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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.
3. Notices brought into GPW by "walk-in" customers on electronic media can only be submitted in Adobe electronic form format. This means that any notice submissions not on an Adobe electronic form that are submitted by the customer on electronic media 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.
4. All customers who walk in to GPW that wish to submit a notice that is not on an electronic Adobe form will be routed to the Contact Centre where the customer will be taken through the completion of the form by a GPW representative. Where a customer walks into GPW with a stack of hard copy notices delivered by a messenger on behalf of a newspaper the messenger must be referred back to the sender as the submission does not adhere to the submission rules.
5. All notice submissions that do not comply with point 2 will be charged full price for the notice submission.
6. The current cut-off of all Gazette's remains unchanged for all channels. (Refer to the GPW website for submission deadlines – www.gpwonline.co.za)
7. Incorrectly completed forms and notices submitted in the wrong format will be rejected to the customer to be corrected and resubmitted. Assistance will be available through the Contact Centre should help be required when completing the forms. (012-748 6200 or email info.egazette@gpw.gov.za)
8. All re-submissions by customers will be subject to the above cut-off times.
9. All submissions and re-submissions that miss the cut-off will be rejected to the customer to be submitted with a new publication date.
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.



DO use the new Adobe Forms for your notice request. These new forms can be found on our website: www.gpwonline.co.za under the Gazette Services page.

DO attach documents separately in your email to GPW. (In other words, your email should have an Adobe Form plus proof of payment – 2 separate attachments – where notice content is applicable, it should also be a 3rd separate attachment)

DO specify your requested publication date.

DO send us the electronic Adobe form. (There is no need to print and scan it).

DON'T submit request as a single PDF containing all other documents, i.e. form, proof of payment & notice content, it will be **FAILED** by our new system.

DON'T print and scan the electronic Adobe form.

DON'T send queries or RFQ's to the submit.egazette mailbox.

DON'T send bad quality documents to GPW. (Check that documents are clear and can be read)



Form Completion Rules

No.	Rule Description	Explanation/example
1.	All forms must be completed in the chosen language.	GPW does not take responsibility for translation of notice content.
2.	All forms must be completed in sentence case, i.e. No fields should be completed in all uppercase.	e.g. "The company is called XYZ Production Works"
3.	No single line text fields should end with any punctuation, unless the last word is an abbreviation.	e.g. "Pty Ltd.", e.g. Do not end an address field, company name, etc. with a period (.) comma (,) etc.
4.	Multi line fields should not have additional hard returns at the end of lines or the field itself.	This causes unwanted line breaks in the final output, e.g. <ul style="list-style-type: none"> Do not type as: 43 Bloubokrand Street Putsonderwater 1923 Text should be entered as: 43 Bloubokrand Street, Putsonderwater, 1923
5.	Grid fields (Used for dates, ID Numbers, Telephone No., etc.)	<ul style="list-style-type: none"> Date fields are verified against format CCYY-MM-DD Time fields are verified against format HH:MM Telephone/Fax Numbers are not verified and allow for any of the following formats limited to 13 characters: including brackets, hyphens, and spaces <ul style="list-style-type: none"> o 0123679089 o (012) 3679089 o (012)367-9089
6.	Copy/Paste from other documents/text editors into the text blocks on forms.	<ul style="list-style-type: none"> Avoid using this option as it carries the original formatting, i.e. font type, size, line spacing, etc. Do not include company letterheads, logos, headers, footers, etc. in text block fields.



No.	Rule Description	Explanation/example
7.	Rich text fields (fields that allow for text formatting)	<ul style="list-style-type: none"> • Font type should remain as Arial • Font size should remain unchanged at 9pt • Line spacing should remain at the default of 1.0 • The following formatting is allowed: <ul style="list-style-type: none"> ○ Bold ○ Italic ○ Underline ○ Superscript ○ Subscript • Do not use tabs and bullets, or repeated spaces in lieu of tabs and indents • Text justification is allowed: <ul style="list-style-type: none"> ○ Left ○ Right ○ Center ○ Full • Do not use additional hard or soft returns at the end of line/paragraphs. The paragraph breaks are automatically applied by the output software <ul style="list-style-type: none"> ○ Allow the text to wrap automatically to the next line only use single hard return to indicate the next paragraph ○ Numbered lists are allowed, but no special formatting is applied. It maintains the standard paragraph styling of the gazette, i.e. first line is indented.
	<p>e.g.</p> <ol style="list-style-type: none"> 1. The quick brown fox jumps over the lazy river. The quick brown fox jumps over the lazy river. The quick brown fox jumps over the lazy river. 2. The quick brown fox jumps over the lazy river. The quick brown fox jumps over the lazy river. The quick brown fox jumps over the lazy river. 	



