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

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DEPARTMENT OF HEALTH DEPARTEMENT VAN GESONDHEID

No. R. 900

16 September 2005

FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT, 1972 (ACT NO. 54 OF 1972)

REGULATIONS RELATING TO THE FORTIFICATION OF CERTAIN FOODSTUFFS: AMENDMENT

The Minister for Health intends, in terms of Section 15 (1) of the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act No. 54 of 1972), to make the regulations in the Schedule.

Interested persons are invited to submit any substantiated comments or representations on the proposed regulations to the Director-General: Health, Private Bag X828, Pretoria, 0001 (for attention of the Director: Nutrition), within one month of the date of publication of this notice.

SCHEDULE

DEFINITIONS

1. In these regulations any word or expression defined in the Act and not defined herein bears the same meaning as in the Act and unless the context otherwise indicates-

“**Department**” means the national Department of Health;

“**diluent**” means a suitable, inert, food-grade carrier for the micronutrients;

“**electrolytic iron**” means elemental iron as per specification in the latest edition of Food Chemical Codex;

“**enrichment**” means the addition of one or more nutrients to a foodstuff whether or not it is normally contained in a foodstuff with the sole purpose of adding nutritional value to the food;

“**food vehicle**” means dry and uncooked wheat flour, dry and uncooked maize meal and bread prepared with and containing at least 90% fortified wheat flour, excluding water;

“**fortificant**” means the prescribed compound which provides the specified micronutrient;

“**fortification mix**” means a premixed blend of fortificants and diluents formulated to provide specified and determinable amounts of micronutrients;

“**fortification**” means the addition of one or more micronutrients by means of a fortification mix to a foodstuff whether or not it is normally contained in a foodstuff for the purpose of preventing or correcting a demonstrated deficiency of one or more nutrients in the general population or specific population group of South Africa as determined by the Department;

“**maize meal**” means all milled, uncooked maize products and includes super, special, sifted and un-sifted maize meal, but excludes samp, grits, maize rice; and maize flour;

"micronutrient" means a natural or synthesised vitamin, mineral, or trace element that is essential for normal growth, development and maintenance of life and of which a deficit will cause characteristic biochemical or physiological changes;

"quality control" means the measures applied and the steps taken by a manufacturer of wheat and maize meal foodstuffs to ensure that the correct procedures are being followed and the set criteria are being met in administering fortificants to food vehicles;

"SABS" means the South African Bureau of Standards, a statutory organization established in terms of the Standards Act, 1993 (Act 29 of 1993);

"the Act" means the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act No. 54 of 1972);

"Vitamin A" means protected, stabilized Vitamin A/retinyl palmitate containing 75 000 mcg Retinol equivalents (RE) activity per gram and specifying on the label of its container, the transport and storage conditions and date up to which the product will comply with the requirements stipulated in Tables 1, 2a, 2b, 3 and 4 of these regulations;

"wheat bread" means all baked bread prepared with and containing at least 90% fortified wheat flour excluding water;

"wheat flour" means all milled, dry and uncooked wheat products with an ash content of more than 0.60% on a moisture-free basis but excludes crushed wheat, pearled wheat, semolina, wheat flour with an ash content of less than 0.60% on a moisture-free basis and self-raising flour.

GENERAL PROVISIONS

2. Any person who manufactures, imports, or sells foodstuffs identified as food vehicles, which have not been fortified in accordance with these regulations, including the requirements specified in Annexure I, is be guilty of an offence.
3. Any person who manufactures, imports or supplies a fortification mix for the purpose of these regulations, without being registered with the Department, including the requirements specified in Annexure II, is guilty of an offence.
4. A person desiring to manufacture, import or supply a fortification mix must apply to the Director-General for registration by submitting the information specified in Annexure III.
5. The registration referred to in regulation 4 is valid for a period of one year.
6. Registered manufacturers, importers or suppliers of fortification mixes must issue a certificate of compliance as indicated in Annexure IV.
7. Registered manufacturers, importers or suppliers of fortification mixes must comply with the principles set out in Annexure II.
8. Manufacturers and importers of food vehicles-
 - (a) may only obtain the fortification mix from companies that have registered with the Department; and
 - (b) must keep on record a certificate of compliance for every batch of fortification mix in the format specified in Annexure IV.

SPECIAL PROVISIONS

9. (a) The formulation of the fortification mix for wheat flour based on the micronutrient requirements specified in Annexure V, Table 4a must comply to the minimum levels as follows:

TABLE 1: FORTIFICATION MIX FOR WHEAT FLOUR

Fortificants and diluent	Micronutrient requirements (per 1 kg flour)	Fortificant requirements (per 1 kg flour)	Fortification mix (g/kg)
Vitamin A palmitate ¹ (Activity: 75 000 mcgRE ₂ /g)	1786 mcgRE	23.8095 mg	119.0475 g
Thiamin mononitrate (Activity: 78% min.)	1.9444 mg	2.4929 mg	12.4644 g
Riboflavin	1.7778 mg	1.7778 mg	8.8889 g
Nicotinamide/niacinamide	23.6842 mg	23.6842 mg	118.4210 g
Pyridoxine HCl (Activity: 81% min.)	2.6316 mg	3.2489 mg	16.2443 g
Folic acid (Activity: 90.5% min.)	1.4286 mg	1.5786 mg	7.8927 g
Electrolytic iron ³ (Activity: 98% min.)	35.00 mg	35.7143 mg	178.5714 g
Zinc oxide (Activity: 80% min.)	15.00 mg	18.7500 mg	93.7500 g
Diluent	-	To complete 200 mg	To complete 1000 g

1. Protected, stabilized Vitamin A palmitate containing 75 000 mcg RE activity per gram.
2. Retinol equivalents (RE) = 1 mcg retinol = 3.33 IU (International units) vitamin A
3. Elemental iron powder where more than 95% passes through a 325 mesh (45 microns particle size) made by an electrolytic process.

- (b) The formulation of the fortification mix for maize meal based on the micronutrient requirements specified in Annexure V, Table 4b must comply with the minimum levels as follows:

TABLE 2a: FORTIFICATION MIX FOR MAIZE MEAL**(Super, special, sifted, unsifted)**

Fortificants and diluent	Micronutrient requirements (Per 1 kg meal)	Fortificant requirements (Per 1 kg meal)	Fortification mix (g/kg)
Vitamin A palmitate ¹ (Activity: 75 000 mcgRE ₂ /g)	2085 mcgRE	27.8000 mg	139.0000 g
Thiamine mononitrate (Activity: 78% min.)	2.1875 mg	2.8045 mg	14.0224 g
Riboflavin	1.6875 mg	1.6875 mg	8.4375 g
Nicotinamide/niacinamide	25.000 mg	25.0000 mg	125.0000 g
Pyridoxine HCl (Activity: 81% min.)	3.1250 mg	3.8580 mg	19.2901 g

Folic acid (Activity: 90.5% min.)	2.0000 mg	2.2099 mg	11.0497 g
Electrolytic iron ³ (Activity: 98% min.)	35.0000 mg	35.7143 mg	178.6714 g
Zinc oxide (Activity: 80% min.)	15.00 mg	18.7500 mg	93.7500 g
Diluent	-	To complete 200 mg	To complete 1000 g

1. Protected, stabilized Vitamin A palmitate containing 75 000 mcg RE activity per gram
 2. Retinol equivalents (RE) = 1 mcg retinol = 3.33 IU (International units) vitamin A
 3. Elemental iron powder where more than 95% passes through a 325 mesh (45microns particle size) made by an electrolytic process.
10. (a) Manufacturers, importers and suppliers of un-sifted maize meal may apply to the Director-General for special permission to use a fortification mix with a reduced level of electrolytic iron.
- (b) Where special permission was granted in terms of paragraph (a), the formulation of the fortification mix for un-sifted maize meal based on the micronutrient requirements specified in Annexure V, Table 4c must comply with the minimum levels as follows:

TABLE 2b: FORTIFICATION MIX FOR UNSIFTED MAIZE MEAL**(Special permission)**

Fortificants and diluent	Micronutrient requirements (per 1 kg meal)	Fortificant requirements (per 1 kg meal)	Fortification mix (g/kg)
Vitamin A palmitate ¹ (Activity: 75 000 mcgRE ₂ /g)	2085 mcgRE	27.8000 mg	139.0000 g
Thiamine mononitrate (Activity: 78% min.)	2.1875 mg	2.8045 mg	14.0224 g
Riboflavin	1.6875 mg	1.6875 mg	8.4375 g
Nicotinamide/niacinamide	25.000 mg	25.0000 mg	125.0000 g
Pyridoxine HCl (Activity: 81% min.)	3.1250 mg	3.8580 mg	19.2901 g
Folic acid (Activity: 90.5% min.)	2.0000 mg	2.2099 mg	11.0497 g
Electrolytic iron ³ (Activity: 98% min.)	17.5000 mg	17.857 mg	89.2857 g
Zinc oxide (Activity: 80% min.)	15.00 mg	18.7500 mg	93.7500 g
Diluent	-	To complete 200 mg	To complete 1000 g

1. Protected, stabilized Vitamin A palmitate containing 75 000 mcg RE activity per gram.
2. Retinol equivalents (RE) = 1 mcg retinol = 3.33 IU (International units) vitamin A
3. Elemental iron powder where more than 95% passes through a 325 mesh (45 microns particle size) made by an electrolytic process.

- (c) The fortification mix must be used at an addition rate of 200 g per ton of food vehicle indicated in Annexure VII, provided the final minimum levels in the food vehicles comply with the requirements stipulated in Tables 3 and 4.
- (d) The fortification of wheat flour containing wheat bran must allow for the addition of the fortification mix to the base flour (white bread flour) only.
11. (a) The final, minimum levels of micronutrients (fortification standards) in the fortified wheat flour at 14% moisture basis and wheat bread at 39% moisture basis must be not less than the levels shown in Table 3 below and must be in accordance with Annexure VI, Tables 5a, 5b, 5c and 5d:

TABLE 3: FORTIFICATION STANDARDS - WHEAT FLOUR AND BREAD

Micronutrient	Unit	WHEAT FLOUR		WHEAT BREAD	
		White	Brown	White	Brown
Vitamin A1	mcgRE/kg	1610	1415	800	700
Thiamine	mg/kg	3.91	3.79	2.49	2.54
Riboflavin	mg/kg	2.05	1.95	1.41	1.39
Niacin	mg/kg	38.42	54.76	27.91	41.59
Pyridoxine	mg/kg	2.82	3.07	2.13	2.67
Folic acid	mg/kg	1.36	1.24	0.74	0.74
Iron	mg/kg	43.65	47.97	32.26	34.69
Zinc	mg/kg	20.70	26.73	15.30	20.07

1. Retinol equivalents (RE) = 1 mcg retinol = 3.33 IU (International units) vitamin A
- (b) The final, minimum levels of micronutrients (fortification standards) in fortified maize meal at 12.5% moisture basis must be not less than the levels shown in Table 4 below and must be in accordance with Annexure VI, Tables 6a, 6b, 6c and 6d:

TABLE 4: FORTIFICATION STANDARDS - MAIZE MEAL

Micronutrient	Unit	MAIZE MEAL			
		Super	Special	Sifted	Un-sifted
Vitamin A1	mcgRE/kg	1877	1877	1877	1877
Thiamine	mg/kg	3.09	3.86	4.76	5.57
Riboflavin	mg/kg	1.79	1.88	1.97	2.06
Niacin	mg/kg	29.70	31.86	34.65	38.25
Pyridoxine	mg/kg	3.89	4.25	4.79	5.42
Folic acid	mg/kg	1.89	1.90	1.92	1.94
Iron	mg/kg	37.35	40.14	44.28	50.402
Zinc	mg/kg	18.90	22.55	26.60	30.20

1. Retinol equivalents (RE) = 1 mcg retinol = 3.33 IU (International units) vitamin A.
2. Where special permission was granted in terms of regulation 10, a lower iron content of 34.65 mg/kg is allowed.
- (c) The fortification standards referred to in Table 3 and Table 4 of these Regulations must be the minimum micronutrient levels in uncooked wheat flour and uncooked maize meal when sampled at the point of manufacturing, importation or sale.

- (d) A sample of a fortified food vehicle, taken by an inspector in terms of the Act, must be analysed for the amounts of nicotinamide / niacinamide, or riboflavin and retinol / vitamin A palmitate, and the results of such a sample must be considered as representative of the standards prescribed by these Regulations in Table 3 and Table 4.

Labelling of fortified foodstuffs

12. In addition to the Regulations Governing the Advertising and Labelling of Foodstuffs made under the Act, all food vehicles must be labelled as follows:

- (a) the nutrient content claims may only be used in addition to the word "fortified" on one label in cases where a micronutrient other than the specified fortificants is added to a food vehicle: provided that the claim complies with the conditions of the specific nutrient content claim.
- (b) the claim "Fortified for better health" and the official fortification logo to that effect as indicated in Annexure VII are reserved only for food vehicles, that have been identified in these regulations and may be displayed on the label or in an advertising material;
- (c) any person who uses the official logo referred to in Annexure VII on labels or in advertising material for foodstuffs other than in accordance with these regulations or any other regulations made in terms of the Act, is guilty of an offence;
- (d)
 - (i) the claim "Manufactured with fortified maize meal for better health" or "Manufactured with fortified wheat flour for better health", whatever the case may be, may be used for foodstuffs, other than food vehicles, prepared with and containing at least 90% of one or more of the identified food vehicles as ingredient, excluding water;
 - (ii) a logo as indicated in Annexure VIII, may be displayed on the label or at the point of sale on a notice displayed in the direct vicinity of where the foodstuff referred to in subparagraph (i) is displayed on the shelf and within clear sight of the consumer;
- (e) minerals of the fortification mix must-
 - (i) in the list of ingredients, be identified individually by the compound names (electrolytic iron, zinc oxide), and
 - (ii) indicate the elemental mineral in the table with nutritional information;
- (f) the fortification addition rate must be clearly indicated on the label of fortification mixes;
- (g) The label or container of a fortification mix sold as such must indicate the date up to which the product will comply with the requirements stipulated in Tables 1, 2a and 2b of these regulations;
- (h) The nutritional information declaration as described in Annexure 2 of the Regulations Relating to the Labeling and Advertising of Foodstuffs must be printed by the manufacturer on the back or side panel of food vehicles and those foodstuffs manufactured with fortified wheat flour or

fortified maize meal in letters at least 1 mm in height for lower case letters, or a bigger letter size in the case of woven polypropylene packaging material, provided the information is easily legible;

- (i) The nutritional information declaration referred to in paragraph (f) as well as nutritional information relevant to the fortification specifications must be declared per daily serving and per 100 g, provided that in the case of dry, uncooked wheat flour and dry, uncooked maize meal as purchased, the daily serving may be regarded as 100g;
- (j) Wherever the official logo is used, it must be utilized in the format of either Annexure VIII or Annexure IX and must be printed in a prominent position on the main panel in bold print against a contrasting or clear background on all types of packaging material. The logo must be clearly visible, legible and indelible;
- (k) The official logo must be a minimum size of 25 mm for paper and plastic packaging and a minimum size of 100 mm for woven polypropylene packaging;
- (l) The design of the logo must be constructed as indicated in facsimile 1 in Annexure VIII or Annexure IX;
- (m) The logo may be printed in monochrome as per facsimile 1 in Annexure VIII or Annexure IX, or in any of the selected main colours of the packaging; and
- (n) Where the full colour version of the logo is used, the following colours must be used in accordance with facsimile 2 in Annexure VIII or Annexure IX:

Grass:

Green 1 Pantone 390 (45c 100y)

Male's shorts:

Green 2 Pantone 349 (100c 100y 54k)

Sun:

Orange 1 Pantone 123 (28m 100y)

Back female's arms x 2, legs x 2, head:

Orange 2 Pantone 138 (53m 100y 8k)

Back female's skirt, front female's eyes x 2:

Blue 1 Pantone 3015 (100c 40k)

Front female's T-shirt:

Blue 2 Pantone 274 (100c 100m 30k)

Sky :

Blue 3 Pantone 290 (10c)

Front female's arms x 2, legs x 2, head :

Flesh Pantone 719 (15m 18y)

Male's T-shirt:

Yellow Process yellow (100y)

Male's arms x 2, legs x 2, head:

Brown Pantone 470 (56m 78y 40k)

Back female's T-shirt, mouth, front female's skirt and mouth:

Red Pantone 485 (100m 100y)

Male's hair, eyes x 2, mouth, back female's hair, eyes x 2, front female's hair, outer circular border, all payoff lines:

Black Process black

Exemption

13. Any manufacturer or importer of food vehicles who wish to be exempted from the provisions stipulated under regulation 2 should apply in writing, giving full reasons for such a request to the Director-General of the Department of Health.

Repeal

14. The Regulations on the Enrichment of Maize Meal, promulgated under Government notice No. R 504 of 7 April 2003 is hereby amended.

Commencement

15. These regulations comes into operation on the date of final publication.



ME TSHABALALA-MSIMANG
MINISTER OF HEALTH

ANNEXURE I**QUALITY CONTROL PRINCIPLES****MANUFACTURERS OF FORTIFIED WHEAT FLOURS AND MAIZE MEALS**

Manufacturers of wheat flours and maize meals must:

1. keep monthly records of the amount of fortification mixes used every month. These records must correspond with the monthly production records;
2. ensure that fortification mixes are stored under the conditions laid down by the manufacturer;
3. ensure that strict stock rotation procedures are adhered to in order to prevent old stock losing potency and to comply with the shelf life expiry date;
4. ensure that all critical stages of the manufacturing process are monitored to ensure that the correct dosage levels are maintained through the following measures:
 - (a) checking of fortification mix feeders at least once a day to ensure that they are delivering the correct dosage levels;
 - (b) performing visual checks at least twice per shift to ensure that fortification mixes are being used and that no blockages have occurred and keeping record of this;
 - (c) performing two-hourly spot checks to ensure that the product has been dosed correctly by determining one of the components of a fortification mix according to the appropriate analytical method.

ANNEXURE II**QUALITY CONTROL PRINCIPLES****MANUFACTURERS OR SUPPLIERS OF FORTIFICATION MIXES**

Manufacturers, importers or suppliers of fortification mixes must:

1. keep monthly records of the quantities of fortification mixes sold to wheat flour and maize meal manufacturers as well as a list of the names and addresses of the aforesaid purchasers;
2. ensure that the quality standard for diluents and fortificants, independently or mixed with a diluent must be in accordance with the standards as determined in the latest edition of Food Chemicals Codex (FCC).
3. ensure that each batch of a fortification mix for the various vehicles complies with the fortification standards described in Tables 1, 2(a) and 2(b) of regulations 9 and 10 respectively;
4. keep at least one labelled retention sample per batch for the expected shelf life period.
5. bear the costs of the audits and analyses mentioned in Annexure IIA.

ANNEXURE IIA**THE SOUTH AFRICAN BUREAU OF STANDARDS**

1. The SABS must conduct at least two inspection audits and take two fortification mix samples per food vehicle for laboratory analysis per year in respect of all registered manufacturers/suppliers/importers, to monitor adherence to compliance with the regulations relating to the fortification of certain foodstuffs.
2. The SABS may if a registered manufacturer/supplier/importer no longer complies with the requirements as prescribed, suspend for such period as it may deem fit, or cancel the registration of such manufacturer/supplier/importer. Once registration is cancelled the manufacturer/supplier/importer must reapply for registration in the prescribed manner.
3. If the SABS suspends or cancels the registration of a manufacturer/supplier/importers, the SABS must notify such manufacturer/supplier/importer of such suspension or cancellation and the reason thereof, and must notify the DG of DOH for any action deemed necessary.
4. The SABS could institute legal actions against manufacturers/suppliers/importers in the event of transgressions of the regulations relating to fortification of certain foodstuffs.

