herstelwinkler Verpakker/laaier graad I Sekuriteitswag	1.	A Band A Band A Band A Band	R470,59	7%	R10,94 p.w.	3% p.w.
5 6 2 22 24 46	Motorfiets-/Motordriewiel-drywer Ligte motorvoertuigdrywer .. Nasiener graad I Laaigraafbediener graad II .. Bediener van 'n mobiele hystoestel graad II Verpakker/laaier graad II	2.	B1 B1 B1 B1 B1 B1	R525,55	7%	R12,22 p.w.	3% p.w.

Kategorie Kode	Klas	Graad	Patterson Graad	Minimum Loon p.w.	Deur die bank Verhoging p.w.	Tussentydse toelaag: Minimum loon (5)(i)(a)	Tussentydse toelaag: Minimum loon (5)(i)(b)
7	Medium motorvoertuig-drywer (Gelede).....	3.	B2				
8	Medium motorvoertuig-drywer (Nie-gelede).....		B2				
44	Ambagsman-assistent.....		B2				
19	Bediener van 'n bokkraan graad I.....		B1				
23	Bediener van 'n mobiele hystoestel graad I.....		B2				
47	Nasiener graad II.....		B2				
21	Laaigraafbediener graad I..		B1				
20	Bediener van 'n bokkraan graad II		B2				
26	Magasynman (Werks-winkel)		B2				
15	Spanleier		B2	R647,75	7%	R15,06 p.w.	3% p.w.
10	Swaar motorvoertuigdrywer (Gelede)	4.	B3				
11	Swaar motorvoertuigdrywer (Nie-gelede).....		B3				
12	Ekstra swaar motorvoertuig drywer (Gelede).....		B3				
13	Ekstra swaar motorvoertuig drywer (Nie-gelede).....		B3				
18	Versendingsklerk		B3	R718,19	7%	R16,70 p.w.	3% p.w.
14	Ultraswaar motorvoertuig-drywer	5.	B4				
45	Halfgeskoolde ambagsman		B4				
49	Magasynman (Pakhuis).....		B4	R821,13	7%	R19,10 p.w.	3% p.w.
41	Veiligheidsbeampte graad III	6.	B3	R902,80			
40	Veiligheidsbeampte graad II		B3	R988,63			
39	Veiligheidsbeampte graad I		B4	R988,63			

- (b) Deur-die-bank-verhoging: Werknemers wat voor die implementering van hierdie wysigings tot die Ooreenkoms 'n loon het gelykstaande aan of hoër as die loon voorgeskryf vir sy klas in die *Staatskoerant Kennisgewing* R. 740 van 25 Junie 2004 sal die deur-die-bank verhoging ontvang soos weergegee in subklousule (a) hierbo. Indien 'n werknemer nadat die deur-die-bank verhoging aan hom toegestaan is 'n laer loon ontvang as die minimum voorgeskrewe loon vir sy graad ingevolge subklousule (a) hierbo weergegee moet sy loon tot die graadminimum aangepas word."

- (2) Vervang subklousule (4) met die volgende:

"(4) Differensiële loon: 'n Werknemer, uitgesonder 'n tydelike werknemer van 'n tydelike werkverskaffingsdiens wat op enige dag werk verrig in 'n klas waarvoor 'n hoër loon in hierdie klousule voorgeskryf word as sy gewone loon vir sy gewone klas werk, moet sodanige hoër loon betaal word vir vier ure, ongeag of hy vier ure of minder gewerk het, en daarna vir elke uur gewerk. 'n Afloswerker wat op enige dag klasse werk verrig waarvoor verskillende lone in hierdie klousule voorgeskryf word, moet teen die hoogste loon vir daardie dag betaal word, plus 'n bykomende premie van 10 persent van sodanige hoogste loon."

- (3) Voeg die volgende nuwe subklousules (5), (6) en (7) by:

"(5) Tussentydse toelaag:

- (i) werknemers in klasse 1–5, ingesluit 'n deeltydse werknemer, 'n aflos en tydelike werknemer wat in diens was van 'n werkgewer op 1 Junie 2005, sal, bykomend tot die loon betaalbaar vir 'n betaal periode, betaal word vir elke uur of gedeelte daarvan 'n tussentydse toelaag ontvang van:

- (a) 2,5% van die uurloon betaalbaar, voor die inwerking treding van die ooreenkoms, indien 'n werknemer nadat die deur-die-bank verhoging toegestaan is, hy die voorgeskrewe minimum loon ontvang het soos voorgeskryf is subklousule (1) (a):