You can find the **new electronic Adobe Forms** on the website www.gpwonline.co.za under the Gazette Services page.

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

Disclaimer

Government Printing Works does not accept responsibility for notice requests submitted through the discontinued channels as well as for the quality and accuracy of information, or incorrectly captured information and will not amend information supplied.

GPW will not be held responsible for notices not published due to non-compliance and/or late submission.

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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IMPORTANT ANNOUNCEMENT

Closing times **PRIORTOPUBLICHOLIDAYS** for GOVERNMENT NOTICES, GENERAL NOTICES, REGULATION NOTICES AND PROCLAMATIONS

2015

The closing time is **15:00** sharp on the following days:

- **26 March**, Thursday, for the issue of Thursday **2 April 2015**
- **31 March**, Tuesday, for the issue of Friday **10 April 2015**
- **22 April**, Wednesday, for the issue of Thursday **30 April 2015**
- **30 April**, Thursday, for the issue of Friday **8 May 2015**
- **11 June**, Thursday, for the issue of Friday **19 June 2015**
- **6 August**, Thursday, for the issue of Friday **14 August 2015**
- **17 September**, Thursday, for the issue of Friday **25 September 2015**
- **10 December**, Thursday, for the issue of Friday **18 December 2015**
- **15 December**, Tuesday, for the issue of Thursday **24 December 2015**
- **22 December**, Tuesday, for the issue of Thursday **31 December 2015**
- **30 December**, Wednesday, for the issue of Friday **8 January 2016**

Late notices will be published in the subsequent issue, if under special circumstances, a late notice is accepted, a double tariff will be charged

The copy for a SEPARATE Government Gazette must be handed in not later than three calendar weeks before date of publication

BELANGRIKE AANKONDIGING

Sluitingstye **VOOR VAKANSIEDAE** vir GOEWERMENTS-, ALGEMENE- & REGULASIE- KENNISGEWINGS ASOOK PROKLAMASIES

2015

Die sluitingstyd is stiptelik **15:00** op die volgende dae:

- **26 Maart**, Donderdag, vir die uitgawe van Donderdag **2 April 2015**
- **31 Maart**, Dinsdag, vir die uitgawe van Vrydag **10 April 2015**
- **22 April**, Wednesday, vir die uitgawe van Donderdag **30 April 2015**
- **30 April**, Donderdag, vir die uitgawe van Vrydag **8 Mei 2015**
- **11 Junie**, Donderdag, vir die uitgawe van Vrydag **19 Junie 2015**
- **6 Augustus**, Donderdag, vir die uitgawe van Vrydag **14 Augustus 2015**
- **17 September**, Donderdag, vir die uitgawe van Vrydag **25 September 2015**
- **10 Desember**, Donderdag, vir die uitgawe van Vrydag **18 Desember 2015**
- **15 Desember**, Dinsdag, vir die uitgawe van Donderdag **24 Desember 2015**
- **22 Desember**, Dinsdag, vir die uitgawe van Donderdag **31 Desember 2015**
- **30 Desember**, Wednesday, vir die uitgawe van Vrydag **8 Januarie 2016**

Laat kennisgewings sal in die daaropvolgende uitgawe geplaas word. Indien 'n laat kennisgewing wel, onder spesiale omstandighede, aanvaar word, sal 'n dubbeltarief gehef word

Wanneer 'n APARTE Staatskoerant verlang word moet die kopie drie kalenderweke voor publikasie ingedien word

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

ECONOMIC DEVELOPMENT DEPARTMENT

NO. R. 1107

13 NOVEMBER 2015

INTERNATIONAL TRADE ADMINISTRATION COMMISSION OF SOUTH AFRICA**AMENDMENT NOTICE****Export Control**

Amendment to Government Notice No. R. 714 of Government Gazette No. 37992, Export Control Guidelines on the Exportation of Ferrous and Non-Ferrous Waste and Scrap, published on 12 September 2014 (Guidelines) as amended by the Amendment Notice No. R. 84 of Government Gazette No. 38459, published on 13 February 2015 on the Exportation of Ferrous and Non-Ferrous Waste and Scrap.