ANNEXURE III**APPLICATION FORM FOR REGISTRATION OF FORTIFICATION MIXES:
MANUFACTURERS, IMPORTERS & SUPPLIERS**

1. Company Name:
2. Company address (Postal):
3. Company street address:
4. Company Tel. No.
5. Company Fax No.
6. E-mail address:
7. Names of: (Print please)

Managing Director	
Quality Assurance Manager	
Production Manager	

8. Activities/facilities:

Are you:	Yes	No
A packer?		
A co-packer?		
A manufacturer?		
A distributor?		
an importer?		

9. Are you a Medicines Control Council (MCC) registered facility?
10. Has the company been inspected by the Inspectors (appointed in terms of section 26 of the Medicines and Related Substances Act, 1965 (Act No 101 of 1965) Yes/No
11. If yes, mention the date of the last inspection:
12. Does your company have ISO certification? Yes/no
13. Does your company have HACCP accreditation? Yes/No
14. Do you have a Quality Control Laboratory? Yes/No
15. Of those ingredients used in the manufacturing of fortification mixes, indicate which ingredients are:
Self manufactured by your company in South Africa:

Imported from the mother company elsewhere in the world:

Acquired from outside the borders of South Africa:

Acquired in South Africa:

How long has the company been in the business of manufacturing or selling fortification mixes?

(number) years

17. Specify the laboratory and methods* that will be used for the analyses of each of the micronutrients in the fortification mix:

Micronutrient	Laboratory	Analytical method
Vitamin A		
Thiamine (Vit B1)		
Riboflavin (Vit B2)		
Niacin (Vit B3)		
Pyridoxine (Vit B6)		
Folic acid		
Iron		
Zinc		

* Only accredited analytical methods for which an original certificate or certified copy from SANAS or another international accreditation body has been obtained and which are attached to the application (Annexure III) will be accepted.

18. Are the original or a certified copy of accreditation for each of the above-mentioned micronutrients as per specified laboratory attached to this application form? Yes/No

ANNEXURE IV

CERTIFICATE OF FORTIFICATION MIX COMPLIANCE

(This certificate is not transferable from one batch to another)

1. Company Name:
2. Company address (Postal):
3. Company street address:

4. Company Tel. No.

5. Company Fax No.

6. E-mail address:

7. DECLARATION:

It is hereby certified that (batch) _____ fortification mix, complies qualitatively and quantitatively with the following specification:

FORTIFICATION MIX SPECIFICATION

Fortificants	Wheat flour (g/kg)	Maize meal (g/kg)
Vitamin A palmitate ¹ , (Activity: 75 000 mcgRE/g)	119.0475 g	139.0000 g
Thiamine mononitrate (Activity: 78% min.)	12.4644 g	14.0224 g
Riboflavin	8.8889 g	8.4375 g
Nicotinamide/Niacinamide	118.4210 g	125.0000 g
Pyridoxine HCl (Activity: 81% min.)	16.2443 g	19.2901 g
Folic acid (Activity: 90.5% min.)	7.8927 g	11.0497 g
Electrolytic iron (Activity: 98% min.)	178.5714 g	178.5714 g ²
Zinc oxide (Activity: 80% min.)	93.7500 g	93.7500 g
Diluent(s) (specify):	To complete 1000 g	To complete 1000 g

1. Retinol equivalents (RE) = 1 mcg retinol = 3.33 IU (International units) vitamin A
2. Where special permission was granted for un-sifted maize meal, a lower electrolytic iron level of 89.2857 g/kg must be used.

8. Fortification mix addition rate: _____ g/kg

Signed by:

Authorised signatory

Date:

Seal

Printed name

ANNEXURE V

MICRONUTRIENT REQUIREMENTS FOR FORTIFICATION OF FOOD
VEHICLES

TABLE 4(a): WHEAT FLOUR

Micronutrients	RDA	MICRONUTRIENT REQUIREMENTS				
		Per 200 g white bread flour				Per 1 kg flour
		Nutritional Goal		Retention	Required Addition	Required Addition
		%RDA	Amount			
Vitamin A (mcg RE)	800	31%	250	70%	357	1786
Thiamine (mg)	1.40	25%	0.3500	90%	0.3889	1.9444
Riboflavin (mg)	1.60	20%	0.3200	90%	0.3556	1.7778
Niacin (mg)	18	25%	4.5000	95%	4.7368	23.6842
Pyridoxine (mg)	2.00	25%	0.5000	95%	0.5263	2.6316
Folic acid (mg)	0.40	50%	0.2000	70%	0.2857	1.4286
Iron (mg)	14	50%	7.0000	100%	7.0000	35.0000
Zinc (mg)	15	20%	3.0000	100%	3.0000	15.0000

TABLE 4(b): MAIZE MEAL (Super, special, sifted, unsifted)

Micronutrients	RDA	MICRONUTRIENT REQUIREMENTS				
		Per 200 g maize meal				Per 1 kg meal
		Nutritional Goal		Retention	Required Addition	Required Addition
		%RDA	Amount			
Vitamin A (mcg RE)	800	31%	250	60%	417	2085
Thiamine (mg)	1.40	25%	0.3500	80%	0.4375	2.1875
Riboflavin (mg)	1.60	17%	0.2700	80%	0.3375	1.6875
Niacin (mg)	18	25%	4.5000	90%	5.0000	25.0000
Pyridoxine (mg)	2.00	25%	0.5000	80%	0.6250	3.1250
Folic acid (mg)	0.40	50%	0.2000	50%	0.4000	2.0000
Iron (mg)	14	50%	7.0000	100%	7.0000	35.0000
Zinc (mg)	15	20%	3.0000	100%	3.0000	15.0000

TABLE 4(c): UNSIFTED MAIZE MEAL (Special permission)

Micronutrients	RDA	MICRONUTRIENT REQUIREMENTS				
		Per 200 g maize meal				Per 1 kg meal
		Nutritional Goal		Retention	Required Addition	Required Addition
		%RDA	Amount			
Vitamin A (mcg RE)	800	31%	250	60%	417	2085
Thiamine (mg)	1.40	25%	0.3500	80%	0.4375	2.1875
Riboflavin (mg)	1.60	17%	0.2700	80%	0.3375	1.6875
Niacin (mg)	18	25%	4.5000	90%	5.0000	25.0000
Pyridoxine (mg)	2.00	25%	0.5000	80%	0.6250	3.1250
Folic acid (mg)	0.40	50%	0.2000	50%	0.4000	2.0000
Iron (mg)	14	25%	3.5000	100%	3.5000	17.5000
Zinc (mg)	15	20%	3.0000	100%	3.0000	15.0000

ANNEXURE VI

MICRONUTRIENT COMPOSITION OF FORTIFIED FOODSTUFFS

TABLE 5(a): WHITE BREAD FLOUR

Micronutrients	COMPOSITION PER 1 kg FLOUR				
	Fortification	Natural	Total	Tolerance	Netto
Vitamin A (mcg RE)	1786	0	1786	±10%	1610
Thiamine (mg)	1.9444	2.4000	4.3444	±10%	3.9100
Riboflavin (mg)	1.7778	0.5000	2.2778	±10%	2.0500
Niacin (mg)	23.6842	19.0000	42.6842	±10%	38.4158
Pyridoxine (mg)	2.6316	0.5000	3.1316	±10%	2.8184
Folic acid (mg)	1.4286	0.0800	1.5086	±10%	1.3577
Iron (mg)	35.0000	13.5000	48.5000	±10%	43.6500
Zinc (mg)	15.0000	8.0000	23.0000	±10%	20.7000

TABLE 5(b): BROWN BREAD FLOUR (88% White bread flour + 12% Bran)

Micronutrients	COMPOSITION PER 1 kg FLOUR				
	Fortification	Natural	Total	Tolerance	Netto
Vitamin A (mcg RE)	1572	0	1572	±10%	1415
Thiamine (mg)	1.7111	2.5000	4.2111	±10%	3.7900
Riboflavin (mg)	1.5645	0.6000	2.1645	±10%	1.9481
Niacin (mg)	20.8421	40.0000	60.8421	±10%	54.7579
Pyridoxine (mg)	2.3155	1.1000	3.4155	±10%	3.0740
Folic acid (mg)	1.2572	0.1200	1.3772	±10%	1.2395
Iron (mg)	30.8000	22.5000	53.3000	±10%	47.9700
Zinc (mg)	13.2000	16.5000	29.700	±10%	26.7300

TABLE 5(c): WHITE BREAD

Micronutrients	COMPOSITION PER 1 kg BREAD (± 667 g flour)				
	Fortification	Natural	Total	Tolerance	Netto
Vitamin A (mcg RE)	834	0	834	± 5%	800
Thiamine (mg)	1.1673	1.6000	2.7673	± 10%	2.4901
Riboflavin (mg)	1.0672	0.5000	1.5672	± 10%	1.4105
Niacin (mg)	15.0075	16.0000	31.0075	± 10%	27.9068
Pyridoxine (mg)	1.6675	0.7000	2.3675	± 10%	2.1308
Folic acid (mg)	0.6670	0.1500	0.8170	± 10%	0.7353
Iron (mg)	23.3450	12.5000	35.8450	± 10%	32.2605
Zinc (mg)	10.0050	7.0000	17.0050	± 10%	15.3045

TABLE 5(d): "BROWN BREAD"

Micronutrients	COMPOSITION PER 1 kg BREAD (\pm 667 g flour)				
	Fortification	Natural	Total	Tolerance	Netto
Vitamin A (mcg RE)	734	0	734	\pm 5%	700
Thiamine (mg)	1.0272	1.8000	2.8272	\pm 10%	2.5445
Riboflavin (mg)	0.9391	0.6000	1.5391	\pm 10%	1.3852
Niacin (mg)	13.2066	33.0000	46.2066	\pm 10%	41.5859
Pyridoxine (mg)	1.4674	1.5000	2.9674	\pm 10%	2.6707
Folic acid (mg)	0.5870	0.2300	0.8196	\pm 10%	0.7353
Iron (mg)	20.5436	18.0000	38.5436	\pm 10%	34.6892
Zinc (mg)	8.8044	13.5000	22.3044	\pm 10%	20.0740

TABLE 6(a): SUPER MAIZE MEAL

Micronutrients	COMPOSITION PER 1 kg FLOUR				
	Fortification	Natural	Total	Tolerance	Netto
Vitamin A (mcg RE)	2085	0	2085	\pm 10%	1877
Thiamine (mg)	2.1875	1.2500	3.4375	\pm 10%	3.0938
Riboflavin (mg)	1.6875	0.3000	1.9875	\pm 10%	1.7888
Niacin (mg)	25.000	8.0000	33.0000	\pm 10%	29.7000
Pyridoxine (mg)	3.1250	1.2000	4.3250	\pm 10%	3.8925
Folic acid (mg)	2.0000	0.1000	2.1000	\pm 10%	1.8900
Iron (mg)	35.000	6.5000	41.5000	\pm 10%	37.3500
Zinc (mg)	15.0000	6.0000	21.0000	\pm 10%	18.9000

TABLE 6(b): SPECIAL MAIZE MEAL

Micronutrients	COMPOSITION PER 1 kg FLOUR				
	Fortification	Natural	Total	Tolerance	Netto
Vitamin A (mcg RE)	2085	0	2085	\pm 10%	1877
Thiamine (mg)	2.1875	2.1000	4.2875	\pm 10%	3.8588
Riboflavin (mg)	1.6875	0.4000	2.0875	\pm 10%	1.8788
Niacin (mg)	25.000	10.4000	35.4000	\pm 10%	31.8600
Pyridoxine (mg)	3.1250	1.6000	4.7250	\pm 10%	4.2525
Folic acid (mg)	2.0000	0.1200	2.1200	\pm 10%	1.9080
Iron (mg)	35.000	9.6000	44.6000	\pm 10%	40.1400
Zinc (mg)	15.0000	10.0500	25.0500	\pm 10%	22.5450

TABLE 6(c): SIFTED MAIZE MEAL

Micronutrients	COMPOSITION PER 1 kg FLOUR				
	Fortification	Natural	Total	Tolerance	Netto
Vitamin A (mcg RE)	2085	0	2085	\pm 10%	1877
Thiamine (mg)	2.1875	3.1000	5.2875	\pm 10%	4.7588
Riboflavin (mg)	1.6875	0.5000	2.1875	\pm 10%	1.9688
Niacin (mg)	25.000	13.5000	38.5000	\pm 10%	34.6500
Pyridoxine (mg)	3.1250	2.2000	5.3250	\pm 10%	4.7925
Folic acid (mg)	2.0000	0.1400	2.1400	\pm 10%	1.9260
Iron (mg)	35.000	14.2000	49.2000	\pm 10%	44.2800
Zinc (mg)	15.0000	14.5500	29.5500	\pm 10%	26.5950

TABLE 6(d): UN-SIFTED MAIZE MEAL

Micronutrients	COMPOSITION PER 1 kg FLOUR				
	Fortification	Natural	Total	Tolerance	Netto
Vitamin A (mcg RE)	2085	0	2085	±10%	1877
Thiamine (mg)	2.1875	4.0000	6.1875	±10%	5.5688
Riboflavin (mg)	1.6875	0.6000	2.2875	±10%	2.0588
Niacin (mg)	25.000	17.5000	42.5000	±10%	38.2500
Pyridoxine (mg)	3.1250	2.9000	6.0250	±10%	5.4225
Folic acid (mg)	2.0000	0.1600	2.1600	±10%	1.9440
Iron (mg)	35.000	21.0000	56.000	±10%	50.4000*
Zinc (mg)	15.0000	18.5500	33.5500	±10%	30.1950

* Where special permission was granted for un-sifted maize meal, a lower netto iron content of 34.65 mg/kg must be applicable

ANNEXURE VII

ADDITION RATE OF FORTIFICATION MIXES

TABLE 7(a): MAIZE MEAL (super, special, sifted)

Addition Rate per ton Maize Meal	200g	300 g	400 g	500 g
Ingredient	G / kg	g / kg	g / kg	g / kg
Vitamin A Palmitate 250 000 IU / g	139.0000	92.6667	46.3333	18.5333
Thiamine Mononitrate (Activity 78% minimum)	14.0224	9.3483	4.6741	1.8697
Riboflavin	8.4375	5.6250	2.8125	1.1250
Niacinamide	125.0000	83.3333	41.6667	16.6667
Pyridoxine HCl (Activity 81% minimum)	19.2901	12.8601	6.4300	2.5720
Folic Acid (Activity 98% minimum)	11.0497	7.3665	3.6832	1.4733
Electrolytic Iron (Activity 98% minimum)	178.6714	119.1143	59.5571	23.8229
Zinc Oxide (Activity 80% minimum)	93.7500	62.5000	31.2500	12.5000
Diluent	To complete 1000g	To complete 1000g	To complete 1000g	To complete 1000g

TABLE 7 (b): UNSIFTED MAIZE MEAL (special permission)

Addition Rate per ton unsifted Maize Meal (special permission)	200g	300 g	400 g	500 g
Ingredient	G / kg	g / kg	g / kg	g / kg
Vitamin A Palmitate 250 000 IU / g	139.0000	92.6667	46.3333	18.5333
Thiamine Mononitrate (Activity 78% minimum)	14.0224	9.3483	4.6741	1.8697
Riboflavin	8.4375	5.6250	2.8125	1.1250
Niacinamide	125.0000	83.3333	41.6667	16.6667
Pyridoxine HCl (Activity 81% minimum)	19.2901	12.8601	6.4300	2.5720
Folic Acid (Activity 98% minimum)	11.0497	7.3665	3.6832	1.4733
Electrolytic Iron (Activity 98% minimum)	89.2857	59.5238	29.7619	11.9048
Zinc Oxide (Activity 80% minimum)	93.7500	62.5000	31.2500	12.5000
Diluent	To complete 1000g	To complete 1000g	To complete 1000g	To complete 1000g

TABLE 7 (c): WHEAT FLOUR

Addition Rate per ton Wheat Flour	200g	300 g	400 g	500 g
Ingredient	G / kg	g / kg	g / kg	g / kg
Vitamin A Palmitate 250 000 IU / g	119.0475	79.3650	39.6825	15.8730
Thiamine Mononitrate (Activity 78% minimum)	12.4644	8.3096	4.1548	1.6619
Riboflavin	8.8889	5.9259	2.9630	1.1852
Niacinamide	118.4210	78.9473	39.4737	15.7895
Pyridoxine HCl (Activity 81% minimum)	16.2443	10.8295	5.4148	2.1659
Folic Acid (Activity 98% minimum)	7.8927	5.2618	2.6309	1.0524
Electrolytic Iron (Activity 98% minimum)	178.5714	119.0476	59.5238	23.8095
Zinc Oxide (Activity 80% minimum)	93.7500	62.5000	31.2500	12.5000
Diluent	To complete 1000g	To complete 1000g	To complete 1000g	To complete 1000g

ANNEXURE VIII

Facsimile 1 (Monochrome copy)

Facsimile 2 (Full colour copy)

ANNEXURE IX

Facsimile 1 (Monochrome copies)

Facsimile 2 (Full colour copies)

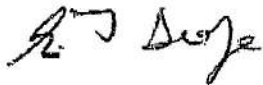
**DEPARTMENT OF LAND AFFAIRS
DEPARTEMENT VAN GRONDSAKE**

No. R. 907

16 September 2005

**AMENDMENT OF ADMINISTRATIVE REGULATIONS MADE UNDER THE
KWAZULU-NATAL INGONYAMA TRUST ACT, 1994 (ACT No. 3 OF 1994)**

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



A T DIDIZA

MINISTER FOR AGRICULTURE AND LAND AFFAIRS

SCHEDULE

1. In this Schedule "the Regulations" means the Regulations made by Government Notice No. R. 1237 of 2 October 1998, as amended by Government Notice No. R. 1198 of 27 September 2002, Government Notice No. R. 521 of 17 April 2003, Government Notice No. R. 823 of 16 July 2004 and Government Notice No. R. 288 of 31 March 2005.

2. Amendment of regulation 1

Regulation 1 of the Regulations is hereby amended –

- (a) by the insertion of the following definition after the definition of "Act" :

"accounting authority" means the Board;"; and

- (b) by the substitution for the definition of "head of the Secretariat" of the following definition :

"head of the Secretariat" means the person who has been designated as head of the Secretariat in terms of regulation 6(3);".

3. Amendment of regulation 2

Regulation 2 of the Regulations is hereby amended by the substitution for subregulation (2) of the following subregulation :

"(2) A member of the accounting authority appointed in terms of section 2A(3)(b) or (c) of the Act who is not in the service of the State, shall be remunerated at a rate determined from time to time by the Minister in consultation with the Minister of Finance."

4. Amendment of regulation 5

Regulation 5 of the Regulations is hereby amended by the substitution for the words preceeding subregulation (a) of the following words :

"A Secretariat shall be established by the accounting authority in consultation with the Director-General, to –

5. Amendment of regulation 6

Regulation 6 of the Regulations is hereby amended –

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

"(1) The Secretariat may be staffed by members of the public service designated to the Trust or other persons under contract to the Trust itself who are able to provide technical, secretarial and other support required by the accounting authority.";

- (b) by the substitution for subregulation (3) of the following subregulation :

"(3) The Secretariat shall be headed by an officer of the Department designated as such by the Director-General or a person in the employ of the Trust designated by the accounting authority in consultation with the Director-General.";

- (c) by the deletion of subregulation (4).

6. Amendment of regulation 7

Regulation 7 of the Regulations is hereby substituted for the following regulation :

"7(1) The accounting authority may, by entering into a contract as contemplated in regulation 21 and after approval of the Department, procure accommodation, furniture, equipment and other facilities which may be required for its functioning, the functioning of the Secretariat and the proper administration and management of the Trust.