- (b) 3% van die uurloon betaal voor die inwerking treding van die ooreenkoms, indien die werknemer nadat dit deur die bank verhoging toegestaan is, sal hy 'n loon hoër as die voorgeskrewe minimum loon ontvang het soos voorgeskryf in subklousule (1) (a):"
- (4) "(6) Die tussentydse toelaag is slegs betaalbaar sodra die wysigings t.o.v. subklousule (i) hierbo in werking tree, en sal slegs van toepassing wees tot die 28 Februarie 2006 wanneer die betaling sal verval. Geen tussentydse toelaag sal betaalbaar wees aan enige werknemer soos voorgeskryf in Klasse 1–5, wat op of na 1 Junie 2005 in diens geneem word nie."
- "(7) Vir doeleindes van die berekening van enige bedrag verskuldig aan 'n werknemer of aan hierdie Raad ingevolge die voorwaardes van die Raad se Kollektiewe Ooreenkomste sal die tussentydse toelaag nie ingesluit word as deel van die loon t.o.v. waarvan die bedrag bereken word nie."

2. KLOUSULE 15.—SUIKERRIETSEKTOR

- (1) Vervang subklousule (5) met die volgende:

"(5) Werknemers wat 'n nagskof ooreenkomstig die woordoms krywing in klousule 2 werk, moet R11,50 vir elke sodanige skof ontvang: Met dien verstande dat waar twee verskillende skofte vir 'n nagskofftoelae kwalifiseer gedurende 'n 24 uur tydperk wat om middernag begin, slegs daardie werknemers wat die eerste skof gewerk het betaling van die nagskofftoelae sal ontvang."

3. KLOUSULE 16. VERBLYFTOELAE

- (1) Vervang subklousules (1) (a) en (b) met die volgende:

- "(a) R15,00 vir elke sodanige afwesigheid binne die grense van die Republiek van Suid-Afrika;
- (b) R21,00 vir elke sodanige afwesigheid buitekant die grense van die Republiek van Suid-Afrika; en
- (c) R13,00 vir elk van die drie daaglikse etenspouses wat ingevolge subklousule (2) gedurende sodanige afwesigheid toegestaan moet word."

4. KLOUSULE 17. NAGSKOFTOELAE

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

"(1) 'n Werknemer wat 'n nagskof soos in klousule 2 omskryf werk, moet R15,00 ontvang vir elke sodanige skof gewerk, verreken teen enige toelae reeds vir sodanige skof betaal, inbegrepe maar nie beperk nie tot enige toelae vir kos en huisvesting."

5. KLOUSULE 18. TYDELIKE WERKVERSKAFFINGSDIENSTE

- (1) Vervang die formule in sub-klousule (15) deur die volgende formule:

$$\frac{36,08}{100} \times \frac{\text{Total basiese loon vir week}}{195}$$

6. KLOUSULE 21. VAKANSIESOLDYBONUSFONDS

- (1) Vervang subklousule (1) (a) (i) met die volgende:

"(1) (a) Die Vakansiesoldybonus ingestel kragtens Goewermentskennisgewing No. R. 41 van 15 Januarie 1971, word hierby voortgesit, en vir die doeleindes van hierdie klousule beteken "werknemer" 'n werknemer in klousule 7 (1) (a) gekategoriseer: Elke werkgever moet teen nie later nie as die 20ste dag van elke maand ten opsigte van elke werknemer wat die vorige maand in sy diens was in klasse 1–6 en wat 21 skofte voltooi het, 'n bedrag betaal soos uiteengesit in die volgende bydraetabel oorbetal aan die Vakansiesoldybonusfonds:

Graad	Klas	Bydrae
1	Algemene werker, Algemene werker, herstelwinkel, Verpakker/laaier graad I, Sekuriteitswag.....	R169,80
2	Motorfiets-/Motordriewieldrywer. Ligte motorvoertuigdrywer, Nasiener graad I, Laaigraafbediener graad II, Bediener van 'n mobiele hystoestel graad II, Verpakker/laaier graad II ..	R189,60
3	Medium motorvoertuigdrywer, Ambagsman-assistent, Bediener van 'n bakkraan graad I, Bediener van 'n mobiele hystoestel graad I, Nasier graad II, Laaigraafbediener graad I, Bediener van 'n bakkraan graad II, Magasynman (Werkwinkel), Spanleier.....	R233,70
4	Swaar motorvoertuigdrywer, Ekstra swaar motorvoertuigdrywer, Versendingsklerk.....	R259,20
5	Ultraswaar motorvoertuigdrywer, Halfgeskoolde ambagsman, Magasynman (Pakhuis)	R296,30
6	Veiligheidsbeampte, III.....	R325,80
	Veiligheidsbeampte, II.....	R356,70
	Veiligheidsbeampte, I.....	R356,70

(2) Vervang die formule in subklousule (1) (a) (i) met die volgende formule:

$$\frac{36,08}{100} \times \frac{\text{Total basiese loon vir week}}{195}$$

Vir en namens die partye by die Raad, op hede die 28ste dag van April 2005 te Johannesburg onderteken.