Paragraph 4.2 of the Guidelines issued under Notice number R. 714 as amended by Notice No. R. 84 is hereby amended by the insertion of the following paragraph immediately after the current amended paragraph, following a request by the red metals consuming industry (as defined in paragraph 1.1 of Notice number R. 714), that was approved by the International Trade Administration Commission of SA:

Notwithstanding the above, the Price Preference price for red metal waste and scrap including copper, brass and bronze waste and scrap as listed here-under, will be calculated by using the London Metal Exchange index price (LME full price) as an international benchmark average price. From the average price achieved and based on the average exchange rate during the previous week, two weeks, month or quarter, where applicable, for the different types and grades of red metal waste and scrap, an amount of 10% will be deducted to reflect the price at which the different grades of red metal waste and scrap must be offered for sale to the domestic consuming industry.

ITAC reserves the right to extend the list to include red metal waste and scrap ISRI grades which are not listed below.

COPPER ISRI grades	Percentage of Copper LME full price	BRASS / BRONZE ISRI grades	Percentage of Copper LME full price
------------------------------	--	--------------------------------------	--

BARLEY	96.0
BERRY	93.0
BERYLLIUM	70.0
BIRCH	87.0
CANDY	93.0
CLIFF	84.0
CLOVE	96.0
COBRA	87.0
COCOA	85.0
COPPER TURNINGS	75.0
DREAM	75.0
DRUID	33.0
SOUDRONIC COPPER	92.0

DRINK	55.0
EBONY	80.0
ENERV	60.0
GRAPE	65.0
HONEY	60.0
LABLE	70.0
MALIC	82.0
MIXED BRASS & BRONZE	60.0
NIECE	54.0
NOMAD & NOBLE	45.0
OCEAN	50.0
PARCH (BRONZE)	65.0
NIGHT/BRASS SHAVINGS	59.0
NOBLE 60/40 Solids	61.0

DEPARTMENT OF LABOUR

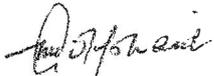
NO. R. 1108

13 NOVEMBER 2015

LABOUR RELATIONS ACT, 1995

**BUILDING INDUSTRY BARGAINING COUNCIL NORTH AND WEST
BOLAND: EXTENSION OF PERIOD OF OPERATION OF THE MAIN
COLLECTIVE AGREEMENT**

I, MILDRED NELISIWE OLIPHANT, Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the periods fixed in Government Notices Nos. R. 624 of 5 August 2011, R. 133 of 24 February 2012, R. 957 of 23 November 2012, R. 691 of 20 September 2013 and R. 820 of 24 October 2014 by a further period ending 31 December 2016.

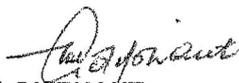

M N OLIPHANT
MINISTER OF LABOUR
14/10/2015

NO. R. 1108

13 NOVEMBER 2015

UMNYANGO WEZABASEBENZI**UMTHETHO WEZOBUDLELWANO KWEZABASEBENZI, KA 1995****UMKHANDLU WOKUZOXISANA PHAKATHI KWABAQASHI NABASEBENZI EMBONINI
YEZOKWAKHA ENYAKATHO KANYE NASENTSHONALANGA YEBOLAND:
UKWELULWA KWESIKHATHI SOKUSEBENZA KWESIVUMELWANO SABAQASHI
NABASEBENZI**

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(6)(a)(i) soMthetho Wezobudlelwano Kwezabasebenzi, ka 1995, ngelula izikhathi zokusebenza kwezivumelwano ezinqunywe kwiZaziso zikaHulumeni ezinguNombolo R.624 somhlaka 5 kuNcwaba 2011, R.133 somhlaka 24 kuNhlolanja 2012, R.957 somhlaka 23 kuLwezi 2012, R. 691 somhlaka 20 kuMandulo 2013 kanye nesingu R.820 somhlaka 24 kuMfumfu 2014 ngesikhathi esengeziwe esiphela mhlaka 31 kuZibandlela 2016.


M N OLIPHANT
UNGQONGQOSHE WEZABASEBENZI
14/10/2015

DEPARTMENT OF LABOUR

NO. R. 1109

13 NOVEMBER 2015

LABOUR RELATIONS ACT, 1995

BARGAINING COUNCIL FOR THE BUILDING INDUSTRY,
BLOEMFONTEIN: EXTENSION OF AMENDMENT OF COLLECTIVE
AGREEMENT TO NON-PARTIES

I, MILDRED NELISIWE OLIPHANT, Minister of Labour, hereby in terms of section 32(2) read with section 32(5) and 32(8) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **Bargaining Council for the Building Industry, Bloemfontein**, 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 the second Monday after the date of publication of this Notice and for the period ending 31 December 2016.