7(2) The provisions of subregulation (1) shall not be construed so as to limit assistance which the accounting authority may require from the Department and any other national, provincial, municipal or traditional authority to effectively execute its functions and perform its duties."

7. Amendment of regulation 8

Regulation 8 of the Regulations is hereby amended by the substitution for subregulation (1) of the following subregulation :

"(1) An advisory committee may consist of such number of persons as the accounting authority may determine with due regard to the additional administrative, financial, legal, technical and other expertise and assistance that the accounting authority requires in order to carry out its functions."

8. Amendment of regulation 24

Regulation 24 of the Regulations is hereby substituted for the following regulation :

"24. The accounting authority may from time to time recommend to the Minister the promulgation of regulations to facilitate the functioning of the accounting authority, and it shall in particular recommend the promulgation of regulations in respect of the following matters :

- (a) The procedure whereby land may be allocated to potential users;
- (b) the rental, levies and other charges for the right to use land;
- (c) the distribution of the income received by the accounting authority so as to comply with the requirements that the land and, by extension, the produce of the land, is used for the benefit of the members of the tribes and communities referred to in the Schedule to the Act."

9. General amendment

The Regulations are hereby amended by the substitution for the word "Board" wherever it appears, but excluding the definition of "accounting authority" in regulation 1, of the words "accounting authority".

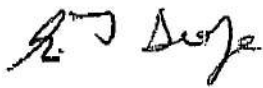
10. These Regulations shall be known as the KwaZulu-Natal Ingonyama Trust Administrative Amendment Regulations, 2005, and come into operation on the date of publication thereof in the *Government Gazette*.

No. R. 907

16 September 2005

**WYSIGING VAN ADMINISTRATIEWE REGULASIES UITGEVAARDIG ONDER
DIE KWAZULU-NATAL INGONYAMA TRUST WET, 1994 (WET No. 3 VAN 1994)**

Ek, Angela Thokozile Didiza, Minister vir Landbou en Grondsake, vaardig hierby die regulasies, soos uiteengesit in die Bylae, uit kragtens artikel 2A(7) van die KwaZulu-Natal Ingonyama Trust Wet, 1994 (Wet No. 3 van 1994).



A T DIDIZA

MINISTER VIR LANDBOU EN GRONDSAKE

BYLAE

1. In hierdie Bylae beteken "die Regulasies" die Regulasies uitgevaardig by Goewermentskennisgewing No. R. 1237 van 2 Oktober 1998, soos gewysig deur Goewermentskennisgewing No. R. 1198 van 27 September 2002, Goewermentskennisgewing No. R. 521 van 17 April 2003, Goewermentskennisgewing No. R. 823 van 16 Julie 2004 en Goewermentskennisgewing No. R. 288 van 31 Maart 2005.

2. Wysiging van regulasie 1

Regulasie 1 van die Regulasies word hierby gewysig –

- (a) deur na die woordskrywing van "Raad" die volgende woordskrywing in te voeg :

"rekenpligtige gesag" die Raad;; en

- (b) deur die woordskrywing "hoof van die Sekretariaat" deur die volgende woordskrywing te vervang :

"hoof van die Sekretariaat" die persoon wat ingevolge regulasie 6(3) as hoof van die Sekretariaat aangewys is;.

3. Wysiging van Regulasie 2

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

"(2) 'n Lid van die rekenpligtige gesag aangestel ingevolge artikel 2A(3)(b) of (c) van die Wet wat nie in diens van die Staat is nie, word besoldig teen 'n koers wat die Minister in oorleg met die Minister van Finansies van tyd tot tyd bepaal."

4. Wysiging van regulasie 5

Regulasie 5 van die Regulasies word hierby gewysig deur die woorde wat subregulasie (a) vooraf gaan deur die volgende woorde te vervang :

"n Sekretariaat moet deur die rekenpligtige gesag in oorleg met die Direkteur-generaal ingestel word, om –"

5. Wysiging van regulasie 6

Regulasie 6 van die Regulasies word hierby gewysig –

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

“(1) Die Sekretariaat kan beman word deur lede van die staatsdiens wat aan die Trust toegewys is of ander persone onder kontrak by die Trust self, wat in staat is om tegniese, sekretariële en ander bystand wat deur die rekenpligtige gesag benodig word, te voorsien.”;

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

“(3) ‘n Beampte van die Departement wat as sodanig deur die Direkteur-generaal aangewys is of ‘n persoon in die diens van die Trust wat as sodanig deur die rekenpligtige gesag in oorleg met die Direkteur-generaal aangewys is, staan aan die hoof van die Sekretariaat.”; en

- (c) deur subregulasie (4) te skrap.

6. Wysiging van regulasie 7

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

“7(1) Die rekenpligtige gesag kan, deur die aangaan van ‘n kontrak soos beoog in regulasie 21 en na goedkeuring deur die Departement, akkommodasie, meubels, toerusting en ander fasiliteite wat benodig mag word vir sy werksaamhede, die werksaamhede van die Sekretariaat en die behoorlike administrasie en bestuur van die Trust, aanskaf.

(2) Die bepalinge van subregulasie (1) word nie so vertolk asof bystand wat die rekenpligtige gesag van die Departement en enige ander nasionale, provinsiale, munisipale of tradisionele owerheid benodig om sy werksaamhede en sy pligte doeltreffend uit te voer en te verrig, te beperk nie.”.

7. Wysiging van regulasie 8

Regulasie 8 van die Regulasies word hierby gewysig deur subregulasie (1) deur die volgende subregulasie te vervang :

“(1) ‘n Advieskomitee kan bestaan uit sodanige aantal persone wat die rekenpligtige gesag mag bepaal met behoorlike inagneming van bykomende administratiewe, finansiële, regs-, tegniese en ander kundigheid en bystand wat die rekenpligtige gesag benodig ten einde sy werksaamhede te verrig.”.

8. Wysiging van regulasie 24

Regulasie 24 van die Regulasies word hierby deur die volgende regulasie vervang :

“24. Die rekenpligtige gesag kan van tyd tot tyd by die Minister aanbeveel dat regulasies afgekondig word om die werksaamhede van die rekenpligtige gesag te fasiliteer, en moet in die besonder die afkondiging van regulasies ten opsigte van die volgende aangeleenthede aanbeveel :

- (a) Die prosedure waarvolgens grond aan potensiële gebruikers toegewys word;
- (b) die huur, heffings en ander gelde vir die reg om grond te gebruik; en
- (c) die verdeling van die inkomste ontvang deur die rekenpligtige gesag ten einde te voldoen aan die vereiste dat die grond en, by uitbreiding, die opbrengs uit die grond, gebruik word tot die voordeel van die lede van die stamme en gemeenskappe vermeld in die Bylae tot die Wet.”.

9. Algemene wysiging

Die Regulasies word hierby gewysig deur die woord "Raad" waar dit ook al voorkom, maar met die uitsondering van die woordskrywing van "rekenpligtige gesag" in regulasie 1, deur die woorde "rekenpligtige gesag" te vervang.

10. Hierdie Regulasies heet die KwaZulu-Natal Ingonyama Trust Administratiewe Wysigingsregulasies, 2005, en tree in werking op die datum van publikasie daarvan in die *Staatskoerant*.

No. R. 908

16 September 2005

AMENDMENT OF FINANCIAL REGULATIONS MADE UNDER THE KWAZULU-NATAL INGONYAMA TRUST ACT, 1994 (ACT No. 3 OF 1994)

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



A T DIDIZA

MINISTER FOR AGRICULTURE AND LAND AFFAIRS

SCHEDULE

1. Definitions

In this Schedule "the Regulations" means the Regulations made by Government Notice No. R. 1236 of 2 October 1998.

2. Amendment of regulation 1

Regulation 1 of the Regulations is hereby amended –

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

"accounting authority" means the Board;"; and

- (b) by the insertion after the definition of "estimates" of the following definition :

"official" means the person to whom any powers have been entrusted or delegated or who has been instructed to perform any duties, in terms of section 56(1) of the Public Finance Management Act, 1991 (Act No. 1 of 1999);".

3. Amendment of regulation 2

Regulation 2 of the Regulations is hereby substituted for the following regulation :

"2. These regulations apply to the financial administration of all income earned by or accrued to the Trust and are subject to the provisions of the Public Finance Management Act, 1999 (Act No. 1 of 1999)."

4. Amendment of regulation 3

Regulation 3 of the Regulations is hereby amended –

- (a) by the substitution for the heading "Accounting Officer" of the heading "Accounting authority";
- (b) by the deletion of subregulation (1); and
- (c) by the substitution in subregulation (2) for the words preceeding paragraph (a) of the following words :

"The official is responsible for – "

5. Amendment of regulation 10

Regulation 10 of the Regulations is hereby amended by the substitution for subregulation (2) of the following subregulation :

"(2) An amount not exceeding 10 per cent of the Trust income may be utilised for the operational costs of the accounting authority, being costs reasonably incurred by the accounting authority, including ordinary administrative costs, to achieve the objectives of the Act."

6. Amendment of regulation 11

Regulation 11 of the Regulations is hereby amended –

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

"(1) The official is responsible for the collection of all moneys due to the Trust and such moneys must be paid to the Trust or where the accounting authority so directs, to the Trust's Bankers."; and

(b) by the substitution for subregulation (2) of the following subregulation :

"(2) All moneys received must be banked daily or at such regular intervals as the accounting authority may determine."

7. Amendment of regulation 12

Regulation 12 of the Regulations is hereby amended by the substitution for subregulation (2) of the following subregulation :

"(2) Every cancelled receipt must be re-affixed in its proper place in the receipt book, or, in the absence of a receipt book, filed in accordance with instructions issued by the accounting authority."

8. Amendment of regulation 13

Regulation 13 of the Regulations is hereby amended –

- (a) by the substitution for subregulation (3) of the following subregulation :

"(3) The head of the Secretariat must establish and maintain a register of persons to whom authority has been delegated to sign official documents, and such register must indicate the nature of the documents to which such signing authority applies, and must include specimen signatures of such persons.";

- (b) by the substitution in subregulation (5) of the words preceeding paragraph (a) of the following words :

"Every voucher submitted for payment must be in the form prescribed by the accounting authority and must be certified by the person requesting the payment, and when submitted to the official, be accompanied by supporting documents, where applicable, and have indicated thereon :"; and

- (c) by the substitution in subregulation (5) for paragraph (f) of the following paragraph :

"(f) such other information as the accounting authority may require."

9. Amendment of regulation 14

Regulation 14 of the Regulations is hereby amended –

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

"(1) Imprest accounts for the making of petty disbursements may only be established with the approval of the accounting authority, which must prescribe the amount of such accounts, the nature and extent of payments to be made therefrom."; and

- (b) by the substitution for subregulation (2) of the following subregulation :

"(2) Every voucher submitted for the refund of petty disbursements must be accompanied by supporting documents for all such payments and proper record must be kept in a form approved by the accounting authority."

10. Repeal of regulation 15

Regulation 15 of the Regulations is hereby repealed.

11. Repeal of regulation 17

Regulation 17 of the Regulations is hereby repealed.

12. Amendment of regulation 18

Regulation 18 of the Regulations is hereby substituted for the following regulation :

"18. The accounting authority is responsible for the investment of the funds of the Trust on such terms and conditions as may be prescribed by law and in accordance with a policy determined by the accounting authority and is in respect of such investments, empowered to purchase or sell any securities."

13. Amendment of regulation 19

Regulation 19 of the Regulations is hereby amended by the substitution in subregulation (1) for paragraph (b) of the following paragraph :

- “(b) if the loan complies with the provisions of the Act and the Public Finance Management Act, 1999 (Act No. 1 of 1999), and if such loan is in pursuance of the objectives of the Act.”.

14. Amendment of regulation 22

Regulation 22 of the Regulations is hereby amended –

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

“(1) Notice of all meetings of the accounting authority must be sent to the head of the Secretariat and the official, together with full agendas and reports.”; and

- (b) by the substitution for subregulation (2) of the following subregulation :

“(2) The head of the Secretariat and the official have the authority to attend such meetings and take part in discussions.”.

15. General amendment

The Regulations are hereby amended –

- (a) by the substitution for the words “Accounting Officer”, wherever they appear, of the word “official”; and

- (b) by the substitution for the word "Board" wherever it appears, but excluding the definition of "accounting authority" in regulation 1, of the words "accounting authority."

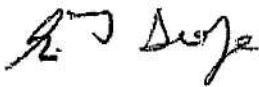
16. These Regulations shall be known as the KwaZulu-Natal Ingonyama Trust Financial Amendment Regulations, 2005, and come into operation on the date of publication thereof in the *Government Gazette*.

No. R. 908

16 September 2005

**WYSIGING VAN FINANSIËLE REGULASIES UITGEVAARDIG ONDER DIE
KWAZULU-NATAL INGONYAMA TRUST WET, 1994 (WET No. 3 VAN 1994)**

Ek, Angela Thokozile Didiza, Minister vir Landbou en Grondsake, vaardig hierby die regulasies, soos uiteengesit in die Bylae, uit kragtens artikel 2A(7) van die KwaZulu-Natal Ingonyama Trust Wet, 1994 (Wet No. 3 van 1994).



A T DIDIZA

MINISTER VIR LANDBOU EN GRONDSAKE

BYLAE

1. Woordomsrywings

In hierdie Bylae beteken "die Regulasies" die Regulasies uitgevaardig by Goewermentskennisgewing No. R. 1236 van 2 Oktober 1998.

2. Wysiging van regulasie 1

Regulasie 1 van die Regulasies word hierby gewysig –

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

“rekenpligtige gesag’ die Raad;”; en

- (b) deur na die omskrywing van “bankrekening” die volgende omskrywing in te voeg :

“beampte’ die persoon aan wie enige gesag verleen of gedelegeer is of aan wie opdrag gegee is om enige pligte uit te voer, ingevolge artikel 56(1) van die Wet op Openbare Finansiële Bestuur, 1991 (Wet No. 1 van 1999);”.

3. Wysiging van regulasie 2

Regulasie 2 van die Regulasies word hierby deur die volgende regulasie vervang :

“2. Hierdie regulasies is van toepassing op die finansiële administrasie van inkomste verdien deur of toegeval aan die Trust en is onderworpe aan die bepalings van die Wet op Openbare Finansiële Bestuur, 1999 (Wet No. 1 van 1999).”.

4. Wysiging van regulasie 3

Regulasie 3 van die Regulasies word hierby gewysig –

- (a) deur die opskrif “Rekenpligtige Beampte” deur die opskrif “Rekenpligtige gesag” te vervang;
- (b) deur subregulasie (1) te skrap; en
- (c) deur in subregulasie (2) die woorde wat paragraaf (a) voorafgaan deur die volgende woorde te vervang :

“Die beampte is verantwoordelik vir –”.

5. Wysiging van regulasie 10

Regulasie 10 van die Regulasies word hierby gewysig deur subregulasie (2) deur die volgende subregulasie te vervang :

“(2) ‘n Bedrag van hoogstens 10 persent van die Trust se inkomste mag aangewend word vir die rekenpligtige gesag se bedryfskoste, synde koste wat die rekenpligtige gesag redelikerwys aangaan, met die insluiting van gewone administratiewe koste, ten einde die doelwitte van die Wet te verwesenlik.”.

6. Wysiging van regulasie 11

Regulasie 11 van die Regulasies word hierby gewysig –

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

“(1) Die beampte is verantwoordelik vir die invordering van alle gelde wat aan die Trust verskuldig is en sodanige gelde moet aan die Trust betaal word of, waar die rekenpligtige gesag so gelas, aan die Trust se bankiers.”; en

(b) deur subregulasie (2) deur die volgende subregulasie te vervang :

“(2) Alle gelde wat ontvang word, moet daagliks of met sodanige gereelde tussenposes wat die rekenpligtige gesag bepaal, gebank word.”.

7. Wysiging van regulasie 12

Regulasie 12 van die Regulasies word hierby gewysig deur subregulasie (2) deur die volgende subregulasie te vervang :

"(2) Elke gekanselleerde kwitansie moet weer op sy regte plek in die kwitansieboek aangebring word of, by gebrek aan 'n kwitansieboek, geliasseer word ooreenkomstig opdragte wat deur die rekenpligtige gesag uitgereik word."

8. Wysiging van regulasie 13

Regulasie 13 van die Regulasies word hierby gewysig –

(a) deur subregulasie (3) deur die volgende subregulasie te vervang :

"(3) Die hoof van die Sekretariaat moet 'n register instel en byhou van persone aan wie die bevoegdheid om amptelike dokumente te onderteken, gedelegeer is en sodanige register moet die aard van die dokumente waarop sodanige tekenbevoegdhede van toepassing is, aandui en proefhandtekeninge van sodanige persone bevat.";

(b) deur in subregulasie (5) die woorde wat paragraaf (a) voorafgaan deur die volgende woorde te vervang :

"Elke bewysstuk wat vir betaling ingedien word, moet in die vorm wees wat deur die rekenpligtige gesag voorgeskryf word en moet deur die persoon wat die betaling versoek, gesertifiseer word, en wanneer dit by die beampte ingedien word, vergesel wees van stawende dokumente, waar van toepassing, waarop die volgende aangetoon moet word :"; en

(c) deur in subregulasie (5) paragraaf (f) deur die volgende paragraaf te vervang :

"(f) sodanige ander inligting wat die rekenpligtige gesag vereis."

9. Wysiging van regulasie 14

Regulasie 14 van die Regulasies word hierby gewysig –

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

“(1) Voorskotrekenings vir die betaling van geringe uitgawes mag slegs ingestel word met die goedkeuring van die rekenpligtige gesag, wat die bedrag van sodanige rekenings, die aard en omvang van betalings daaruit, moet voorskryf.”; en

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

“(2) Elke bewysstuk wat ingedien word vir betaling van geringe uitgawes, moet vergesel gaan van stawende dokumente vir alle sodanige betalings en 'n behoorlike rekord daarvan moet gehou word in 'n vorm soos goegekeur deur die rekenpligtige gesag.”.

10. Herroeping van regulasie 15

Regulasie 15 van die Regulasies word hierby herroep.

11. Herroeping van regulasie 17

Regulasie 17 van die Regulasies word hierby herroep.

12. Wysiging van regulasie 18

Regulasie 18 van die Regulasies word hierby deur die volgende regulasie vervang :

“18. Die rekenpligtige gesag is verantwoordelik vir die belegging van die Trust se fondse op sodanige bedinge en voorwaardes wat kragtens wet voorgeskryf word

en in ooreenstemming met 'n beleid wat deur die rekenpligtige gesag bepaal word en is ten opsigte van sodanige beleggings gemagtig om enige sekuriteite te koop of te verkoop.”.

13. Wysiging van regulasie 19

Regulasie 19 van die Regulasies word hierby gewysig deur in subregulasie (1) paragraaf (b) deur die volgende paragraaf te vervang :

“(b) indien die lening aan die bepalings van die Wet en die Wet op Openbare Finansiële Bestuur, 1999 (Wet No. 1 van 1999), voldoen en indien sodanige lening vir die uitoefening van die doelwitte van die Wet is.”.

14. Wysiging van regulasie 22

Regulasie 22 van die Regulasies word hierby gewysig –

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

“(1) Kennisgewings van alle vergaderings van die rekenpligtige gesag moet aan die hoof van die Sekretariaat en die beampte gestuur word, tesame met volledige agendas en verslae.”; en

(b) deur subregulasie (2) deur die volgende subregulasie te vervang :

“(2) Die hoof van die Sekretariaat en die beampte besit die bevoegdheid om sodanige vergaderings by te woon en aan die besprekings deel te neem.”.

