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IMPORTANT

Information

from Government Printing Works

Dear Valued Customers,

Government Printing Works has implemented rules for completing and submitting the electronic Adobe Forms when you, the customer, submits your notice request.

Please take note of these guidelines when completing your form.



GPW Business Rules

1. No hand written notices will be accepted for processing, this includes Adobe forms which have been completed by hand.
2. Notices can only be submitted in Adobe electronic form format to the email submission address submit.egazette@gpw.gov.za. This means that any notice submissions not on an Adobe electronic form that are submitted to this mailbox will be **rejected**. National or Provincial gazette notices, where the Z95 or Z95Prov must be an Adobe form but the notice content (body) will be an attachment.
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10. Information on forms will be taken as the primary source of the notice to be published. Any instructions that are on the email body or covering letter that contradicts the notice form content will be ignored.

You are therefore advised that effective from **Monday, 18 May 2015** should you not comply with our new rules of engagement, all notice requests will be rejected by our new system.

Furthermore, the fax number **012- 748 6030** will also be **discontinued** from this date and customers will only be able to submit notice requests through the email address submit.egazette@gpw.gov.za.

DISCLAIMER:

Government Printing Works reserves the right to apply the 25% discount to all Legal and Liquor notices that comply with the business rules for notice submissions for publication in gazettes.

National, Provincial, Road Carrier Permits and Tender notices will pay the price as published in the Government Gazettes.

For any information, please contact the eGazette Contact Centre on 012-748 6200 or email info.egazette@gpw.gov.za

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GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR

NO. R. 968

16 OCTOBER 2015

LABOUR RELATIONS ACT, 1995**BARGAINING COUNCIL FOR CIVIL ENGINEERING INDUSTRY:
RENEWAL OF PERIOD OF OPERATION OF THE WAGE AND TASK
GRADE COLLECTIVE AGREEMENT IN TERMS OF SECTION 32(6) OF
THE LRA**

I, **NELISIWE MILDRED OLIPHANT**, Minister of Labour, hereby, in terms of section 32(6)(a)(ii) of the Labour Relations Act, 1995, declare the provisions of Government Notices Nos. R. 489 of 20 June 2014 and R. 11 of 16 January 2015, to be effective from the date of publication of this notice and for the period ending 31 August 2018.


MINISTER OF LABOUR
01/10/2015

NO. R. 968

16 OCTOBER 2015

UMNYANGO WEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995

UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI
NABASEBENZI EMBONINI YOBUNINIYELA BEZOKWAKHIWA
KWEMIGWAQO NAMABHULOHO: UKUVUSELELWA KWESIKHATHI
SOKUSEBENZA KWESIVUMELWANO ESICHIBIYELAYO SABAQASHI
NABASEBENZI SEMIHOLO KANYE NEZIGABA ZEMISEBENZI

Mina, **MILDRED NELISIWE OLIPHANT**, onguNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(6)(a)(ii) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995 ngimemezela ukuthi izihlinzeko zeZaziso zikaHulumeni ezingunombolo R. 489 somhlaka 20 kuNhlanguvana 2014 kanye nesingu R.11 somhlaka 16 kuMasingana 2015, ziyasebenza kusukela ngomSombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 31 kuNcwaba 2018.


UNGQONGQOSHE WEZABASEBENZI

01/10/2015

DEPARTMENT OF LABOUR

NO. R. 969

16 OCTOBER 2015

LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR CIVIL ENGINEERING INDUSTRY:
EXTENSION OF WAGE AND TASK GRADE COLLECTIVE AMENDING
AGREEMENT TO NON-PARTIES**

I, **NELISIWE MILDRED OLIPHANT**, Minister of Labour hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Wage Task Grade Collective Amending Agreement which appears in the Schedule hereto, which was concluded in the **Bargaining Council for Civil Engineering Industry** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Wage Task Grade Collective Amending Agreement, shall be binding on the other employers and employees in that Industry, with effect from the second Monday after date of publication of this notice and for the period ending 31 August 2018.