G. F. VAN NIEKERK

Voorsitter van die Raad

J. J. DUBE

Ondervoorsitter van die Raad

B. S. E. GRATZ

Sekretaris van die Raad

No. R. 497

27 May 2005

LABOUR RELATIONS ACT, 1995

ROAD FREIGHT INDUSTRY: EXTENSION OF PERIOD OF OPERATION OF THE MAIN COLLECTIVE AGREEMENT

I, Thembinkosi Mkalipi, Executive Manager: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32 (6) (a) (i) of the Labour Relations Act, 1995, extend the periods fixed in Government Notice Nos. R. 493 of 30 April 2004, R. 641 of 28 May 2004, R. 769 of 25 June 2004, R. 173 of 25 February 2005 and R. 496 of 27 May 2005 by a further period ending 28 February 2006.

T. MKALIPI

Executive Manager: Collective Bargaining

No. R. 497

27 Mei 2005

WET OP ARBEIDSVERHOUDINGE, 1995

PADVAGNYWERHEID: VERLENGING VAN TYDPERK VAN HOOF KOLLEKTIEWE OOREENKOMS

Ek, Thembinkosi Mkalipi, Uitvoerende Bestuurder: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 32 (6) (a) (i) van die Wet op Arbeidsverhoudinge, 1995, die tydperke vasgestel in Goewermenskennisgewing Nos. R. 493 van 30 April 2004, R. 641 van 28 Mei 2004, R. 769 van 25 Junie 2004, R. 173 van 25 Februarie 2005 en R. 496 van 27 Mei 2005 met 'n verdere tydperk wat op 28 Februarie 2006 eindig.

T. MKALIPI

Uitvoerende Bestuurder: Kollektiewe Bedinging

No. R. 498

27 May 2005

LABOUR RELATIONS ACT, 1995

ROAD FREIGHT INDUSTRY: RENEWAL PERIOD OF OPERATION OF EXEMPTIONS AND DISPUTE RESOLUTION 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) (ii) of the Labour Relations Act, 1995, declare the provisions of Government Notice Nos. R. 919 of 24 July 1998, R. 1688 of 24 December 1998, R. 286 of 12 March 1999, R. 1279 of 29 October 1999, R. 121 of 11 February 2000 and R. 815 of 31 August 2001, to be effective from 1 June 2005 and for the period ending 28 February 2006.

T. MKALIPI

Executive Manager: Collective Bargaining

No. R. 498**27 Mei 2005**

WET OP ARBEIDSVERHOUDINGE, 1995

PADVAGNYWERHEID: HERNUWING VAN VRYSTELLINGS- EN GESKILBESLEGTINGS KOLLEKTIEWE OOREENKOMS

Ek, Thembinkosi Mkalipi, Uitvoerende Bestuurder: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 32 (6) (a) (ii) van die Wet op Arbeidsverhoudinge, 1995, die bepalings van Goewermentskennisgewing Nos. R. 919 van 24 Julie 1998, R. 1688 van 24 Desember 1998, R. 286 van 12 Maart 1999, R. 1279 van 29 Oktober 1999, R. 121 van 11 Februarie 2000 en R. 815 van 31 Augustus 2001, van krag is met ingang van 1 Junie 2005 en vir die tydperk wat op 28 Februarie 2006 eindig.

T. MKALIPI**Uitvoerende Bestuurder: Kollektiewe Bedinging**

No. R. 499**27 May 2005**

LABOUR RELATIONS ACT, 1995

ROAD FREIGHT INDUSTRY: EXTENSION OF PERIOD OF OPERATION OF THE PROVIDENT FUND COLLECTIVE AGREEMENT

I, Thembinkosi Mkalipi, Executive Manager: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32 (6) (a) (i) of the Labour Relations Act, 1995, extend the periods fixed in Government Notices Nos. R. 368 of 14 March 2003, R. 251 of 27 February 2004, R. 483 of 16 April 2004, R. 639 of 28 May 2004, R. 770 and R. 771 of 25 June 2004 and R. 172 of 25 February 2005 by a further period ending 28 February 2006.