15. Algemene wysiging

Die Regulasies word hierby gewysig –

- (a) deur die woorde “Rekenpligtige Beampte” waar dit ookal voorkom, maar met die uitsondering van die omskrywing van “rekenpligtige gesag” in regulasie 1, deur die woord “beampte” te vervang; en
- (b) deur die woord “Raad”, waar dit ookal voorkom, maar met die uitsondering van die omskrywing van “rekenpligtige gesag” in regulasie 1, deur die woorde “rekenpligtige gesag” te vervang.

16. Hierdie Regulasies heet die KwaZulu-Natal Ingonyama Trust Finansiële Wysigingsregulasies, 2005, en tree in werking op die datum van publikasie daarvan in die *Staatskoerant*.

**SOUTH AFRICAN NATIONAL DEFENCE FORCE
SUID-AFRIKAANSE NASIONALE WEERMAG**

No. R. 902

16 September 2005

DEFENCE ACT, 2002

**AMENDMENT OF THE GENERAL REGULATIONS FOR THE SOUTH AFRICAN
NATIONAL DEFENCE FORCE: CHAPTER XV**

I, Mosiuoa Gerard Patrick Lekota, Minister of Defence, hereby under Sections 82(1) and 82(2) of the Defence Act, 2002 (Act No. 42 of 2002), with the approval of the Minister of Finance, makes the regulations in the Schedule.

SCHEDULE

1. In this Schedule "the regulations" means Chapter XV of the General Regulations of the South African National Defence Force, promulgated under Government Notice No. R.203 of 13 February 1970, as amended by Government Notices Nos. R.169 of 12 February 1971, R.1394 of 10 August 1973, R.439 of 7 March 1975, R.905 of 27 April 1990, R.1060 of 17 May 1991, R.1723 of 26 July 1991, R.1723 of 26 July 1991, R. 1142 of 11 September 1998, R.181 of 26 February 2001, R.1391 of 21 December 2001 and R.631 of 31 May 2004.

Amendment of Chapter XV of the Regulations

2. The definition of spouse is hereby replaced with the following definition:

"spouse" means

- (a) a person who is married to a member or beneficiary and which marriage is recognised as a valid marriage in terms of the Recognition of Customary Marriages Act, 1998 (Act No. 120 of 1998); or the Marriage Act, 1961 (Act No. 25 of 1961); or
- (b) a person who is married to a member or beneficiary and which marriage is recognised as a valid marriage in terms of the laws of any country other than the Republic of South Africa provided that such marriage is legally registered in terms of the relevant laws of that country and -
 - (i) a notarised copy of the Certificate of Registration, if any, is submitted; or
 - (ii) written proof of the registration of the marriage given under the hand of a person duly authorised in terms of the laws of that other country, is submitted.
- (c) a life partner, the partnership being either heterosexual or homosexual, but

specifically excluding parents and other family members, in a permanent life partnership, if such a partnership is –

- (i) contained in a duly signed Notarial Agreement prepared and executed by a Notary Public with a protocol number; or
- (ii) registered in terms of any specific legislation regarding life partnerships;

but does not include the spouse of a beneficiary, which beneficiary became the main beneficiary after the death of his or her former spouse.

3. Sub-regulation 19(1) is hereby replaced with the following:

Establishment of the Management Board

19. (1) A Management Board is hereby established for the Fund, which consists of the following board members who will also have the same fiduciary duties as Trustees:

- (a) the Surgeon-General as the Chairperson;
- (b) one member appointed by each of the Chiefs of the Services of the SANDF;
- (c) the Chief Financial Officer of the DOD or a member appointed by him or her;
- (d) a Service Systems Specialist from Chief Director HR Policy and Planning;
- (e) the Chief of Joint Support or a member who is directly responsible for the administration of the Regular Force Medical Continuation Fund in the DOD appointed by him or her;
- (f) the Sergeant-Major of the SANDF;
- (g) three retired members of the Regular Force who are beneficiaries of the Fund, nominated by the other members of the Board at their first meeting of any year, of which one shall be a Warrant Officer or Non-Commissioned officer;
- (h) four members from the ranks of registered military trade unions, provided that no military trade union shall have more than two members at any given time;
- (i) a registered medical officer nominated by the Surgeon-General;
- (j) a medico-legal qualified officer from the Medico-Legal Services of the South African Military Health Services nominated by the Surgeon-General; and
- (k) a communications officer nominated by the Surgeon-General in consultation with the Chief of Defence Corporate Communication as a co-opted member.

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 903

16 September 2005

LABOUR RELATIONS ACT, 1995

CORRECTION NOTICE

**BARGAINING COUNCIL FOR THE TEAROOM, RESTAURANT AND
CATERING TRADE, PRETORIA: EXTENSION OF RE-ENACTMENT AND
AMENDMENT OF MAIN COLLECTIVE AGREEMENT TO NON-PARTIES**

The following corrections to Government Notice No. R.813 appearing in Government Gazette No. 27868 of 12 August 2005, are hereby published for general information:

In clause 5(3) "**MINIMUM WAGE TABLE**", substitute the following for the wages appearing opposite the job descriptions "Catering assistant" and "General assistant":

Job Description	With effect from the date of coming into operation of this agreement until 28 February 2006			1 March 2006 and thereafter		
	Monthly	Weekly	Hourly	Monthly	Weekly	Hourly
Catering assistant						
Area A	"1 519.83	351.00	7.80	1 656.61	382.59	8.50
Area B	1 491.69	344.50	7.66	1 596.11	368.62	8.19"

General assistant						
Area A	"1 383.44	319.50	7.10	1 507.95	348.26	7.74
Area B	1 355.70	313.09	6.96	1 450.60	335.01	7.44"

No. R. 905**16 September 2005**

LABOUR RELATIONS ACT, 1995

CANCELLATION OF GOVERNMENT NOTICES

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: FOOTWEAR SECTION
COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32(7) of the Labour Relations Act, 1995, cancel Government Notices Nos. R. 1361 of 3 October 2003, R. 659 of 28 May 2004, R. 207 of 18 March 2005 and R. 568 of 17 June 2005 with effect from 26 September 2005.

M. M. S. MDLADLANA

Minister of Labour

No. R. 905**16 September 2005**

WET OP ARBEIDSVERHOUDINGE, 1995

INTREKKING VAN GOEWERMENSKENNISGEWINGS

**NASIONALE BEDINGINGSRAAD VAN DIE LEERNYWERHEID VAN SUID-AFRIKA: SKOEISELSEKSIE
KOLLEKTIEWE OOREENKOMS**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, trek hierby, kragtens artikel 32(7) van die Wet op Arbeidsverhoudinge, 1995, Goewermenskennisgewings Nos R. 1361 van 3 Oktober 2003, R. 659 van 28 Mei 2004, R. 207 van 18 Maart 2005 en R. 568 van 17 Junie 2005 in, met ingang van 26 September 2005.

M. M. S. MDLADLANA

Minister van Arbeid

No. R. 906**16 September 2005**

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION TO, NON-PARTIES
OF THE FOOTWEAR SECTION COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council of the Leather Industry of South Africa, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry with effect from 26 September 2005 and for the period ending 30 June 2007.

M. M. S. MDLADLANA

Minister of Labour

No. R. 906**16 September 2005**

WET OP ARBEIDSVERHOUDINGE, 1995

**NASIONALE BEDINGINGSRAAD VAN DIE LEERNYWERHEID VAN SUID-AFRIKA: UITBREIDING NA NIE-PARTYE VAN
SKOEISELSEKSIE KOLLEKTIEWE OOREENKOMS**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad van die Leernywerheid van Suid-Afrika aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 26 September 2005, en vir die tydperk wat op 30 Junie 2007 eindig.

M. M. S. MDLADLANA

Minister van Arbeid

SCHEDULE**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA****FOOTWEAR SECTION COLLECTIVE AGREEMENT**

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

Southern African Footwear and Leather Industries' Association (SAFLIA)

and the

Association of Small and Medium Manufacturers of Footwear and Allied Products

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

National Union of Leather and Allied Workers

and the

Southern African Clothing & Textile Workers' Union

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

being the parties to the National Bargaining Council of the Leather Industry of South Africa.

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ANNEXURES

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1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Footwear Section of the Leather Industry—
 - (a) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions and who are engaged or employed in the said section of the Industry;
 - (b) in the Republic of South Africa, which includes the former Republic of Transkei, the former Republic of Bophuthaswana, the former Republic of Venda and the former Republic of Ciskei, as well as the former self-governing territories of KwaZulu, Qwa-qwa, Lebowa, Gazankulu, Ka Ngwane and Kwa Ndebele;
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—
 - (a) apply only to all employees for whom wages are prescribed in the Annexures to this Agreement;
 - (b) not apply to employers and employees in informal sector establishments, save in respect of clause 4.
- (3) The terms of this Agreement shall not apply to non-parties in respect of clauses 1(1)(a), 2, 11 and 13(1).

2. DATE AND PERIOD OF OPERATION

- (1) This Agreement shall come into operation for the parties on 1 June 2005 and remain in force for the period ending 30 June 2007.
- (2) This Agreement shall come into operation for non-parties on such date as the Minister of Labour extends the agreement to them, and remain in force for the period ending 30 June 2007.

3. DEFINITIONS

All expressions used in this Agreement which are defined in the Labour Relations Act, 1995 (Act No. 66 of 1995), shall have the same meaning as in that Act and unless the contrary intention appears, words importing the masculine shall include the feminine and unless inconsistent with the context—

“**Act**” means the Labour Relations Act, 1995 (Act No. 66 of 1995);

“**Adult**” means any employee aged 21 or over;

“**Council**” means the National Bargaining Council of the Leather Industry of South Africa;

“**despatch clerk**” means an employee who is responsible for receiving goods into or from a store or warehouse or department for despatch or delivery and who is responsible for the packing and/or assembling of such goods, the checking of packages and the mass-measuring, marking of addressing thereof;

“**District Committee**” means a committee established in accordance with the constitution of the Council for the administration of this Agreement in a particular area;

“**establishment**” means any place in which any operations in connection with the Industry are carried on;

“**experience**” means the total period or periods of employment which an employee has had in the Industry in which he was employed, irrespective of the operations on which he had been employed;

“**Footwear section**” means that part of the Leather Industry in which employers and employees are associated for the manufacture of all types of footwear, excluding bespoke footwear;

“**Formal Sector establishment**” means an establishment that is designated as such in terms of the Sector Classification Criteria attached hereto or is determined to be so by the Council;

"General worker" means an employee employed to do general work including cleaning, carrying, loading or unloading vehicles, making any beverages, assisting on delivery vehicles and delivering letters or messages;

"half-day" means the usual morning period of work for an establishment;

"hourly wage" means the weekly wage divided by 42 in the case of an ordinary employee; in the case of a watchman, the weekly wage divided by 60; and in the case of an employee working on shift work at night, the weekly wage divided by 38;

"Industry" means the Footwear Section of the Leather Industry;

"Informal Sector establishment" means an establishment that is designated as such in terms of the Sector Classification Criteria attached hereto or is determined to be so by the Council;

"learner" means an employee who is employed to learn one or more operations in the Industry;

"Leather Industry" means the industry in which employers and their employees are associated for one or more of the following:

(1) The manufacture of—

- (a) footwear, excluding bespoke footwear;
- (b) travel goods and requisites, including suitcases, trunks, travelling, folding, sling, shopping, knitting and school bags, satchels, rucksacks, attache, brief and vanity cases, and other similar containers;
- (c) harnesses, saddlery, bridles, saddle bags, girths, leggings, stirrup straps and other similar equipment, wallets, purses, tobacco pouches, cases and boxes for jewellery, musical instruments, binoculars, arms, footwear, bottles, cigarettes, cigars and pipes, dog collars and leads, watch straps, rug straps, belts, braces, suspenders, garters, armlets (excluding belts, braces, suspenders, garters, armlets manufactured from cloth) and other similar articles designed as substitutes;
- (d) handbags and other bags, and containers designed to hold ladies' and gentlemen's personal effects;
- (e) footballs, punch balls, netball balls and boxing gloves;
- (f) hockey and cricket balls;

(2) (a) the tanning, dressing and fellmongering of hides and skins; and

- (b) (i) the preparation of cured or uncured hides and/or skins for tanning; and for this purpose "preparation of hides and/or skins for tanning" without detracting from its ordinary or technical meaning, includes any of the following: washing, soaking, fleshing, deburring, liming, unhairing, dewooling removing scales, deliming, batting and pickling; and
- (ii) the tanning of cured or uncured hides and/or skins; and/or
- (iii) the retanning and/or dyeing and/or drying and/or softening and/or buffing and/or dressing and/or finishing and/or laminating of leather and/or the combing and/or shearing and/or ironing of hides and/or skins with the wool or hair on; and
- (iv) the cutting of upholstery panels from leather: Provided that, for the purposes of sub-paragraphs (i) to (iii) "hides and skins", shall include the following: Pelts with or without the fur on; sheep skins with or without the wool on; game and goat skins with or without the hair on; all types of reptile skins, and bird skins, with or without the feathers attached: Provided further that the activities listed under paragraphs (1)(b) and (c) shall not include—
 - (aa) the manufacture of metal components and/or attachments;
 - (bb) the manufacture of canvas bank bags, canvas kit bags, canvas ruck sacks, canvas haversacks, canvas sampling bags and canvas explosives bags;
 - (cc) the manufacture of any article from rubber;
 - (dd) the manufacture of any article or the practice of any trade or occupation covered by the "Printing Industry" which, without in any way limiting the generally accepted meaning of the term, means the industry or undertaking in which employers and employees are associated for the production of printed matter of any nature whatsoever;
 - (ee) the manufacture of any article from metal or any kind of container (with or without metal parts) from fibre and/or cardboard (corrugated or otherwise) and/or paper or any compound of paper, and/or any like material, a constituent part of which is fibre and/or cardboard and/or paper and/or any constituent of paper and/or plastic, but excluding the manufacture wholly or mainly from fibres or plastic sheeting material of trunks, attache cases, bags and all similar containers designed to hold personal effects, musical instruments and sporting kit; and

the word "plastic" as contained in the paragraph directly above, means any of the group of materials which consist of or contain as an essential ingredient, an organic substance of a large molecular mass, and which, while solid in the finished state, at some stage in its manufacture has been or can be forced, i.e. cast, calendered, extruded or moulded into various shapes by flow, usually through the application singularly or together off heat and pressure;

"night hours" means the hours between 18:00 and 06:00;

"packer" means an employee who is employed to pack shoe boxes into cartons, packages, bales or crates;

"piecework" means work which is remunerated solely according to quantity or output of work done;

"qualified employee" means an employee who is entitled by experience to receive the full wage prescribed in this Agreement;

"Secretary of the Council" means the General Secretary or anyone appointed to act in his place;

"Semi-Formal Sector establishment" means an establishment that is designated as such in terms of the Sector Classification Criteria attached hereto or is determined to be so by the Council;

"storeman and/or warehouseman" means an employee who is in general charge of stores and whose responsibilities and duties include receiving goods into store, storing and handling such goods, delivery thereof to departments or for transit and/or (un)pacing within the store;

"supplementary wage" means the additional amount which an employee may earn through a wage-incentive scheme;

"wage-incentive scheme" or **"supplementary-wage scheme"** means a scheme in terms of which an employee can receive more than his basic wage through further remuneration according to the quantity or output of work done;

"wage" or **"basic wage"** or **"wages"** means the amount payable as prescribed in this Agreement in respect of ordinary hours of work, excluding overtime or incentives, but also includes a premium where an employee has become entitled to receive a premium wage rate in terms of 8.1(13);

"watchman" means an employee employed to guard premises or other property.

4. REGISTRATION OF EMPLOYERS

(1) Every employer who is engaged in the Footwear Section and to whom this Agreement applies and every person working in an Informal Sector establishment shall register with the Council.

(2) Where such an employer or person is not yet registered under a previous Agreement, he shall do so within one month after this Agreement comes into operation, or after he became engaged as an employer in the Industry or began working in an Informal Sector establishment.

(3) The employer or person working in an Informal Sector establishment shall furnish signed and written particulars of business on the prescribed form to the appropriate District Committee for the area.

(4) Every employer or person working in an Informal Sector establishment shall notify the District Committee in writing within 14 days of any changes in the above particulars.

5. EMPLOYEES

Prohibited employment

(1) No employer shall require or permit any employee under the age of 15 years to work in any establishment.

(2) An employee engaged on an operation or on conditions which are prohibited in terms of subclause (1) or any provision of this Agreement, shall nonetheless be entitled to receive the remuneration he would have been entitled to had such prohibition not existed.

6. HOURS OF WORK

6.1 Ordinary hours of work

(1) An employer may not require or permit an employee to work for more than—

- (i) 42 ordinary hours which maybe regulated in terms of clause 17, excluding meal intervals, in any one week; or
- (ii) 60 ordinary hours, excluding meal intervals, in any one week in the case of a watchman; and
- (iii) 81/2 ordinary hours, excluding meal intervals, in any one day.

(2) In an establishment where the ordinary hours of work on one day are not more than five, an employee may be required or permitted to work an additional period not exceeding half an hour every remaining day of the week.

(3) The hours of a driver shall include all periods of driving as well as any time spent on other work connected with the vehicle or the load and all periods during which an employee is obliged to remain at his post in readiness to work, but shall not include meal intervals.

(4) An employer shall notify the Council in writing of the starting and finishing times of every section of every department in his establishment and any variation thereof.

6.2 Overtime hours

(1) An employer may not require or permit an employee to work overtime exceeding 10 hours per week

(2) An employee shall not be required to work overtime unless the employer gave notice to such employee the day before such overtime was to be worked.

6.3 Meal and other rest intervals

- (1) An employer shall give an employee who has worked for an continuous period of not more than five hours a meal interval of at least one hour.
- (2) An employer shall give an employee a rest interval of not less than 10 minutes as near as practicable in the middle of the work period before and after meal intervals.
- (3) Where an employee works overtime for longer than 3 hours, a rest interval of not less than 10 minutes shall be given during work period, but where the overtime is worked after the ordinary working hours of an employee, an unpaid rest interval shall be given to employees before they start overtime work.
- (4) No work may be performed during the meal and rest intervals.
- (5) An employer shall give a watchman a weekly rest interval of not less than 24 consecutive hours.
- (6) Periods of work interrupted by less than 1 hour shall be considered continuous.
- (7) The provisions of this clause may be amended in terms of clause 17.

6.4 Shift work

- (1) An employer shall notify the Council where more than one shift worker is worked in any establishment and of the starting and finishing times of each shift and any variation thereof.
- (2) Where an employee works outside the ordinary shift hours as notified to the Council, such time shall be considered overtime for the purpose of remuneration.
- (3) Where a three-shift system is worked in an establishment, all hours in excess of seven and a half hours in a shift shall be considered overtime.
- (4) The provisions of this clause may be amended in terms of clause 17.