MINISTER OF LABOUR
01/10/2015

NO. R. 969

16 OCTOBER 2015

UMNYANGO WEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
EM BONINI EPHATHELENE NEZOKWAKHA IMIGWAQO NAMABHULOHO:
UKWELULWA KWESIVUMELWANO SEMIHOLO KANYE NESIGABA SEMISEBENZI
YEZABASEBENZI, SELULELWA KULABO ABANGEYONA INGXE NYE
YESIVUMELWANO

Mina, MILDRED NELISIWE OLIPHANT, onguNgqongqoshe Wezabasebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngazisa ukuthi isivumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini ephathelene nezokwakha Imigwaqo Namabhuloho, futhi ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi, ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi keleyomboni, kusukela ngomSombuluko wesibili emva kokushicilelwa kwalesisaziso kuze kube mhlaka 31 kuNcwaba 2018.


UNGQONGQOSHE WEZABASEBENZI

01/10/2015

SCHEDULE

**BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY
WAGE AND TASK GRADE COLLECTIVE AGREEMENT**

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

Employer Organisation

South African Forum of Civil Engineering Contractors (SAFCEC)

(Hereinafter referred to as the “employer” or the “employers’ organisation”) of the one part and the –

Trade Unions

National Union of Mine Workers (NUM)

Building, Construction and Allied Workers’ Union (BCAWU)

(Hereinafter referred to as the “employees” or the “trade unions”) of the other part, being the parties to the Bargaining Council for the Civil Engineering Industry)

1. Scope of the Civil Engineering Industry

1.1 The Civil Engineering Industry means the industry in which employers (other than local authorities) and employees that are associated for the purposes of carrying out work of a civil engineering character normally associated with the Civil Engineering industry and includes such work in connection with any one or more of the following activities:

- 1.1.1 The construction of aerodrome runways or aprons; aqueducts; bins or bunkers; bridges; cable ducts; caissons; rafts or other marine structures; canals; cooling, water or other towers; dams; docks; harbors; quays or wharves; earthworks; encasements; housing or supports for plant, machinery or equipment; factory or works chimneys; filter beds; land or sea defense works; mine headgear; pipelines; piers; railways; reservoirs; river works; roads or streets; sewerage works; sewers; shafts or tunnels; silos; sports fields or grounds; swimming baths; viaducts or water treatment plants’ and/or
- 1.1.2 Excavation and bulk earthworks; bush clearing and de-stumping; topsoil stripping; drilling and blasting; preparation of bench areas, drilling pre-split holes and blast holes, blasting and/or cast blasting ; secondary blasting; loading, hauling and dumping of mineralized and/or waste material to waste dumps or processing plant feed (ROM Pad) stockpiles; production dozing of top soil, inter burden or waste material; pumping and dewatering of storm and/or contaminated water, construction and maintenance of; access and haul roads; ramps; waste and processing plant feed (ROM Pad) areas; safety beams; high walls; benches; storm water systems, catch drains, bund walls, surge dams, trimming, scaling or chain dragging of batters, heap-leach pads, tailings dams; dust suppression of loading areas, haul roads and dumping areas; rehabilitation of earth work areas or waste dumps; topsoil spreading, hydro- seeding and watering; and/or
- 1.1.3 Excavation work or the construction of foundations, lift shafts, piling, retaining walls, stairwells, underground parking garages or other underground structures; and/or
- 1.1.4 The asphaltting, concreting, gravelling, leveling or paving of parking areas, pavements, roads, streets, aerodrome runways or aprons, premises or sites; and further includes –
 - (i) Any work of a similar nature or work incidental to or consequent on any of the aforesaid activities; and

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- (ii) The making, repairing, checking or overhauling of tools, vehicles, plant, machinery or equipment in workshops which are conducted by employers engaged in any of the activities referred to in sub clauses 2.1.1 to 2.1.4(i) and (ii) inclusive;

Excluding the following:

- a) Work in connection with any one or more of the activities specified in sub-clause 2.1.3 where such work, when undertaken in connection with the erection of structures having the general character of buildings and irrespective of whether or not such work involves problems of a civil engineering character, is carried out by the employers erecting such structures;
- b) Work in connection with any one or more of the activities specified in sub-clause 2.1.3 when undertaken as an incidental operation in connection with the erection of structures having the general character of buildings or when undertaken by the employers erecting such structures;
- c) Any work falling within the scope of any other industry, and
- d) The Mining Industry which is defined as the industry where employers and employees are associated for the purpose, directly or indirectly, for the winning, extracting, processing and refining of a mineral in, on or under the earth or water or from any residue stockpile or residue deposit.