M N OLIPHANT

MINISTER OF LABOUR

17/09/2015

NO. R. 1109

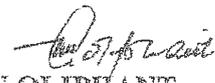
13 NOVEMBER 2015

UMNYANGO WEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI
NABASEBENZI EMBONINI YEZOKWAKHA (BLOEMFONTEIN):
UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI
ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXYENYE
YASO

Mina, MILDRED NELISIWE OLIPHANT, uNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(2) sifundwa nesigaba 32(5) kanye nesigaba 32(8) soMthetho Wobudlelwano kwezabasebenzi ka 1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe elapha, esenziwa uMkhandlu Wokuxoxisana Phakathi Kwabaqashi Nabasebenzi Embonini Yezokwakha (Bloemfontein), futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabasebenzi, ka 1995, esibopha labo abasenzayo, sizobopha abanye abaqashi nabasebenzi kuleyomboni kusukela ngomSombuluko wesibili emva kokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 31 kuZibandlela 2016.



M N OLIPHANT

UNGQONGQOSHE WEZABASEBENZI

14/10/2015

DEPARTMENT OF LABOUR

NO. R. 1110

13 NOVEMBER 2015

LABOUR RELATIONS ACT, 1995

CORRECTION NOTICE

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

In the *Government Gazette* No. 39347 of 30 October 2015 as it appeared in Government Notice 1038 of 2015 withdraw both the English and Zulu notices and replace it with the following notices and schedule:

Annexure A: English and Zulu notices: Extension of amendment of Collective agreement to non-parties

Annexure B: English and Zulu notices: Extension of period of operation of the Main Collective Agreement

Annexure C: Schedule

DEPARTMENT OF LABOUR

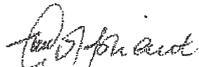
NO. R. 1111

13 NOVEMBER 2015

LABOUR RELATIONS ACT, 1995

BARGAINING COUNCIL FOR THE BUILDING INDUSTRY BLOEMFONTEIN:
EXTENSION OF PERIOD OF OPERATION OF THE MAIN COLLECTIVE AGREEMENT

I, MILDRED NELISIWE OLIPHANT, Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the period fixed in Government Notices R.221 of 29 February 2008 and R. 172 of 14 March 2014, by a further period ending 31 December 2016.


M N OLIPHANT
MINISTER OF LABOUR
17/09/2015

NO. R. 1111

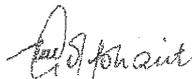
13 NOVEMBER 2015

UMNYANGO WEZABASEBENZI

UMTHETHO WEZOBUDLELWANO KWEZABASEBENZI, KA 1995

UMKHANDLU WOKUZOXISANA PHAKATHI KWABAQASHI NABASEBENZI EMBONINI
YOKWAKHA (BLOEMFONTEIN): UKWELULWA KWESIKHATHI SOKUSEBENZA
KWESIVUMELWANO SABAQASHI NABASEBENZI

Mina, MILDRED NELISIWE OLIPHANT, uNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(6)(a)(i) somthetho Wezobudlelwano Kwezabasebenzi, ka 1995, ngelula isikhathi sokusebenza kwesivumelwano esinqunywe kwiZaziso zikaHulumeni ezinguNombolo R.221 somhlaka kuNhlolanja 2008 kanye nesingu R.172 somhlaka 14 kuNdasa 2014 kuze kube isikhathi esiphela mhlaka 31 kuZibandlela 2016.


M N OLIPHANT
UNGGONGQOSHE WEZABASEBENZI
17/09/2015

SCHEDULE

BARGAINING COUNCIL FOR THE BUILDING INDUSTRY (BLOEMFONTEIN)

AMENDMENT OF COLLECTIVE AGREEMENT

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

Master Builders' and Allied Trades Association (Free State) (MBA (FS))

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

Amalgamated Union of Building Trade Workers of South Africa (AUBTW)

Noordelike Bouwerkersvakbond (NBV), and

National Union of Mine Workers (NUM)

(hereinafter referred to as the "employees" or the "trade unions"), of the other part, being parties to the Bargaining Council for the Building Industry (Bloemfontein), to amend the Agreement published under Government Notice No. R. 221 of 29 February 2008 as amended by Government Notice No. R. 1324 of 12 December 2008, R. 1124 and R. 1125 of 04 December 2009 and R. 1163 of 10 December 2010, R. 985 of 2 December 2011, 24 February 2012, R.264 of 12 April 2013 and R172 of 14 March 2014.