6.5 Short time

- (1) Short time means a temporary reduction in the number of ordinary hours of work owing to a shortage of work and/or raw materials or a general breakdown of plant or machinery or breakdown or threatened breakdown of buildings, or any other unforeseen work-related circumstances.
- (2) Where short time is declared, notification shall be given to the trade union(s) or their representatives and to the employees in the establishment.
- (3) Employees shall be informed, individually or by notice posted in the department or departments in which they are employed, on the day before short time will apply that—
 - (a) their services will not be required; and
 - (b) that they will not be paid for the period that their services are not required.
- (4) Where employees were not so informed and are present for work at the ordinary starting time, they shall be entitled to be employed for half a day or to receive half a day's remuneration in *lieu* thereof.
- (5) Where employees are present for work in the afternoon, they shall be entitled to be employed for two hours or receive two hours' remuneration in *lieu* thereof, unless notice of short time was given to the employees during the morning.
- (6) Where work ceases owing to a breakdown, employees shall be entitled to payment only for the first hour and for any time in excess of one hour that they are required to remain in the establishment.
- (7) Payment of remuneration to employees on short time shall be made during working hours and where an employee has to call at the factory solely for the purpose of collecting his remuneration, he shall be entitled to payment for two hours and such additional time that he is required to wait for his pay.
- (8) Where short time has been introduced in an establishment, the employer shall, where possible, distribute work equally among employees in the department concerned.
- (9) Any period before or after a leave period during which an establishment is closed shall be regarded as short time. Where such period is longer than three days, the employer shall give three days' notice to employees in writing in a place accessible to all employees. Where such notice was not given, this period of more than three days shall be considered extra annual leave for which the employer shall pay employees in terms of the annual leave clause.

7. LEAVE

7.1 Annual leave

- (1) An employer shall grant every employee, other than a watchman, annual leave of not less than 21 calendar days (i.e. 15 working days for employees working five-day weeks, of which at least 10 working days must be taken in December/January). The leave period or periods shall be determined by agreement in terms of clause 17.
- (2) A watchman shall be granted 23 consecutive calendar days' leave in respect of every 12 months' employment and at the reasonable convenience of the employer: Provided that it be granted within three months of the completion of the year of employment to which it relates.

Calculation of leave allowance

(3) The leave allowance shall be calculated at the rate of remuneration that the employee was receiving immediately prior to the date on which leave is granted or on which his employment is terminated, as appropriate. The rate of remuneration used shall be the B-rate unless the employee earns a premium in which case the rate of remuneration used shall be the premium rate, except where employees are on a wage-incentive scheme in terms of this Agreement.

(4) Where an employee was remunerated on a basis other than in accordance with the time actually worked by him, his rate of remuneration for the purpose of calculating the leave allowance shall be calculated as though he were paid by the hour. The hourly rate is determined by dividing the total remuneration earned by him in the preceding eight weeks of employment or the actual period worked by him, whichever is the shorter, by the total number of hours worked during the same period.

(5) Employment for 15 consecutive calendar days or more shall be considered employment for a month for the purpose of calculation of the leave allowance.

(6) Where an employee's services are terminated, the employer shall pay the employee the amount of leave allowance due to him at date of termination. In the event of the termination of the services of a watchman, he shall be paid a leave allowance equal to one fourth of his weekly wage for each completed month of service.

(7) Where an employee's services are terminated at any time during the months of November or December, he shall be entitled to the full leave allowance for both November and December, except where his service was terminated for any cause recognised by law as sufficient to justify instant dismissal: Provided that where the employee has received one day's leave allowance for a month he shall not be entitled to a further day's leave allowance.

(8) A female employee who goes on maternity leave during October, November or December shall be paid the full leave allowance when the establishment closes for the annual leave period.

(9) Periods of absence for annual leave, maternity leave, illness, or on the instructions or at the request of the employer shall be considered employment for the purpose of calculating the leave allowance. However, where an employee is absent owing to illness or confinement of more than three consecutive days and fails to give an employer a medical certificate after being requested to do so, or where the employee fails to give a medical certificate for any absence in excess of a total period of 30 days in any 12 month period, such periods of absence shall not be considered employment for the purpose of calculating the leave allowance.

(10) Notification of commencement of annual leave

An employer shall give his employees—

- (a) at least 30 days' notice of the latest date on which annual leave will commence and the earliest date on which the factory will re-open; and
- (b) notice of the actual date on which the factory will re-open.

7.2 Public holidays

(1) Public holidays shall be granted in terms of the Public Holidays Act, 1994 (Act No. 36 of 1994).

(2) Public holidays granted in terms of the Public Holidays Act, shall be holidays with pay. In the event of a public holiday falling on a Saturday, payment for the holiday shall be calculated at one-fifth of the ordinary weekly wage.

(3) Where an employee works on a public holiday, he shall be paid for his time worked, in addition to the pay in terms of subclause (2).

7.3 Maternity leave

(1) Maternity leave means a period, excluding the annual leave period, during which a female employee is absent for the birth of her child for not more than 4 weeks before the expected date of birth and not more than 20 weeks after the date of birth.

(2) The employee shall notify the employer in writing at least 4 weeks in advance of the date on which she will return to work after maternity leave.

(3) An employee shall be entitled to be re-engaged after her maternity leave: Provided that she had one year's employment with an employer before proceeding on maternity leave.

(4) An employee shall be re-engaged at the same rate of pay she received prior to her maternity leave, but need not be re-engaged on the same operation. Where an employee in these circumstances is paid a higher rate than the prescribed rate for the operation in which she is re-engaged, it shall not be considered a premium wage rate for the purpose of 8.1 (13).

7.4 Other leave of absence

(1) An employee shall be entitled to three hours' paid leave per year, with prior consent of an employer, for the purpose of undergoing x-rays relating to tuberculosis detection.

(2) A female employee shall be granted five occasions of four and a half hours paid leave for the duration of her pregnancy for the purpose of attending pre-natal clinics.

8. REMUNERATION**8.1 Wages and wage rates**

(1) Subject to the provisions of short time and exemptions as provided for in clauses 6.5 and 14, every employer shall pay an employee no less than the rates prescribed in Column A in the Annexures to this Agreement for the operation that the employee performs: Provided that in Semi-formal Sector establishments every employer shall pay an employee no less than 75% of the rates prescribed in Column A in the Annexures to this Agreement for the operation that the employee performs.

(2) An employee shall be paid the rate listed in Column B (in the case of Semi-formal Sector establishments, 75% of the rate listed in Column B) in the Annexures where in any week he has not absented himself from work for any reason, except on the instructions of or by the consent of the employer, or owing to illness, or where the employee gives reasonable evidence for his absence which is acceptable to the employer.

(3) Where an employee was absent owing to illness, the employer may require a certificate, signed by a registered medical practitioner from the employee as proof of illness.

(4) Where an employee arrives late for work in any week, but the time so lost is not more than 15 minutes in total, it shall not be considered absence for the purposes of subclause (2).

(5) Where an employee feels aggrieved by a decision of an employer in terms of subclause (3) and (4), he may appeal to the District Committee of the Council for the area. The District Committee may confirm or amend the decision of the employer.

(6) The prescribed wage rates are payable for a working week of 42 hours, except in the case of a watchman where it shall be for a 60-hour work week, and an employee, other than one on shift work, on night work where it shall be for a 28 hour work week.

(7) Where the regular working hours of an establishment are less than those referred to in subclause (6), an employer may reduce the wages of employees proportionately, except in the case of a watchman.

(8) Where a driver or an employee on shift work on any day works less than the hours referred to in subclause (6), for reasons other than short time, he shall be paid as though he worked the full hours for the day.

(9) Every individual employee shall be paid his remuneration in cash on a weekly basis during the ordinary working hours of an establishment and not later than Friday, save as may be amended in terms of clause 17.

(10) Remuneration details shall reflect the following:

Name of employer	
Name of employee and factory number	
Wage rate	R.....
Hours worked (excluding overtime)	R.....
Wages due	R.....
Remuneration for Sunday work	R.....
Overtime	R.....
Supplementary wages	R.....
TOTAL	R.....
Deductions:	
Unemployment Insurance Fund	R.....
Sick Benefit Fund	R.....
Provident Fund	R.....
Insurance or pension	R.....
Trade union subscription	R.....
Council levies	R.....
Savings or other deductions	R.....
TOTAL DEDUCTIONS	R.....
Net remuneration	R.....
Date	

(11) Deductions

No deductions may be made from the wages of an employee except—

- (a) deductions required or permitted in terms of this Agreement or any benefit fund agreement of the Council, or any law or order of court;

(b) with the written consent of the employee;

(c) subject to subclauses (7) and (8) above and clause 7.4, where an employee is absent from work other than at the request of or on the instructions of an employer, a pro rata amount for the period of such absence;

(12) Nothing in this Agreement shall operate to reduce any time wage at present being paid to an employee which is more favourable than that laid down in this Agreement while such employee remains in the service of the same employer.

(13) Premium wage rate

A premium is the difference between an employee's actual wage and the prescribed wage in terms of this Agreement. An employee, other than a learner, shall be entitled to continue receiving this premium while he is employed on the same operation with the same employer, and such premium may not be offset against any increases granted in terms of any amendments to this Agreement.

(14) To determine an employee's actual wage for the purposes of (14), special bonus payments, overtime and payments in terms of an incentive scheme shall not be taken into account.

(15) Where a female employee returning from maternity leave is re-engaged on an operation for which a lower rate is prescribed than the operation on which she worked before she went on maternity leave, the difference in the rate which she is paid shall not be a premium.

8.2 Overtime rates

(1) An employer shall pay an employee, except a watchman, who works overtime at one and a third times his hourly rate where such overtime is worked during Monday to Friday.

(2) Where an establishment completes its normal working week during Monday to Friday, an employer shall pay an employee at one and a third times his hourly rate where he has to work overtime on a Saturday morning: Provided that where shift work is performed in such an establishment, the employer may require the employees engaged on a shift which commences and ends between 06:00 and 18:00 to complete the normal week of 42 hours by working not more than four and a half hours on a Saturday morning.

(3) Where an employee is required to work overtime on a Saturday afternoon, he shall be paid one and a half times his hourly rate.

(4) Where an employee works overtime on a Sunday, he shall be paid—

(a) at one and a third times his hourly rate and given a day's paid leave within seven days of such Sunday; or

(b) where he worked less than 4 hours overtime, his basic daily wage; or

(c) where he worked more than 4 hours overtime, the greater of—

(i) double his hourly rate for the period worked; or

(ii) double his basic daily wage.

(5) Where an employee is not paid on the basis of actual time worked, his hourly rate for the purposes of this clause shall be calculated by dividing his total remuneration over three months, or over his total period of employment, whichever is the shorter, by the number of hours worked over the same period.

(6) A watchman shall be paid overtime of one and a third times his hourly rate where he works for longer than 12 hours in a period of 24 hours. Where he is required to work during his rest period, he shall be paid at double his hourly rate.

8.3 Wage incentive or other bonus schemes

(1) An employer may only operate a wage incentive scheme, whether it is based on a piece-work system or otherwise, by agreement in terms of clause 17.

8.4 Differential wage rates

(1) (a) An employee may not be required to perform more than two operations in the Clicking, Rough stuff, Making and Finishing Departments for which a wage of more than the minimum wage rate for the relevant occupation in the relevant establishment is prescribed in Column A of the Annexures to this Agreement.

(b) An employee who is employed on any two such operations shall be paid for every hour or part of an hour worked on each operation at not less than the hourly rate applicable to each operation. Where an employee, however, works for more than 4 hours in a week on each of two operations, he shall be paid at the higher rate for at least half his time. Should an employee in such instance work overtime on the lesser paid operation, he shall be paid half his overtime at the higher rate.

(2) Where an employee is employed on any day on any operation in the Clicking, Rough stuff, Making and Finishing Departments for which a wage of more than the minimum wage rate for the relevant occupation in the relevant establishment is prescribed in Column A, as well as on an operation for which a wage of less than the minimum wage rate for the relevant occupation in the relevant establishment is prescribed, he shall be paid at the rate for the higher paid operation so performed for the whole day.

(3) A qualified employee who performs more than one operation in the Closing Department in any one week shall be paid at the rate for the higher paid operation for the whole time so worked.

(4) Record keeping

- (a) A differential wage book in the form of Annexure E shall be kept for every employee who works on different operations in terms of this clause. The book shall be kept by the employee and the employer shall enter the operation and the starting and finishing times into the book. The employee shall hand the book to the employer when required for record purposes.
- (b) Where the employer fails to keep records in terms of (a) above, he shall pay the employee at the higher rate for the total time worked in that week.

(5) Where an employee works for more than 30 consecutive days on more than one operation for which different rate are prescribed, he shall be paid the highest prescribed rate applicable to the operations performed by him.

8.5 Holiday bonus

(1) Every employee who has completed 12 consecutive months of employment with the same employer when the establishment closes for the annual leave period shall be entitled to payment of a holiday bonus equal to one week's remuneration.

(2) An employee who has not completed 12 consecutive months with the same employer when the establishment closes for the annual leave period, shall be entitled to payment of one twelfth of the holiday bonus for every month of employment.

(3) For the purposes of calculating the period of employment, an employee shall be deemed to have 12 consecutive months of employment if his employment commenced when the establishment re-opened after the annual leave period and if he is still in employment when the establishment closes for the next annual leave period.

(4) Employment for 15 consecutive calendar days shall be considered employment of a full month for the purpose of calculating the holiday bonus.

(5) The holiday bonus shall be paid to employees on a date agreed in terms of clause 17(6).

8.6 Long service bonus

(1) Every employee who has completed five years of continuous employment or longer with the same employer shall annually be paid a long-service bonus as follows:

Between 5 and 10 years' employment.....	2 days' wages
Between 10 and 15 years' employment.....	3 days' wages
Between 15 and 20 years' employment.....	4 days' wages
Between 20 and 25 years' employment.....	5 days' wages
25 years' employment and longer.....	6 days' wages

(2) For the purpose of calculating the long-service bonus, one day's wage shall mean one-fifth of the weekly wage.

(3) The long-service bonus shall be paid to employees no later than the last working day before the annual leave period.

(4) Payment of the long-service bonus shall be contained in a separate pay envelope reflecting full details of the method of calculation of such payment.

8.7 Special bonus

(1) An employer shall pay every employee a special bonus of 2½% of the ordinary wage rate of an employee.

(2) The provision in (1) shall not apply where an employee is on a wage-incentive scheme through which he earns at least 2½% of his wage rate in addition to his ordinary wage.

(3) Where an employee earns less than 2½% through a wage incentive scheme in addition to his basic wage, the employer shall pay him the special bonus in lieu of payment in terms of the incentive scheme.

9. TERMINATION OF EMPLOYMENT**9.1 Notice periods**

(1) An employer or employee who wants to terminate the contract of employment shall give no less than one week's notice in writing.

(2) A contract of employment may be terminated without notice provided that payment in lieu of notice is made by either the employer or the employee.

(3) An employee who has been on short time for more than two full consecutive days may terminate his contract of employment by giving one day's notice.

(4) An employer may summarily dispense with the services of an employee who is undergoing selection testing within the first five days of employment. The employer shall, however, pay the employee as follows:

- (a) Testing for one day or less—two days' wages;
- (b) testing between one and two days—three days' wages;
- (c) testing between two to three days—four days' wages.

Thereafter remuneration shall equal the period of time worked, but not exceeding five days. For the purposes of this clause remuneration shall be calculated on the wage in column B for the operation on which the employee was tested.

(5) Notice may not run concurrent with the annual leave period.

(6) An employer and employee may conclude a written agreement which provides for a period of notice longer than that stated in this Agreement, in which case they shall comply with that notice period or payment in lieu of notice.

(7) Nothing in this clause shall affect the right of an employer or employee to terminate a contract of employment for any reason recognised by law as sufficient.

(8) Where an employee has worked short time for a period in excess of four consecutive weeks, either the employer or the employee/s and/or their trade union(s) shall be entitled to consult the other over operational issues, including termination of employment for operational reasons.

9.2 Service certificates

(1) Upon leaving the service of an employer, every employee shall be issued with a service certificate by the employer in the form of Annexure A.

(2) The employer shall not be required to issue an employee with a certificate where the employee was engaged for the purpose of selection testing in terms of clause 9.1 (4).

(3) Once an employee has received a service certificate he shall, on accepting further employment, produce it to the new employer who shall retain the certificate in safe keeping while the employee remains in his employment.

(4) An employer shall not engage an employee unless the employee produces his service certificate or a certificate from the Council which states his previous experience, if any.

(5) Every employer shall issue a certificate in the form of Annexure B to the Council in respect of every employee leaving his service. Such certificates shall be numbered consecutively and a copy of each shall be retained by the employer.

10. PLACE OF EMPLOYMENT AND OUTWORK

(1) An employee may not be permitted or required to work anywhere else than his regular place of work.

(2) An employee may not be permitted or required to work for more than one employer during the same working week.

(3) Outwork shall mean work which is given out by or on behalf of an employer to be done or completed outside his registered factory on any component, materials or parts of a product falling within the scope of this Agreement.

(4) Where an employer requires outwork to be done, such outwork shall be given only to an employer or person registered with the Council.

11. ORGANISATIONAL RIGHTS

11.1

(1) An employer shall give members of the trade union parties to this Agreement preferential treatment in employment.

(2) An employer shall give officials of the trade union parties to this Agreement every reasonable facility to organise employees.

11.2 Deduction of subscriptions

(1) Any employee who is a member of a trade union party to this Agreement may authorise an employer in writing to make deductions from his wages for trade union subscriptions.

(2) An employer shall begin making such deductions as soon as possible after receiving the authorisation.

(3) The employer shall pay such amount to the trade union no later than the seventh day of each month by handing the amount to an official authorised to receive it or by sending it by post to the registered office of the trade union.

11.3 Shop stewards

(1) The members of trade union in an establishment shall be entitled to elect one or more shop stewards and/or a shop steward's committee from amongst themselves in accordance with the constitution of the trade union concerned.

(2) The employer shall give full recognition to such shop stewards and provide reasonable facilities for their meetings as well as for consultations with them on any matters of disagreement and the working conditions of employees in general.

(3) A shop steward elected in terms of (1) hereof shall be entitled to seven days' paid and two days' unpaid leave in a calendar year for the purpose of attending to union business, which shall include training. An additional three days' paid leave shall be granted to trade union office bearers.

(4) The following shall apply before a shop steward can take the leave as provided for in this clause.

(a) The union shall give the employer one week's notice of the shop stewards' proposed attendance at union business.

(b) The number of shop stewards absent at any time shall be mutually agreed between the employer and the union concerned.

(c) The employer shall not withhold permission unreasonably.

(5) Where a shop steward is replaced by another shop steward, the new incumbent shall be entitled to only the remaining leave for the year, unless the shop steward had to be replaced owing to his transfer or promotion by management, in which case the new incumbent shall be entitled to the full number of days' leave.

11.4 Trade union representatives on the Council

An employer shall give any of his employees who represent their union on the Council or any committee of the Council every facility to attend to their duties in this regard.

11.5 Annual conferences of the union

An employer shall give leave of absence to up to two of his employees who are members of a trade union party to the Council to attend annual conferences of the union as the representatives for the area of jurisdiction of a District Committee of the Council.

12. GENERAL EMPLOYER OBLIGATIONS

12.1 Insurance of wages

(1) An employer shall be insured with a registered insurance company against the loss of wages by employees owing to fire and/or flood to the amount of one week's wages for all his employees.

(2) An employer shall be able to provide proof to the Council of such insurance in the form of a certificate from the insurance company within 14 days of being requested to do so by the Council.

(3) An employer may, in place of an insurance policy, choose to lodge an amount equal to one week's wages for all his employees with the Council.

(4) The Council shall invest such money and all interest shall accrue to the general funds of the Council.

(5) In case of an event foreseen in (1) occurring, the Council shall pay the money over to the employees concerned. If the money is not paid over it shall remain the property of the employer.

(6) Where employees are deprived of an income owing to fire and flood, they shall be paid for the time lost as a result or one week's wages, whichever is the least.

12.2 Guarantee: Leave pay and contributions

(1) An employer shall provide the Council with a bank guarantee in the form of Annexure C or a certificate from an insurance company that security exists for payment of the following:

- (a) The leave allowance and holiday bonus for all his employees as provided for in this Agreement;
- (b) Four weeks' levies and contributions in respect of—
 - (i) Levies to the Council in terms of the Administration Expenses Agreement;
 - (ii) Sick Fund contributions in terms of the Sick Benefit Fund Agreement;
 - (iii) Provident Fund contributions in terms of the Provident Fund Agreement;
 - (iv) Supplementary Sick Fund contributions in terms of the Supplementary Sick Fund Agreement;
 - (v) Technological Fund contributions in terms of the Technological Fund Agreement;
 - (vi) Trade Union subscriptions in terms of Clause 11.2 of this Agreement.