2. Period of operation of agreement

- (i) This agreement becomes binding on the employers and employees - refer to sub-clause (1.1), once it is extended by the Honourable Minister of Labour, in terms of Section 32 of the act 66 of 1995, from a date determined by the Honourable Minister of Labour.
- (ii) This agreement shall remain in force until: 31 August 2016

3. Application of Agreement

Clause 3: Definitions and Expressions

- (1) The inclusion the following definition:

'CPI' means the average Consumer Price Index as published by StatsSA for the 3 (three) month period of May, June and July of that particular year

4. Chapter IV – Appendices to the Agreement

- (1) The inclusion of the following Across the Board Wage Increases as well as the inclusion of the following Job Titles with their respective Wage Rates into Appendix D – Civil Engineering Industry Task Grade Wage Rates Table:

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Appendix D -**Civil Engineering Industry Task Grade Wage Rates****IMPORTANT NOTE:**

Wage increases in Appendix D will apply only from the date of coming into operation of the BCCEI Wage and Task Grade Collective Agreement. The dates on the Wage Rates Table within this Appendix indicate the minimum wage rate an employee has to be paid for their specific task grade.

1. ACROSS THE BOARD WAGE INCREASE - From the time of Agreement coming into operation to 31 August 2016

1.1 All employees must, at the date of coming into operation of this agreement, receive either the new Wage Rate applicable to his/her Task Grade or the following across the board increase on his/her current wage rate, whichever is the greater.

1.1.1 Task Grade 1 to Task Grade 9:

- On the date of promulgation of the BCCEI Wage and Task Grade Collective Agreement – 8%

1.2 No employer shall at the date of coming into operation of this agreement reduce the rate of pay of any employee who earns more than the minimum prescribed for his class of work;

1.3 No employer shall at the date of coming into operation of this agreement pay any employee engaged on any of the classes of work specified in this agreement wages and/or earning lower than those specified for his class of work;

2. ACROSS THE BOARD WAGE INCREASE - 1 September 2016 to 31 August 2017

2.1 All employees must, on 1 September 2016, receive either the new Wage Rate applicable to his/her TASK Grade or the following across the board increase on his/her current wage rate, whichever is the greater

2.1.1 Task Grade 1 to Task Grade 9:

- On 1 September 2016 – 8% (eight percent) or CPI plus 2%, whichever is the greater on 1 September 2016.

2.2 No employer shall at the date of coming into operation of this agreement reduce the rate of pay of any employee who earns more than the minimum prescribed for his class of work;

2.3 No employer shall at the date of coming into operation of this agreement pay any employee engaged on any of the classes of work specified in this agreement wages and/or earning lower than those specified for his class of work;

3. ACROSS THE BOARD WAGE INCREASE - 1 September 2017 to 31 August 2018

3.1 All employees must, on 1 September 2017, receive either the new Wage Rate applicable to his/her Task Grade or the following across the board increase on his/her current wage rate, whichever is the greater

3.1.1 Task Grade 1 to Task Grade 9:

- On 1 September 2017 – 9% or CPI plus 2%, whichever is greater on 1 September 2017.

3.2 No employer shall at the date of coming into operation of this agreement reduce the rate of pay of any employee who earns more than the minimum prescribed for his class of work;

3.3 No employer shall at the date of coming into operation of this agreement pay any employee engaged on any of the classes of work specified in this agreement wages and/or earning lower than those specified for his class of work;

4. Task Grade Wage Rates Table

*Special adjustments to these minimum rates have been implemented to increase the gap between Task Grade 1 & 2; Task Grade 2 & 3; Task Grade 3 & 4.