1: SCOPE OF APPLICATION

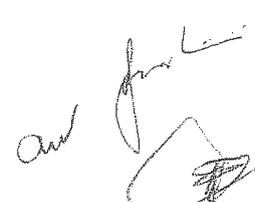
- (1) The terms and conditions of the Agreement shall be observed-
- (a) in the Magisterial District of Bloemfontein;
 - (b) by all employers who are members of the employers' organisation and by all employees who are members of the trade union(s);
 - (c) by all employers and employees to whom the Minister of Labour may extend this Agreement;
 - (d) by all employers and employees who are directly or indirectly involved in the Building Industry.



- (2) Notwithstanding the provisions of sub-clause (1) the terms of this Agreement shall apply to-
- (a) apprentices only in so far as the terms are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder;
 - (b) trainees under the Manpower Training Act, 1981 and the Skills Development Act, 1998, in so far as the terms are not inconsistent with the provisions of that Act or any conditions fixed thereunder;
 - (c) working partners, directors and owners of a building-related business.
- (3) Notwithstanding the provisions of sub-clause (1), the terms of this Agreement shall not apply to-
- (a) clerical and administrative employees;
 - (b) university students and graduates in Building Science and to construction supervisors, construction surveyors, architects and other persons doing practical work in the completion of their academic training;
 - (c) casual employees as defined in clause 3;
 - (d) non-parties in respect of clause 1 (1) (b) and 2.

2: PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force until 31 December 2016.

Handwritten signature and a circular stamp with illegible text inside.

3. CLAUSE 8: REMUNERATION

Substitute Clause (1), (2)(a), (b) and (c) for the following:-

- (1) **Wages:** (a) General: No employer shall pay and no employee shall accept wages at rates lower than the following:

	<i>Cents</i>
	<i>per hour</i>
(i) Artisans	R40.77
(ii) General workers	R20.38

Calculation of wages: The weekly wage of an employee shall be his hourly wage multiplied by 40, in the case of artisans and all other categories of employees.

- (a) The increase for all category workers shall be 9% of the actual wage
- (b) (2) **Supplementary remuneration and contributions:** (a) Except in respect of a casual employee, every employer shall pay each week to the Secretary of the Council in respect of each category of employee, as stipulated below, the total sum prescribed in Column G hereunder: Provided that such sum shall be allocated as set out hereunder:

(i) Holiday Fund	Column A
(ii) Provident Fund	Column B
(iii) Contributions to Bargaining Council expenses	Column C
(iv) Trade Union subscriptions	Column D
(v) Wage Guarantee Fund	Column E
(vi) Funeral Benefit	Column F
(vii) TOTAL SUM	Column G

Employers	Per week						
	A	B	C	D	E	F	G
	R	R	R	R	R	R	R
All employees earning R20.38 up to and including R23.14 ph	100.40	162.40	2.40	-	0.45	0.49	266.14
All employees earning R23.15 up to and including R28.29 ph	110.00	184.80	2.40	-	0.45	0.49	298.14
All employees earning R28.30 up to and including R33.33 ph	134.00	226.40	2.40	-	0.45	0.49	363.74
All employees earning R33.34 up to and including R40.76 ph	162.80	266.40	2.40	-	0.45	0.49	432.54
All employees earning R40.77 up to and including R45.68 ph	196.40	325.60	2.40	5.00	0.45	0.49	530.34
All employees earning R45.69 and more ph	220.40	365.60	2.40	5.00	0.45	0.49	594.34

(b) Except in respect of a casual employee who works for an employer for less than four weeks, every employer shall deduct each week from the remuneration due to each employee, as stipulated below, the amount prescribed in Column E hereunder: Provided that such sum shall be allocated as set out hereunder:

- (i) Holiday Fund Column A
- (ii) Provident Fund Column B
- (iii) Contributions to Bargaining Council Column C
- (iv) Trade Unions Column D
- (iii) TOTAL SUM Column E

Employers	Per week				
	A	B	C	D	E
	R	R	R	R	R
All employees earning R20.38 up to and including R23.14 ph	100.40	162.40	0.20	-	263.00
All employees earning R23.15 up to and including R28.29 ph	110.00	184.80	0.20	-	295.00