(2) An employer shall provide for such guarantee at the end of February of each year or within 14 days of an employer's entering the Industry.

(3) Where the guarantee is in excess of or insufficient to cover the above payments the employer may reduce the amount of the guarantee or shall be required to increase it on demand by the Council. Such variation shall not be permitted more often than every six months.

(4) Where an employer does not pay any amounts in the instances mentioned in (1) hereof where such amounts have become due, the Council may, in its sole discretion, utilise the guarantee lodged with the Council to pay the employees or trade union, as applicable, or pay the money into the particular fund.

(5) The parties shall be entitled to amend the provisions of this clause by agreement in terms of clause 17.

12.3 Monthly statistical returns

(1) Every employer shall forward monthly statistics on production and employment to the Council.

(2) This shall be done by the seventh of every month on the prescribed form and sent to The General Secretary, PO Box 3959, North End, Port Elizabeth, 6056.

12.4 Interest on arrear wages

(1) Where an employer does not pay the wages as prescribed in this Agreement, such arrear amounts shall draw interest at a rate determined by the Council, but subject to the Usury Act.

(2) Interest shall be calculated from the date that payment became due until the date that payment is received by the Council.

(3) The Council, in its sole discretion, may waive the right to charge interest.

13. ADMINISTRATION OF AGREEMENT AND AGENTS OF THE COUNCIL

(1) The Council is responsible for the administration and enforcement of this Agreement and may appoint one or more agents to monitor and enforce compliance with this Agreement. It shall be the duty of every employer to permit such persons to enter his establishment and institute such enquiries and to examine such documents, books, wage records and pay envelopes and to question such individuals as may be necessary for the purpose of ascertaining whether the provisions of this Agreement are being observed.

(2) The Council may issue guidelines to employers and employees regarding the implementation of this Agreement.

14. EXEMPTIONS

(1) Any party falling within the Council's registered scope may apply to the Bargaining Council for exemption from any or all the provisions of this Agreement. Applications for exemption from any of the provisions of this Agreement shall be in writing on an application form as provided by the Council, and lodged with the local office of the Council for consideration by the District Committee of the area concerned or the National Exemptions Committee.

(2) The District Committee or National Exemptions Committee shall hear and decide applications for exemption in a manner it considers appropriate to determine the application fairly and quickly, which may be limited to a consideration of written motivation, or may include the hearing of evidence and arguments.

(3) Exemption Criteria: The District Committee and National Exemptions Committee, when considering an application, must take into account the following criteria (the order not indicating any form of priority):

- (a) Any written and/or verbal substantiation provided by the applicant;
- (b) fairness to the employer, its employees and other employers and the employees in the industry;
- (c) whether an exemption, if granted, would undermine this Agreement or the collective bargaining process;
- (d) whether it will make a material difference to the viability of a new business, or a business previously outside the jurisdiction of the Council;
- (e) unexpected economic hardship occurring during the currency of the Agreement, and job creation and/or loss thereof;
- (f) the infringement of basic conditions of employment rights;
- (g) the fact that competitive advantage might be created by the exemption;
- (h) comparable benefits or provisions where applicable;
- (i) the applicant's compliance with other statutory requirements such as the Occupational Injuries and Diseases Act or Unemployment Insurance; or
- (j) any other factor which is considered appropriate.

(4) The District Committee or National Exemptions Committee, on approving an application, must within fourteen days advise the applicant of such decision, and issue a Licence of Exemption, setting out the following:

- (a) The full name of the person or enterprises concerned;
- (b) the provisions of this Agreement from which the exemption has been granted;
- (c) the conditions subject to which exemption is granted;
- (d) the period of exemption;
- (e) the date from which the exemption shall operate.

(5) The District Committee or National Exemptions Committee may, on good cause shown, give the holder of a licence of exemption one week's notice of withdrawal of the exemption granted.

(6) The District Committee or National Exemptions Committee, on not approving an exemption or part of an exemption, shall advise the applicant(s) within fourteen (14) days of the date of such decision, providing the reason or reasons for not granting the exemption.

(7) Appeals: An independent body entitled the "Independent Appeal Body" shall be appointed in accordance with the provisions of section 32(3)(e) of the Act to hear and decide any appeal brought by a party or non-party against—

- (a) the District Committee or National Exemption Committee's refusal of an application for exemption from the provisions contained in this Agreement; or
- (b) the withdrawal of an exemption by the District Committee or National Exemptions Committee.

(8) The Council or District Secretary shall on receipt of a written application for an appeal, forward the application, together with the original application for exemption and all supporting documents to the Independent Appeal Body for a decision.

(9) The Independent Appeal Body shall hear and decide appeals in a manner it considers appropriate to determine the application fairly and quickly, which may be limited to a consideration of written motivation, or may include the hearing of evidence and arguments

(10) The Independent Appeal Body shall consider all applications with reference to the criteria in subclause (4).

(11) The Independent Appeal Body shall advise the Council and the applicant(s) of their decision within fourteen (14) days, providing full reasons for the decision. Should the Independent Appeal Body reverse the decision of the District Committee or the National Exemptions Committee, the Council shall issue the Applicant with a Licence of Exemption in accordance with subclause (5).

(12) In the event of a party or non-party appealing against the District Committee or National Exemptions Committee's decision, such party or non-party may, at the Independent Appeal Body's discretion, be liable for payment of costs incurred by the Council in the event of the Independent Appeal Body's upholding the District Committee or National Exemptions Committee's decision.

15. DISPUTE RESOLUTION

(1) The Secretary of the Council may at any time require a designated agent to monitor compliance with the provisions of this Agreement.

(2) Any person may lodge a complaint or refer a dispute about the interpretation, application or enforcement of this Agreement to the Secretary of the Council for resolution in terms of this Agreement.

(3) The Secretary of the Council may require a designated agent to investigate the complaint or dispute.

(4) The designated agent shall investigate the facts surrounding the dispute and if the agent has reason to believe that a collective agreement has been breached, the agent may endeavour to secure compliance with the agreement through conciliation.

(5) The designated agent shall submit a written report to the Secretary on the investigation, the steps taken to secure compliance and the outcome of those steps.

(6) If, in the course of performing his duties, the designated agent discovers what appears to be a breach of this Agreement, the agent—

- (a) may investigate the alleged breach;
- (b) may endeavour to secure compliance with this Agreement; and
- (c) shall submit a report to the Secretary on the investigation, the steps taken to secure compliance and the outcome of those steps.

(7) On receipt of the report, the Secretary may—

- (a) require the designated agent to make further investigations;
- (b) if further conciliation is indicated, appoint a conciliator from the Council's panel of conciliators;
- (c) refer the dispute for conciliation to the Disputes Committee of the Council;
- (d) issue a compliance order; or
- (e) refer the dispute to arbitration in terms of this Agreement.

(8) If a conciliator is appointed or the dispute is referred to the Disputes Committee, the Secretary shall decide the date, time and venue of the conciliation meeting and shall serve notices of these particulars on the parties to the dispute.

(9) Where a dispute is referred to conciliation, the conciliator or Disputes Committee shall attempt to resolve the dispute within a period of 30 days or within an extended period as agreed by the parties to the dispute.

(10) Where a dispute is not resolved after a conciliation meeting, or after 30 days, or after any extended period as agreed between the parties, the Council shall issue a certificate stating that the dispute was not resolved.

(11) Where the Act requires a dispute to be resolved through arbitration and a certificate has been issued in terms of subclause (10) hereof, any party may request the Council to appoint an arbitrator to resolve the dispute. Such request shall be made within 30 days of the date of the certificate issued in terms of (10). The parties to the dispute may agree to extend this period or the arbitrator may condone a late referral on good cause shown.

(12) If a compliance order is issued, that order shall be served on the party allegedly in breach of this Agreement.

(13) That party on whom the order is served may object in writing. The objection shall be served on the Council within 14 days of service of the order.

(14) If a party objects, the Secretary may take any of the steps referred to in subclause (7) hereof except the issue of another compliance order.

(15) If a party fails to object, the Secretary may, at any time, apply to have the order made an arbitration award.

(16) If the dispute is referred to arbitration, the Secretary shall appoint an arbitrator from the Council's panel of arbitrators. Arbitrators serving on the panel shall be appointed to arbitrate matters on a rotational basis, unless the parties to the dispute agree on an arbitrator from the panel, with the next available arbitrator being appointed should any panel member(s) not be available in terms of such rotation.

(17) The Secretary, in consultation with the arbitrator, shall decide the date, time and venue of the arbitration hearing.

(18) The Secretary shall serve notices of the date, time and venue of the arbitration on—

- (a) the parties to the dispute;
- (b) any person who may have a legal interest in the outcome of the arbitration.

- (19) Unless this Agreement provides otherwise, the Arbitrator shall resolve the dispute through arbitration.
- (20) The arbitrator shall conduct the arbitration in a manner that the arbitrator considers appropriate in order to determine the dispute fairly and quickly, but shall deal with the substantial merits of the dispute with the minimum of legal formalities.
- (21) Subject to the arbitrator's discretion as to the appropriate form of the proceedings, a party to the dispute, including the Council, may give evidence, call witnesses, question witnesses of any other party, and address concluding arguments to the arbitrator.
- (22) The arbitrator may suspend the arbitration proceedings and attempt to resolve the dispute through conciliation if the Council and the parties to the dispute consent to this.
- (23) In any arbitration proceedings, a party to the dispute may appear in person or be represented by a legal practitioner, a co-employee or by a member, office-bearer or official of that party's trade union or employers' organisation and, if the party is a juristic person, by a director or employee.
- (24) If the party who referred the dispute to the Council fails to appear in person or to be represented at the arbitration proceedings, the arbitrator may dismiss the matter.
- (25) If a party, other than the party who referred the dispute to the Council, fails to appear in person or be represented at the arbitration proceedings, the arbitrator may—
- (a) continue with the arbitration proceedings in the absence of that party; or
 - (b) adjourn the arbitration proceedings to a later date.
- (26) The Secretary may refer disputes to expedited arbitration if the Secretary is satisfied that—
- (a) a compliance order has been issued and the party on whom the order has been issued has not objected to the order;
 - (b) the dispute is capable of being determined by written evidence only;
 - (c) the dispute is only about the interpretation of this Agreement; or
 - (d) the parties to the dispute agree.
- (27) Notwithstanding the provisions of subclause (23) hereof the arbitrator may determine the dispute and make the compliance order an award without hearing oral evidence if the arbitrator is satisfied that—
- (a) the parties have been properly served; and
 - (b) it is appropriate in the circumstances to do so.
- (28) Within 14 days of the conclusion of the arbitration proceedings—
- (a) the arbitrator shall issue an arbitration award with reasons, signed by the arbitrator; and
 - (b) the Council shall serve a copy of that award on each party to the dispute.
- (29) On good cause shown, the Secretary of the Council may extend the period in which the arbitration award and the reasons are to be served and filed.
- (30) The arbitrator may make any appropriate award, including an order for costs, that gives effect to this Collective Agreement.
- (31) An arbitrator may at his or her own initiative or as a result of an application by an affected party, vary or rescind an award—
- (a) erroneously sought or made in the absence of any party affected by the award;
 - (b) in which there is ambiguity, or an obvious error or omission, but only to the extent of that ambiguity, error or omission; or
 - (c) granted as a result of a mistake common to the parties to the proceedings.
- (32) The Secretary of the Council may apply to make the arbitration award an order of the Labour Court under section 158 (1) of the Labour Relations Act.
- (33) The provisions of this dispute procedure stand in addition to any other legal remedy through which the Council may enforce a collective agreement or recover any money due.
- (34) (a) If the arbitrator finds that any party has failed to comply with any provision of this Collective Agreement which is binding on that party, the arbitrator may, in addition to any other appropriate order, impose a penalty.
- (b) The maximum penalty that the arbitrator may impose for a failure to comply with any provision of this Collective Agreement—
- (i) not involving a failure to pay an amount due to an employee/party in terms of any provision, shall be the penalty determined in terms of Table One or Table Two;
 - (ii) involving a failure to pay an amount due to an employee/party, shall be greater of the amount determined in terms of Table One or Table Two.

TABLE ONE

MAXIMUM PERMISSIBLE PENALTY NOT INVOLVING AN UNDERPAYMENT

No previous failure to comply	R100 per employee in respect of whom the failure to comply occurs
A previous failure to comply in respect of the same provision	R200 per employee in respect of whom the failure to comply occurs
A previous failure to comply within the previous 12 months or two previous failures to comply in respect of the same provision within three years	R300 per employee in respect of whom the failure to comply occurs
Three previous failures to comply in respect of the same provision within three years	R400 per employee in respect of whom the failure to comply occurs
Four previous failures to comply in respect of the same provision within three years	R500 per employee in respect of whom the failure to comply occurs

TABLE TWO

MAXIMUM PERMISSIBLE PENALTY INVOLVING AN UNDERPAYMENT

No previous failure to comply	25% of the amount due, including any interest owing on the amount at the date of the order
A previous failure to comply in respect of the same provision within three years	50% of the amount due, including any interest owing on the amount at the date of the order
A previous failure to comply in respect of the same provision within a year, or two previous failures to comply in respect of the same provisions within three years	75% of the amount due, including any interest owing on the amount at the date of the order
Three previous failures to comply in respect of the same provision within three years	100% of the amount due, including any interest owing on the amount at the date of the order
Four or more previous failures to comply in respect of the same provisions within three years	200% of the amount due, including any interest owing on the amount at the date of the order

16. AMENDMENTS TO THIS AGREEMENT

(1) Other than amendments to provisions relating to substantive terms and conditions of employment, amendments to this Agreement may be requested by any party to this Agreement for the duration of this Agreement, subject to the following:

- (a) Doubt or a dispute over the interpretation or application of the part requested to be amended must exist.
- (b) Such doubt or dispute must be a consequence of the parties' attempts at rewording of such part during the simplification exercise.
- (c) The doubt or dispute must be capable of being resolved by reference to the wording of the part in question as it had existed in terms of this Agreement prior to the simplification exercise.

(2) Any such dispute or request for amendment shall be referred to the Management Committee of the Council for resolution.

(3) The Management Committee shall resolve the relevant dispute by—

- (a) reverting back to the wording of the part in the Agreement prior to the simplification process; or
- (b) by a consensual amendment of the wording of the part to give effect to the true meaning of the part.

17. ENABLING CLAUSE

(1) Employers and their employees and/or their union/s may enter into collective agreements at plant level which may vary or amend the terms and conditions of this Agreement.

(2) Any such amendment and variation may not—

- reduce an employee's annual leave entitlement;
- reduce an employee's entitlement to maternity leave;
- reduce an employee's entitlement to sick leave;

**ANNEXURE B****NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA**

PO Box 23080, Port Elizabeth, 6000

SERVICE CERTIFICATE*This form is to be used as notification of engagement and termination of employees*

Section of the Industry.....

Name & address of employer.....

INDICATE WITH A TICK:

Engaged..... Left.....

* NEW EMPLOYEE'S P/F NO.
.....**I hereby certify that the service information of the undermentioned person has changed as follows:**

Prov. Fund No

Surname

Factory No

First names

Date of birth Sex

Identity number

Tax Number

Home address

Name of previous employer

Previous engagement date Previous leaving date

ENGAGEMENT**OR****TERMINATION**

Occupation

A-Rate wage

Engagement date

Leaving date

Reason for leaving

NOTES

DEPENDANT INFORMATION

MEMBERSHIP NO.	SURNAME	FIRST NAMES	IDENTITY NUMBER

Issued at.....

Date

Signature of employer's representative

First Copy: Forwarded to Secretary, National Bargaining Council for the Leather Ind.

* A photocopy, reflecting new Employee's P/Fund Numbers, will be returned to the employer.

Second copy: Retained by employer.

For office use:

DATE STAMP	PROVIDENT FUND	SICK FUND
	PROCESSED BY:	PROCESSED BY:
	DATE PROCESSED:	DATE PROCESSED:

ANNEXURE C**GUARANTEE**

I/We, the undersigned, duly authorised thereto in my/our capacity as..... of the

do hereby bind the said.....
in the sum of.....rand
(South African currency) as sureties and co-principal debtors for the due payment to the National Bargaining Council of the
Leather Industry of South Africa by:

of all moneys due, payable or to become due and payable by him/them to the National Bargaining Council of the Leather
Industry of South Africa in respect of the leave allowance, levies/contributions and subscriptions as identified in clause 12.2 of
the Agreement, and hereby renounce all the benefits from the legal exceptions of excussion and division, with the force or
effect of which I/we hereby acknowledge myself/ourselves to be fully acquainted.

This guarantee is not negotiable or transferable, and expires on 28 February..... subject to the National Bargaining Council
of the Leather Industry of South Africa being entitled to claim payment upon this guarantee, notwithstanding such expiry, for
any of the said sums due but unpaid at the said date of expiry of this guarantee.

Signed atthis.....day of.....19....

Signature of Guarantor

As witnesses:

1.

2.