T. MKALIPI**Executive Manager: Collective Bargaining**

No. R. 499**27 Mei 2005**

WET OP ARBEIDSVERHOUDINGE, 1995

PADVAGNYWERHEID: VERLENGING VAN TYDPERK VAN GELDIGHEIDSDUUR VAN VOORSORGFONDS KOLLEKTIEWE OOREENKOMS

Ek, Thembinkosi Mkalipi, Uitvoerende Bestuurder: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 32 (6) (a) (i) van die Wet op Arbeidsverhoudinge, 1995, die tydperke vasgestel in Goewermentskennisgewings Nos. R. 368 van 14 Maart 2003, R. 251 van 27 Februarie 2004, R. 483 van 16 April 2004, R. 639 van 28 Mei 2004, R. 770 en R. 771 van 25 Junie 2004 en R. 172 van 25 Februarie 2005 met 'n verdere tydperk wat op 28 Februarie 2006 eindig.

T. MKALIPI**Uitvoerende Bestuurder: Kollektiewe Bedinging**

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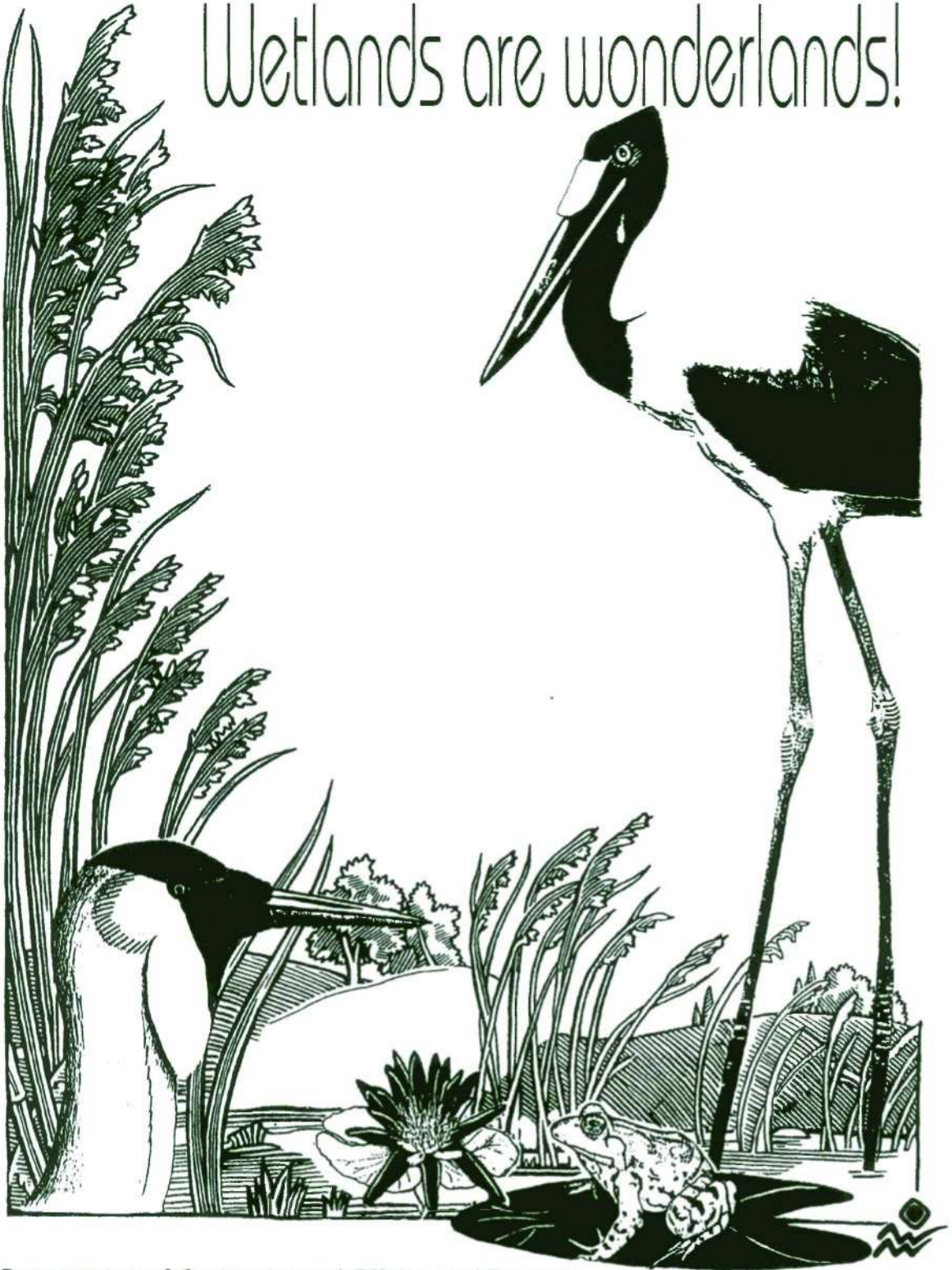
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