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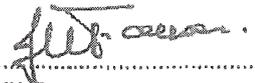
Task Grade Wage Rates Table					
Task Grade	Occupational Group	Job Title	Hourly Rate as per promulgation date up to 31 August 2016	Hourly Rate from 1 September 2016 to 31 August 2017 adjusted by 8% or CPI plus 2%, whichever is the greater	Hourly Rate from 1 September 2017 to 31 August 2018 adjusted by 9% or CPI plus 2% whichever is the greater
1	General Worker	General Worker	27.19	29.37	32.01
2	Site Support	Artisan Aid	27.49	29.68	32.80*
	Construction Hand Grade IV	Structures Construction Hand			
		Premix Paving Checker			
		Steel Bending Machine Operator			
		Civil Construction Bricklayer Gr II			
Crusher Assistant					
Operator Grade V	Boom Scraper Operator	28.25	30.51	33.71*	
	Pedestrian Roller Operator				
Checker	Checker				
Chainman	Chainman				
Construction Hand Grade III	Shutterhand Gr III				
3	Operator Grade IV	Concrete hand Gr II	28.25	30.51	33.71*
		Track Rig Operator (general)			
		Bore Pile Operator			
Drilling Supervisor	Junior Clerk	29.20	31.54	34.97*	
Site Support					
4	Construction Hand Grade II	Welder Semi-Skilled	29.20	31.54	34.97*
		Shutterhand Gr II			
		Reinforcing Hand Gr II			
		Concrete Hand Gr I			
	Operator Grade III	Fence Erector			
		Guard Rail Erector			
		Concrete Mixer Operator			
		Continuous Flight Auger Operator			
		Batch Plant Operator			
		Concrete Dumper Operator			
Concrete Pump Operator					
Tower Crane Operator					
General Premix Roller Operator					
Milling Machine Operator					
Driver Grade II	Paver Operator	29.20	31.54	34.97*	
	Excavator Operator				
	Front End Loader Operator				
	TLB Operator				
	Dozer Operator				
Site Support	Grader Operator (general)	29.20	31.54	34.97*	
	Gunite Nozzlemans				
5	Construction Hand Grade I	Motorcycle Driver	33.61	36.30	39.57
		Tractor Driver			
		Light Motor Vehicle Driver			
		Driver Operator			
	Operator Grade II	Heavy Duty Driver (rigid)			
Extra Heavy Duty Driver (rigid)					
Site Support	Material Tester	33.61	36.30	39.57	
Operator Grade I	Shutterhand Gr I				
	Piling Auger Machine Operator				
	Reinforcing Hand Gr I				
	Pipelayer Gr I				
Driver Grade I	Kerblayer Gr I	33.61	36.30	39.57	
	Civil Construction Bricklayer Gr I				
	Mobile Crane Operator				
Site Support	Screed Operator	38.16	41.21	44.92	
	Scraper Operator				
6	Operator Grade I	Grader Operator (final level)	38.16	41.21	44.92
7		Supervisor Gr II	43.71	47.20	51.45
		Plant Serviceman	43.71	47.20	51.45
8		Supervisor Gr I	49.00	52.92	57.68
9	Artisan	Diesel Mechanic, Fitter & Turner, Auto	55.38	59.81	65.20

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Signed at Bedfordview for and on behalf of the parties, this 20th day of July 2015.


.....
Strike Mokuu
Chairman of the BCCEI


.....
Muller Uys
Vice Chairman of the BCCEI


.....
J.N. Pansen
General Secretary of the BCCEI

WARNING!!!

To all suppliers and potential suppliers of goods to the Government Printing Works

The Government Printing Works would like to warn members of the public against an organised syndicate(s) scamming unsuspecting members of the public and claiming to act on behalf of the Government Printing Works.

One of the ways in which the syndicate operates is by requesting quotations for various goods and services on a quotation form with the logo of the Government Printing Works. Once the official order is placed the syndicate requesting upfront payment before delivery will take place. Once the upfront payment is done the syndicate do not deliver the goods and service provider then expect payment from Government Printing Works.

Government Printing Works condemns such illegal activities and encourages service providers to confirm the legitimacy of purchase orders with GPW SCM, prior to processing and delivery of goods.

To confirm the legitimacy of purchase orders, please contact:

Renny Chetty (012) 748-6375 (Renny.Chetty@gpw.gov.za),

Anna-Marie du Toit (012) 748-6292 (Anna-Marie.DuToit@gpw.gov.za) and

Siraj Rizvi (012) 748-6380 (Siraj.Rizvi@gpw.gov.za)

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