ANNEXURE D**WAGES: GENERAL**

	Column A per week	Column B per week
A. Watchman	563,37	619,71
B. Storeman and/or warehouseman, despatch clerk	578,64	636,51
C. Boiler attendant.....	563,37	619,71
D. Motor vehicle driver driving a vehicle authorized to carry or haul a payload of—		
(i) under 2 722 kg	571,00	628,10
(ii) 2 722 kg	578,64	636,51
(iii) over 2 722 kg but not exceeding 4 546 kg.....	615,90	677,49
(iv) over 4 546 kg but not exceeding 6 350 kg.....	731,37	804,50
E. Minors employed in occupations for which rates have not been prescribed in this Agreement:		
First six months.....	361,48	397,63
Second six months.....	403,80	444,18
Third six months.....	448,03	492,83
Thereafter.....	563,37	619,71
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
F. Cardboard box-making operations:		
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by—		
(a) power	835,70	919,26
(b) hand.....	673,70	741,07

	Column A per week	Column B per week
(ii) Cardboard box-makers	563,37	619,71
(iii) Making cardboard boxes, according to experience:		
First six months	400,57	440,63
Second six months	403,80	444,18
Thereafter	563,37	619,71
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
G. Employees employed on hand typesetting and printing labels on a printing machine	756,38	832,02
H. Employees employed on welt-making:		
(i) Splitting, skiving, cutting, grooving and bevelling	563,37	619,71
(ii) All other operators	563,37	619,71
I. Packers	563,37	619,71
J. Employees employed on currying	651,92	717,12
K. Employees employed on spraying of leather	754,90	830,39
L. Employees employed on knife-making:		
(i) Welding and/or brazing and/or silver soldering	909,25	1 000,18
(ii) Finishing of joints after welding	591,29	650,41
(iii) Tack and/or spot welding	563,37	619,71
(iv) Bending to templet and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding	563,37	619,71
(Note: For the purposes of par. L, welding means continuous drawing of weld on seams or joints, but excludes track and/or spot welding)		

WAGES: FOOTWEAR NOT ELSEWHERE SPECIFIED

(A) PATTERN DEPARTMENT

(i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions, and/or shoe draughtsman	946,51	1 041,16
(ii) Qualified employees:		
(a) employed on hand grading but not restrictions and not producing original standards.	799,92	879,91
(b) employed on grading machines	799,92	879,91
(c) employed on making original lining patterns from upper patterns, where no lastcopies or original standards are produced	799,92	879,91
(iii) Qualified employees employed on any operation not specified in (i) and (ii) hereof	633,10	696,41

(B) CLICKING DEPARTMENT

Qualified employees employed on—

(i) Clicking and cutting uppers by hand or machine:		
(a) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins	937,92	1 031,72
White full chrome kip for the production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African (tannage)	937,92	1 031,72
Children's work, any material, all sizes up to and including size 1½, and all leather slippers (men's, women's and children's)	937,92	1 031,72
(b) Any other materials		
<i>[Ratio: for every four or part of four qualified clickers there may be employed not more than one learner: Part of four means a remainder of not less than one after the total number of qualified clickers has been divided by four.]</i>		
(c) Upper leather sorter grading and/or sorting for quality for issue to clickers	946,51	1 041,16
(d) Examining of cut leathert components for quality	946,51	1 041,16

	Column A per week	Column B per week
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press revolution press, eccentric press or mallet	651,92	717,12
<i>Note: A trimming is a decoration which is not an essential part of the shoe upper. In the event of any disputes as to what comprises a 'small trimming', the Council's decision shall, after investigation, be final.</i>		
Cutting from offal of inside tongues and narrow backstraps from children's, youth's and maids' stitchdowns or Oxford and Derby patterns.....	651,92	717,12
All other tongue and bakstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof.		
Strap cutting to length from continuous rolls or hanks of pre-prepared material.....	651,92	717,12
<i>[Ratio: For every qualified employee in this section there may be employed not more than two learners at wages in accordance with the scale laid down for learners in subclause (N)(i) of this Annexure.]</i>		
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing/machine/gang strap punching.....	578,64	636,51
(iv) Giving out patterns.....	633,10	696,41
Operating splitting machine	633,10	696,41
(v) Size stamping and/or painting.....	563,37	619,71
Applying acme backing	563,37	619,71
(C) CLOSING DEPARTMENT		
Qualified employees employed on—		
(i) Puritan machining	693,77	763,14
(ii) Stitching aprons on uppers on out-sole stitching machines	693,77	763,14
(iii) Pilot machining.....	656,17	721,78
(iv) Other machining:		
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining	566,83	623,51
White full chrome kip for the production only of the whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage).....	566,83	623,51
(b) Operations on leathers other than those specified in (a):		
Vamping.....	595,13	654,64
Flat binding by machine	595,13	654,64
Machining additional rows of stitching on the vamp, parallel to the vamp stitching	595,13	654,64
Golosh machining (whole goloshes)	595,13	654,64
Fancy shoes on the held-together system, machined through (all classes).....	595,13	654,64
Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers	595,13	654,64
Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides	595,13	654,64
Vamping shoes with quarters over vamps	595,13	654,64
Conveyor belt console operator feeding individual operators.....	595,13	654,64
(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality	595,13	654,64
(d) All operations on children's work up to size 1 1/2.....	566,83	623,51
All leather slippers (men's, women's and children's).....	566,83	623,51
All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type)	566,83	623,51
(v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine	595,13	654,64

	Column A per week	Column B per week
(vi) Bagging	563,37	619,71
Turning of binding	563,37	619,71
Button fastening	563,37	619,71
Buttonholding	563,37	619,71
Lacing	563,37	619,71
Handpunching	563,37	619,71
Portuguese seaming	563,37	619,71
Staying and taping	563,37	619,71
Seam rubbing	563,37	619,71
Seam hammering	563,37	619,71
Sewing on bows and buckles by hand or machine	563,37	619,71
Silk-screen printing	563,37	619,71
Table-hands	563,37	619,71
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators)	563,37	619,71
(D) ROUGH STUFF DEPARTMENT		
Class I Operations		
Qualified employees employed on—		
(i) Cutting sole from leather	900,92	991,01
Sorting, examining and fitting up ungraded and unstamped stock	900,92	991,01
Sorting and examining graded and stamped stock	900,92	991,01
(ii) Cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather	792,60	871,87
Reducing shaped rubber soles on the press	792,60	871,87
<i>[Ratio: See subclause P]</i>		
Class II Operations		
Qualified employees employed on—		
(i) Channelling:		
Wetted insoles	651,92	717,12
Other work	651,92	717,12
(ii) Press cutting operations, other than those in Class I	670,32	737,35
(iii) Assembling from stock, whether or not sorted or graded	633,10	696,41
Attaching ribs to wetted insoles	633,10	696,41
Flap splitting	633,10	696,41
Gemming and taping	633,10	696,41
Heel breasting	633,10	696,41
Heel building	633,10	696,41
Heel compressing	633,10	696,41
Slugging	633,10	696,41
Sole and insole rounding	633,10	696,41
Sole grooving, sole roughening and reducing on automatic machine	633,10	696,41
Tip filling	633,10	696,41
<i>[Ratio: See subclause P]</i>		
Class III Operations		
Qualified employees employed on—		
Channel opening	563,37	619,71
Edge covering	563,37	619,71
Edge reducing	563,37	619,71
Automatic edge preparation machine operating for soles prior to attachment	563,37	619,71
Flexing	563,37	619,71

	Column A per week	Column B per week
Insole feathering	563,37	619,71
Insole grooving.....	563,37	619,71
Insole slotting	563,37	619,71
Insole marking.....	563,37	619,71
Lift and/or rand tacking	563,37	619,71
Lip turning	563,37	619,71
Press room scouring operations	563,37	619,71
Shank assembling.....	563,37	619,71
Shank moulding	563,37	619,71
Skiving	563,37	619,71
Size stamping	563,37	619,71
Sole, insole and stiffener moulding.....	563,37	619,71
Sole and insole splitting	563,37	619,71
Sole grading machine operating	563,37	619,71
Sole roughening for stuck-on work	563,37	619,71
Solutioning	563,37	619,71
Staining and/or inking of insoles.....	563,37	619,71
Stiffener waxing and crimping.....	563,37	619,71
Welt preparation.....	563,37	619,71

[Ratio: See subclause P]

(E) MAKING DEPARTMENT

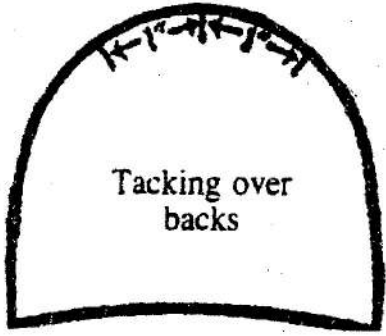
Class I Operations

Qualified employees employed on—

(i) Pulling over, Consol lasting and/or Littleway lasting		
(a) Welted work, other than staple welted work.....	900,92	991,01
(b) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots	792,60	871,87
(c) Combined pulling over and forepart lasting.....	900,92	991,01
(d) All other grades	900,92	991,01
(ii) Bed lasting (toes only):		
(a) Welted work, other than staple welted work.....	900,92	991,01
(b) Other work	900,92	991,01
(iii) Lasting of seats and sides by machine		
(a) Welted work, other than staple welted work.....	718,60	790,46
(b) Other work	718,60	790,46
<i>Note: If a lasting-machine operator is required to last boots or toes through (i.e. seats and/or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting-machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied</i>		
(iv) Complete sole attaching by staple machine	645,97	710,57
Staple welt attaching	645,97	710,57
(v) Welt sewing.....	900,92	991,01
(vi) Rough rounding:		
(a) Welted work, other than staple welted work.....	900,92	991,01
(b) Stitchdowns	900,92	991,01
(c) Other work	900,92	991,01
(vii) Sole sewing by any machine	900,92	991,01

	Column A per week	Column B per week
(viii) Sole stitching:		
(a) Welted work, other than staple welted work.....	900,92	991,01
(b) Stitching outer soles to runners on Indian sandals on a No. 6 harness stitching machine and stitching runners or throughs to uppers of the moccasin type of footwear	792,60	871,87
(c) Other work	900,92	991,01
(ix) (a) Stitchdown staple lasting	645,97	710,57
(b) Stitchdown thread lasting	645,97	710,57
(c) Stitchdown toe forming	645,97	710,57
(d) Wiping platform covers by machine	645,97	710,57
(e) Lasting operations on a Kamborian machine	645,97	710,57
(f) String-lasting by hand	645,97	710,57
(x) Pounding:		
(a) Welted work, other than staple welted work	755,60	831,16
(b) Miners' and miners' type and army type boots (Army type boots means the heavy type of boot involving the same strenuous pounding as contract army boots).....	828,10	910,92
(c) Other work	755,60	831,16
<i>Note: No employee under the age of 18 may be employed on pounding</i>		
(xi) Examining	900,92	991,01
<i>Ratios—Class I Operations: Marketing Department</i>		
(a) For every three or part of three qualified employees in pulling over, machine and/or bed lasting (excluding seat and side lasting), welt and/or sole sewing, stitching and rough rounding, there may be employed not more than one learner.		
(b) For every three or part of three qualified employees on operations, other than those referred to in (a), one learner may be employed.		
(c) "Part of three" referred to in (a) and (b) means a remainder of not less than two after the total number of qualified employees have been divided by three.		
Class II Operations		
Qualified employees employed on—		
(i) Sole positioning on upper with pre-finished extended welt edge	689,34	758,27
(ii) Positioning of pre-trimmed soles prior to and/or with stuck-on press.....	670,32	737,35
(iii) Stuck-on process work:		
Sole positioning on upper and press, operating in one operation	633,10	696,41
Sole positioning on upper at forepart and seat before pressing	633,10	696,41
Press operating with the sole previously positioned (See Class III for tracking at seat only)	633,10	696,41
Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear.....	633,10	696,41
Stitchdown assembling and pulling over stitchdown work	633,10	696,41
Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding	633,10	696,41
Hobnailing by hand or machine	633,10	696,41
Putting on toe plates and heel tips by hand or machine	633,10	696,41
Heel attaching	633,10	696,41
Football boot studding and barring	633,10	696,41
Handlevelling, other than stitchdown	633,10	696,41
Inseam trimming	633,10	696,41
Jointing (clearing linings and tacking uppers down over joints)	633,10	696,41
Loose nailing or pegging foreparts and waists	633,10	696,41

	Column A per week	Column B per week
Louis flap trimming by hand	633,10	696,41
Machine leveling	633,10	696,41
Screwing	633,10	696,41
Sole attaching machine-sewn, riveted and/or riveted and stitched work	633,10	696,41
Sole adhesive heat activating by machine	633,10	696,41
Stiffener cornering and tacking	633,10	696,41
Stitch separating	633,10	696,41
String nailing	633,10	696,41
Tacking forward of heel seats	633,10	696,41
Upper roughening	633,10	696,41
Waist reducing after being sewn	633,10	696,41
Wooden heel fitting	633,10	696,41
Welt butting and skiving	633,10	696,41
Welt wheeling	633,10	696,41
Rand welting by machine	633,10	696,41
Slugging and gang slugging	633,10	696,41
Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine	633,10	696,41
Back-part and waist pre-moulding	633,10	696,41
Back-part moulding	633,10	696,41
(iv) Vulcanizing process	633,10	696,41
Vulcanizing soles to lasted uppers	633,10	696,41
Rand welting by machine	633,10	696,41
Moulding of sole units	633,10	696,41
Class III Operations		
Qualified employees employed on—		
Beating	563,37	619,71
Application by machine of hardening resins to puffs	563,37	619,71
Bottom filling	563,37	619,71
Channel closing and edge raising	563,37	619,71
Feeding nails to heeling machines	563,37	619,71
Hand levelling of stitchdowns	563,37	619,71
Heel covering	563,37	619,71
Inserting stiffeners and puffs	563,37	619,71
Louis heel flap clamping, Louis heel slicking	563,37	619,71
Louis heel flap trimming by machine	563,37	619,71
Reverse seat moulding for stitchdowns	563,37	619,71
Seat nailing and/or pegging	563,37	619,71
Seat rounding	563,37	619,71
Shank attaching	563,37	619,71
Sole tacking at seat for stuck-on process	563,37	619,71
Solutioning, damping and pasting	563,37	619,71
Sorting hobs	563,37	619,71
Sole laying welted work and/or rubber soles	563,37	619,71
Sole tacking or sole fitting throughs and runners	563,37	619,71
Tack pulling	563,37	619,71

	Column A per week	Column B per week
Tacking bottom stock to last	563,37	619,71
Tacking over backs before pulling over on closed back shoes, task being placed not further than 25 mm from middle of back of heel seat	563,37	619,71
 <p style="text-align: center;">Tacking over backs</p>		
Tacking over sandal backs where no stiffener is inserted	563,37	619,71
Tacking top pieces on stitchdowns and sandals	563,37	619,71
All other wire grip tacking	563,37	619,71
Upper stapling after lasting sides	563,37	619,71
Upper trimming	563,37	619,71
Plastic pelletizing and granulating	563,37	619,71
[Ratio: See subclause (P)]		
HAND-LASTING OPERATIONS		
Qualified employees employed on—		
(i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear	799,92	879,91
<i>Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.</i>		
(ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins:		
Hand-lasting seats of stitchdowns	633,10	696,41
Hand-lasting in the manufacture of clogs	633,10	696,41
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip	633,10	696,41
Tacking leather straps to wooden soles	633,10	696,41
[Ratio: There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]		
(F) FINISHING DEPARTMENT		
Class I Operations		
Qualified employees employed on—		
(i) Edge trimming:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	792,60	871,87
Rubber and rubber composition soles	792,60	871,87
Children's footwear, all sizes up to and including size 12	792,60	871,87
All slippers (men's, women's and children's)	792,60	871,87
Stitchdown footwear produced from box hide and willow hide	792,60	871,87
(b) All other work	900,92	991,01
(ii) Edge setting:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	645,97	710,57

	Column A per week	Column B per week
Through runners	645,97	710,57
Waist and/or top pieces	645,97	710,57
Children's footwear, all sizes up to and including size 12	645,97	710,57
All slippers (men's, women's and children's)	645,97	710,57
Stitchdown footwear produced from box hide and willow hide	645,97	710,57
(b) Automatic edge-setting machine, all grades	645,97	710,57
(c) All other work	792,60	871,87
(iii) Heel trimming	645,97	710,57
(iv) Examining	900,92	991,01

[Ratio: See subclause (P)]

Class II Operations

Qualified employees employed on—

Bitting by hand or machine	633,10	696,41
Bottom scouring	633,10	696,41
Heel scouring	633,10	696,41
Heel spraying	633,10	696,41
Ploughing out	633,10	696,41
Complete finishing by hand	633,10	696,41
Top piece trimming	633,10	696,41
Bunk wheeling	633,10	696,41
Louis flap ironing	633,10	696,41
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge	633,10	696,41
Seat wheeling	633,10	696,41
Top ironing, i.e. marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished	633,10	696,41
Welt wheeling	633,10	696,41
Decorative feather stitching by hand after the sole is permanently attached to the upper	633,10	696,41

[Ratio: See subclause (P)]

Class III Operations

Qualified employees employed on—

Brushing, padding and/or burnishing	563,37	619,71
Crow wheeling	563,37	619,71
Finger scouring	563,37	619,71
Heel breast cornering	563,37	619,71
Inking, staining, waxing and damping	563,37	619,71
Inserting, slipping and putting away lasts	563,37	619,71
Ploughing (removing the scarf round under edge of sole)	563,37	619,71
Rubbing of edges and bottoms	563,37	619,71
Spew and/or flash trimming	563,37	619,71
Conveyor belt loading	563,37	619,71

[Ratio: See subclause (P)]

(G) SHOE ROOM

Qualified employees employed on—

Faking	762,68	838,95
Examining	762,68	838,95
Patent repairing	563,37	619,71
Embossing and/or stamping	563,37	619,71
Boxing	563,37	619,71
Dressing and/or sizing	563,37	619,71
Dressing by spray-gun	563,37	619,71
Hand polishing and cleaning	563,37	619,71
Ironing	563,37	619,71
Labelling	563,37	619,71

	Column A per week	Column B per week
Lining trimming.....	563,37	619,71
Size stamping on footwear	563,37	619,71
Socking	563,37	619,71
Stamping descriptions and sizes on labels.....	563,37	619,71
Quarter forming by machine	563,37	619,71
Smoothing insole before socking or boxing.....	563,37	619,71
(H) MILL-ROOM OPERATIONS		
Qualified employees employed on—		
(i) Group 2:		
Calendar operating	576,13	633,74
Batch mass-measuring and assembling of chemicals.....	576,13	633,74
Operating extruding machine.....	576,13	633,74
Operating an open mixing mill with a width of not less than 1,52 m	576,13	633,74
Operating internal mixer	576,13	633,74
Slabbing sheet rubber to gauge (stretching compound)	576,13	633,74
Operating an open mixing mill with a width of less than 1,52 m but not less than 1,01 m	576,13	633,74
Warming compound on open mill	576,13	633,74
Hydraulic press operating	576,13	633,74
Operating splitting machine	576,13	633,74
(ii) Group 1:		
Issuing soles and heels	563,37	619,71
Press-cutting blanks (clicking)	563,37	619,71
Attending autoclave	563,37	619,71
Assisting mass-measurer.....	563,37	619,71
Mould checking.....	563,37	619,71
Operating an open mixing mill with a width of less than 1,01 m	563,37	619,71
Masticating, sheeting out, cracking or breaking compound	563,37	619,71
Buffing or scouring machine operations	563,37	619,71
Feeding rubber into calendar (feeding stretchers).....	563,37	619,71
Grinding scrap by machine	563,37	619,71
Mould cleaning.....	563,37	619,71
Trimming	563,37	619,71
Blank cutting and mass-measuring to fixed standards.....	563,37	619,71
Extruding into trays	563,37	619,71
Bale cutting	563,37	619,71
Sieving chemicals, buffings and grindings.....	563,37	619,71
Stencilling or making bales	563,37	619,71
Applying powder	563,37	619,71
Packing soles and heels.....	563,37	619,71
Granulating	563,37	619,71
Assisting calendar operator	563,37	619,71
Dipping machine operator.....	563,37	619,71
<i>[Ratio: For every three qualified employees employed in this section not more than one learner may be employed.]</i>		
(I) HIGH-FREQUENCY WELDING		
Qualified employees employed on—		
(i) High-frequency welding, embossing pre-cut uppers.....	591,29	650,41
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding)	937,92	1 031,72

	Column A per week	Column B per week
(iii) High-frequency welding, embossing of socks and other components.....	563,37	619,71
(iv) High-frequency welding, combined with cutting of socks and other components	651,92	717,12
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>		
(J) FLOW MOULDING		
Qualified employees employed on—		
(i) Flow moulding pre-cut uppers.....	591,29	650,41
(ii) Flow moulding pre-cut socks	591,29	650,41
(iii) Flow moulding where eventual upper is presented in liquid form.....	591,29	650,41
(iv) Colour application to moulds prior to flow moulding	591,29	650,41
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials	591,29	650,41
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>		
(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING		
Qualified employees employed on—		
Injection moulding units to lasted uppers or string-lasting uppers or sole units:		
(a) Where one employee is employed on an injection moulding machine.....	633,10	696,41
(b) Where two employees are employed on an injection moulding machine, each.....	633,10	696,41
(c) Every employee in excess of two employed on an injection moulding machine.....	563,37	619,71
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>		
(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OR WITH THE ASSISTANCE OF ANY OTHER DEVICE		
Qualified employees employed on—		
(i) String-lasting of fabric uppers	633,10	696,41
(ii) String-lasting of synthetic uppers.....	633,10	696,41
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>		
(M) WOODEN UNIT MANUFACTURING		
Operations not provided for in any other section in clause 1 of this Annexure:		
(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):		
Qualified employees employed on—		
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section	670,32	737,35
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers	670,32	737,35
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers	563,37	619,71
(iv) Cutting or guillotining of laminated blanks to produce heel covering material	670,32	737,35
(v) Cutting of heel covers to a pattern from layered heel covering material.....	670,32	737,35
(vi) (aa) Cross cutting of timber into lengths	563,37	619,71
(ab) Shaping of heels and heel-breasts, using templets and/or jigs and/or guides ...	563,37	619,71
(ac) Cutting or scouring for pitching of heels, using templets and/or jigs and/or guides.....	563,37	619,71
(ad) Cupping of heels to fit heel seats	563,37	619,71
(vii) Cementing heels and heel covers	563,37	619,71
(viii) Spotting of heel covers to heels and pressing	563,37	619,71

	Column A per week	Column B per week
(ix) Trimming of heel covers	563,37	619,71
(x) Top piece attaching	633,10	696,41
(b) Manufacture of wooden units inclusive and/or exclusive of heels: Qualified employees employed on—		
(i) Selecting and/or planning of raw timber	563,37	619,71
(ii) Measuring, marking and cutting timber into required lengths	563,37	619,71
(iii) Marking top and side elevation for profile cutting of unit	563,37	619,71
(iv) Cutting and shaping from wood of a combined unit forming a foot-shaped base and cutting of fancy cut-outs on the base	633,10	696,41
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin	633,10	696,41
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance	563,37	619,71
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units	633,10	696,41
(viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles	563,377	619,71
(ix) Attaching top pieces to heels	633,10	696,41
(x) (aa) Scouring units by automatic machines prior to or after sole attaching	563,37	619,71
(ab) Scouring units by hand prior to or after sole attaching	633,10	696,41
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations	563,37	619,71
(xii) Examining for quality	762,68	838,95
(xiii) Repairing of units	563,37	619,71
(xiv) Size stamping	563,37	619,71
(xv) Varnishing, painting, spraying or dipping units	563,37	619,71
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting	563,37	619,71
(N) LEARNERS		
(i) Learners employed on the operations referred to in clause 4, according to experience:		
First six months	472,87	520,16
Second six months	522,33	574,56
Third six months	574,37	631,81
Fourth six months	617,51	679,26
Fifth six months	692,90	762,18
Thereafter, the prescribed rate		
(ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months	361,61	397,77
Second six months	403,84	444,22
Third six months	448,03	492,83
Thereafter, the prescribed rate		
(iii) Learners employed on the operations referred to in subclause (H), according to experience:		
First six months	361,61	397,77
Second six months	403,84	444,22
Thereafter, the prescribed rate		
(iv) Other learners, according to experience:		
First six months	361,61	397,77
Second six months	403,84	444,22
Third six months	448,03	492,83
Fourth six months	497,40	547,14
Fifth six months	559,40	615,34

	Column A per week	Column B per week
<p>Thereafter, the prescribed rate</p> <p>Provided that—</p> <p>(aa) An adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience;</p> <p>(ab) a learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate on which he is engaged;</p> <p>(ac) learners in the Closing Department or Shoe Room shall—</p> <p>(aa) after the third six months of experience become entitled to a wage of R563,37 per week if employed on operations for which this rate is prescribed;</p> <p>(bb) after the fourth six months of experience become entitled to a wage of R595,13 per week or R656,17 per week or R693,77 if employed on operations for which these rate are prescribed;</p> <p>(ad) learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the third six months of experience, become entitled to a wage of R563,37.</p> <p>Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion: Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.</p> <p style="text-align: center;">(O) GENERAL WORKERS</p> <p>General workers.....</p> <p style="text-align: center;">(P) RATIOS</p> <p>(a) Class I Operations in the Rough Stuff and Finishing Departments.</p> <p>For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner.</p> <p>"Part of three" means a remainder of not less than two after the number of qualified employees have been divided by three.</p> <p>(b) Class II Operations in the Rough Stuff and Finishing Departments.</p> <p>On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees.</p> <p>"Part of three" for this purpose means a remainder of not less than two after the number of qualified employees have been divided by three.</p> <p>(c) Class III Operations in the Rough Stuff and Finishing Departments.</p> <p>On these operations all taken collectively there may be employed not more than one learners to each qualified employee.</p> <p style="text-align: center;">(Q) MILK</p> <p>All employees in the mill room and on press-cutting operations shall be supplied with half a litre of milk per day.</p>	563,37	619,71

WAGES: FOOTWEAR AS SPECIFIED BELOW

[For applicable definitions, see subclause (5) hereunder]

Group 1: Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toecaps manufactured only from rubber, all of one colour, the binding of which shall be no greater than the binding depicted in the line drawings in illustration 1 (a) and (b) and substantially similar in colour to the canvas uppers:

Provided that where there is a difference in depth between the shade of the uppers and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing change in colour (Society of Dyers and Colourists Standard methods, Third Edition, page 10, British Standard BS2662: 1961 International Standards Organisation R105/Part 2):

Column A per week	Column B per week
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Provided further that—

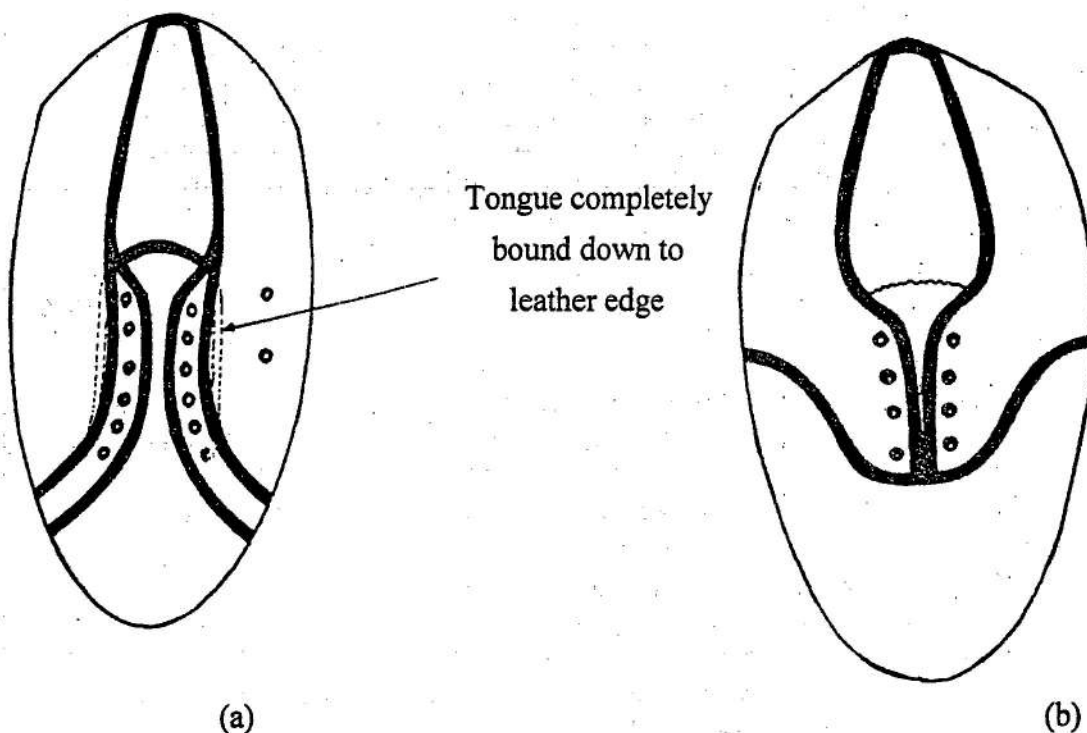
- (i) the sole shall be of rubber which is either vulcanized in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1 (a) and (b);
- (iii) where studs and/or bars are provided, these shall not protrude more than six millimetres from the soles;
- (iv) where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;
- (v) the said bindings shall be made of canvas fabric, but its mass may be less than 400 grams per square metre.

Group 2: Rubber footwear, either unlined or lined with fabrics.

Group 3: Wholly moulded footwear.

Group 4: Canvas fabric sandals.

ILLUSTRATION 1



(1) WAGES

A. LACE-UP RUBBER BOOTS

Qualified employees employed on—

(i)	Marking and/or cutting of textile fabrics	836,00	919,60
(ii)	Cutting of rubber uppers	651,92	717,12
(iii)	Cutting of fabric impregnated with rubber	651,92	717,12
(iv)	Closing Departments:		
	(a) Upper closing	595,13	654,64
	(b) Lining closing	595,13	654,64
	(c) Eyeletting	595,13	654,64
	(d) Buffing tongues	563,37	619,71
	(e) Inserting tongues	563,37	619,71
	(f) Securing tongues	563,37	619,71
	(g) Table-hands	563,37	619,71
(v)	All sole-cutting operations, whether by hand or press	799,92	879,91
(vi)	All other press-cutting operations (bottom stock only)	563,37	619,71

	Column A per week	Column B per week
(vii) Hand-lasting (the pulling over of the prepared upper over the last and securing it to the insole).....	633,10	696,41
(viii) Insole attaching.....	563,37	619,71
(ix) Placing material around the last.....	563,37	619,71
(x) Sole attaching.....	563,37	619,71
(xi) Attending an autoclave.....	563,37	619,71
(xii) Solutioning by hand.....	563,37	619,71
(xiii) Solutioning by machine.....	563,37	619,71
(xiv) (a) Moulding of soles, heels and/or sole and heel units.....	563,37	619,71
(b) Moulding of boots other than in an autoclave.....	563,37	619,71
(xv) Hobnailing.....	633,10	696,41
(xvi) Sole roughing.....	563,37	619,71
(xvii) Upper roughing.....	563,37	619,71
(xviii) Edge trimming.....	563,37	619,71
(xix) Spew and/or flash trimming on moulded boots.....	563,37	619,71
(xx) Inserting laces.....	563,37	619,71
(xxi) Slipping and sorting lasts.....	563,37	619,71
(xxii) Trimming linings.....	563,37	619,71
(xxiii) Rolling uppers.....	563,37	619,71
(xxiv) Cutting and/or inserting stays.....	563,37	619,71
(xxv) Dressing.....	563,37	619,71
(xxvi) Cleaning.....	563,37	619,71
(xxvii) Stamping sizes on linings.....	563,37	619,71
(xxviii) Loading trolley for autoclave.....	563,37	619,71
(xxix) Pairing.....	563,37	619,71
(xxx) Attaching throughs or insole covers.....	563,37	619,71
(xxxi) Operations not specified in (i) to (xxx) above.....	563,37	619,71
(xxxii) General workers.....	563,37	619,71

B. OTHER FOOTWEAR IN THIS SECTION

Qualified employees employed on—

(i) Upper-cutting Department:

Group 1:

Marking and/or cutting (from canvas or fabric)..... 835,99 919,59

Group 2:

Assisting clicker..... 563,37 619,71

Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber)..... 563,37 619,71

Gum boots..... 563,37 619,71

Size marking..... 563,37 619,71

(ii) Closing Department:

Group 3:

Attaching stays..... 563,37 619,71

Size stamping on linings..... 563,37 619,71

Tread trimming..... 563,37 619,71

All other closing room operations, including eyeletting, perforating and skiving..... 595,13 654,64

(iii) Bottom-stock Department:

Group 4:

Sole cutting from rubber by press or by hand..... 799,92 879,91

	Column A per week	Column B per week
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels.....	563,37	619,71
Group 6:		
All other press-cutting operations.....	563,37	619,71
(iv) Making Department:		
Group 7:		
Applying insole filler	563,37	619,71
Size stamping insole	563,37	619,71
Hand-lasting, rubber sole attaching by hand	563,37	619,71
Vulcanizing soles to uppers.....	563,37	619,71
Solutioning by hand or machine.....	563,37	619,71
Assembling	563,37	619,71
Direct moulding of soles to canvas uppers	591,29	650,41
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:		
(a) Where one employee is employed on an injection moulding machine	633,10	696,41
(b) Where two employees are employed on an injection moulding machine, each	633,10	696,41
(c) Where more than two employees are employed on an injection moulding machine, each	633,10	696,41
String-lasting	591,29	650,41
Lasting operations on a Kamborian machine.....	651,92	717,12
Lasting seats or sides by machine.....	725,27	797,79
Combined pulling over and forepart lasting	909,25	1 000,18
Group 8:		
Hobnailing by hand or machine	633,10	696,41
Group 9:		
Attaching back strip.....	563,37	619,71
Attaching foxing.....	563,37	619,71
Attaching insole.....	563,37	619,71
Attaching lining to upper.....	563,37	619,71
Cementing	563,37	619,71
Cleaning soles.....	563,37	619,71
Cutting foxing.....	563,37	619,71
Feeding conveyer	563,37	619,71
Granulating	563,37	619,71
Inserting puffs.....	563,37	619,71
Rolling uppers.....	563,37	619,71
Slipping lasts	563,37	619,71
Sole rolling.....	563,37	619,71
Supplying lasts	563,37	619,71
Trimming uppers.....	563,37	619,71
Mass-measuring pellets for direct moulding.....	563,37	619,71
Wheeling.....	563,37	619,71
Checking and repairing	563,37	619,71
Edge scouring.....	563,37	619,71
Silk-screen printing	563,37	619,71
(vii) Any operations not specified in (i) to (vi) above	563,37	619,71
(viii) General workers	563,37	619,71

	Column A per week	Column B per week
(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)		
According to experience:		
First six months.....	361,48	397,63
Second six months	403,84	444,22
Thereafter, the prescribed rate:		
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) RATIOS		
(a) Before a learner may be employed in any of the operations referred to in subclause (1) A, one qualified employee shall be employed and for every one qualified employee so employed, not more than two learners may be employed.		
(a) Before a learner may be employed in any of the eight groups of operations referred to in subclause (1) B, one qualified employee shall be employed in that group, and for every one qualified employee so employed, not more than two learners may be employed.		
(4) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
(5) DEFINITIONS		
For the purposes of this clause—		
“rubber” includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof;		
“canvas fabric” means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascals or 1,32 millimetres at 5 kilopascals and its mass not less than 400 grammes per square metre, the characteristics of which are strength and firmness;		
“one colour” is an entirely natural or bleached colour of one solid shade or tone.		
CLAUSE 3: SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER		
(1) WAGES		
Qualified employees employed on:		
A. Upper Cutting Department:		
(i) Upper cutting	835,70	919,26
(ii) Stock cutting and/or lining cutting.....	651,92	717,12
(iii) Upper assembling.....	651,92	717,12
(iv) Marking and/or stamping	563,37	619,71
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholding, buttoning	566,83	623,51
(ii) Machining of uppers, socks, pads and soft soles together	595,13	654,64
(iii) Machining elastic bound edges of uppers to soft soles	595,13	654,64
C. Rough Stuff Department:		
(i) Sole cutting from leather.....	909,25	1 000,18
(ii) Sole cutting from other than leather	799,92	879,91
(iii) Insole cutting and lifting and top-piece cutting	799,92	879,91
(iv) Stamping.....	563,37	619,71
(v) Heel covering.....	563,37	619,71

	Column A per week	Column B per week
D. Making Department:		
(i) Slipper-turn sewing	690,71	759,78
(ii) Steaming and blocking into shape:		
(a) Felt work	633,10	696,41
(b) Leather work, fabrick Cubans	633,10	696,41
(iii) Stuck-on process:		
(a) Hand-lasting	633,10	696,41
Sole roughening	633,10	696,41
Sole positioning on upper and press operating in one operation	633,10	696,41
Sole positioning on upper and forepart seat before pressing	633,10	696,41
Press operating with sole previously positioned	633,10	696,41
(b) Solutioning operation	563,37	619,71
(c) Sole and insole tacking	563,37	619,71
(iv) Vulcanising soles to lasted uppers	633,10	696,41
(v) Slugging	563,37	619,71
(vi) Channelling	563,37	619,71
Hand-levelling	563,37	619,71
Heel attaching	563,37	619,71
Tacking backs	563,37	619,71
(vii) Slipper turning	563,37	619,71
(viii) Fetching and putting away lasts	563,37	619,71
(ix) Inserting heel pads	563,37	619,71
(x) Conveyor operating	563,37	619,71
(xi) Direct injection moulding or pouring of any materials used for soiling and unit converting:		
Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:		
(a) Where one employee is employed on an injection moulding machine	633,10	696,41
(b) Where two employees are employed on an injection moulding machine	633,10	696,41
(c) Where more than two employees are employed on injection moulding machine each	633,10	696,41
E. Finishing Department:		
Edge trimming	799,92	879,91
Edge setting	652,66	717,93
Heel trimming	563,37	619,71
Scouring operations	563,37	619,71
Inking, staining and brushing	563,37	619,71
Slipping uppers	563,37	619,71
F. Shoe Room Department:		
Examining		
All other Shoe Room operations	563,37	619,71
(2) LEARNERS		
According to experience:		
First six months	361,48	397,63
Second six months	403,80	444,18
Third six months	448,03	492,83
Fourth six months	497,41	547,15
Fifth six months	559,40	615,34

	Column A per week	Column B per week
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:		
Provided further that learners on operations for which a wage rate of R563,37 is prescribed shall, after the third six months of experience, become entitled to this wage rate:		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) GENERAL WORKERS		
General workers.....	563,37	619,71
(4) RATIO		
For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed not more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof: Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed.		
(5) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
CLAUSE 4: "PLATNATE" AND "DOPPERS"		
Note: "Planate" and "doppers" mean footwear wholly or mainly stitched by hand with riempies or pitch thread.		
Qualified employees employed on—		
(i) Clicking	632,13	695,34
(ii) Machining by power.....	566,83	623,51
Machining other than by power	566,83	623,51
Other Closing Department operations	566,83	623,51
(iii) Sole cutting by power	747,95	822,74
Sole cutting other than by power	563,37	619,71
(iv) Pulling over by hand and/or hand-lasting	563,37	619,71
Stitching by hand	563,37	619,71
(v) Edge trimming by power.....	637,98	701,78
Edge trimming other than by power	563,37	619,71
(vi) Pairing and/or size marking	563,37	619,71
(vii) Any operation other than those specified in (i) to (vi) hereof	563,37	619,71
(2) LEARNERS		
According to experience:		
First six months	361,48	397,63
Second six months	403,80	444,18
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) GENERAL WORKERS		
General workers	563,37	619,71
(4) RATIO		
For every three employees receiving not less than R563,37 per week there may be employed not more than one employee at a wage of less than 563,37 per week.		
(5) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations.		



ANNEXURE E

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

DIFFERENTIAL WAGE BOOK

Week ending

Name

[illegible]

Total wages earned R

Foreman and Operator must sign for actual time worked on each operation

ANNEXURE F
SECTOR CLASSIFICATION CRITERIA

Demarcation	Weight	Sector
1. Product type (use highest no. only) Shoes (4) Sandals } (2) Slippers } Components (1)		Formal 55>
2. Number of employees 200> (10) 50> (5) 20> (2) <20 (1)		
3. Balance between Component Manufacturing and Completed Footwear +50% Own (10) +50% CMT (5) Not applicable (0)		Semi-formal 25–55
4. Branded product (vs Non-branded/Fleamarket & Other) Yes (10) No (5) Not applicable (0)		
5. Type of operation/business Completed footwear (10) Part/Assembling/ Components (5) Handwork (2)		Informal 0–24
6. Geographical Areas (establishment location) Metropolitan (10) Rural (5)		
7. Primary Raw Material Leather (5) Synthetic (2)		
8. Primary customer Formal sector (10) Informal sector (6) Other manufacturer (2)		
TOTAL WEIGHT		F/SF/I

Signed by the Parties at Durban this 31st day of March 2005.

D. J. F. LINDE,
Member of the Council

M. PAULSEN,
Member of the Council

M. MOHAMED
Member of the Council

I. ABRAHAMS,
Member of the Council

L. M. VAN LOGGERENBERG,
General Secretary of the Council



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