Employers	Per week				
	A	B	C	D	E
	R	R	R	R	R
All employees earning R20.38 up to and including R23.14 ph	100.40	162.40	0.20	-	263.00
All employees earning R23.15 up to and including R28.29 ph	110.00	184.80	0.20	-	295.00
All employees earning R28.30 up to and including R33.33 ph	134.00	226.40	0.20	-	360.60
All employees earning R33.34 up to and including R40.76 ph	162.80	266.40	0.20	-	429.40
All employees earning R40.77 up to and including R45.68 ph	196.40	325.60	0.20	5.00	527.20
All employees earning R45.69 and more ph	220.40	365.60	0.20	5.00	591.20

(c) Every employer shall, in addition to any remuneration to which an employee may be entitled in terms of clause 8 (1), pay such employee the total sum prescribed in Column C hereunder:

- (i) Holiday Fund Column A
- (ii) Provident Fund Contributions Column B
- (iii) TOTAL SUM Column C

Employers	Per hour		
	A	B	C
	C	C	C
All employees earning R20.38 up to and including R23.14 ph	2.51	2.03	4.54
All employees earning R23.15 up to and including R28.29 ph	2.75	2.31	5.06
All employees earning R28.30 up to and including R33.33 ph	3.35	2.83	6.18
All employees earning R33.34 up to and including R40.76 ph	4.07	3.33	7.40
All employees earning R40.77 up to and including R45.68 ph	4.91	4.07	8.98
All employees earning R45.69 and more	5.51	4.57	10.08

4. CLAUSE 8 : REMUNERATION

Substitute Clause (5)(a) and insert a sub-clause (b):

5. **Allowances** : (a) An employee who is required to work away from his/her residence and who cannot return home after each working day, shall be paid a living away allowance of R50.00 per day in respect of each night spent away from his residence.

(b) Employees who are unable to work due to inclement weather must be paid for at least three (3) hours per day.

Substitute Clause 18 for the following:

18 : EXEMPTIONS

A Exemption

- (1) Any person subject to the constitution/agreement may apply for exemption
- (2) The authority of the Council is to consider applications for exemptions and grant exemptions.
- (3) The Council hereby establishes an exemptions body constituted of panelist appointed by the Council to consider all applications for exemptions of the Council's Collective Agreement.
- (4) The exemption body shall decide on an application for exemption **within 30 days** of receipt
- (5) Applications for Exemptions shall be in writing on the appropriate application form obtained from the council.
- (6) In scrutinising an application for exemption, the Exemption Body will consider the views expressed by the workforce, together with any other representations received in relation to that application.
- (7) In considering the application, the Exemptions Body shall take into consideration all relevant factors, which may include, but shall not be limited to, the following **exemption criteria**:
 - (a) The period for which the exemption is sought.
 - (b) The number of employees affected and how many of such employees are members of a registered trade union.
 - (c) Be accompanied by relevant supporting data and financial information.
 - (d) The employer must consult with the workforce, through a trade union representative or, where no trade union is involved, with the workforce itself, and must include the views expressed by the workforce in the application.
 - (e) Where the views of the workforce differ from that of the employer, the reasons for the views expressed must be submitted with the application.
 - (e) An application for exemption shall not be considered unless the employees or their representatives have been properly consulted and their views fully recorded in an accompanying document. Where an agreement between the employer and the workforce is reached, the signed written agreement must accompany the application
 - (f) If the nature of the relief sought dictates, the application shall be accompanied by a plan reflecting the objectives and strategies to be adopted to rectify the situation giving rise to the application and indicating a time frame for the plan.
 - (h) The applicant's past record (if applicable) of compliance with the provisions of this agreement, its amendments and Exemptions Certificate.
 - (j) any precedent that might be set;
 - (k) it is fair to both the employer, its employees and other employees in the sector;
 - (l) it does not undermine this Agreement;
 - (m) it will make a material difference to the viability of a business;
 - (n) it will assist with unexpected economic hardship occurring during the currency of the Agreement and will save unnecessary job losses.
 - (o) the interest of the industry as regards:
 - (i) unfair competition;
 - (ii) collective bargaining;
 - (iii) potential for labour unrest;
 - (iv) increased employment;
 - (p) the interest of employees' as regards:
 - (i) exploitation;
 - (ii) job preservation;
 - (iii) sound conditions of employment;
 - (iv) possible financial benefits;

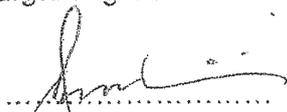
- (v) health and safety;
 - (vi) infringement of basic rights
 - (q) the interest of the employer as regards:
 - (i) financial stability;
 - (ii) impact on productivity;
 - (iii) future relationship with employees' trade union;
 - (iv) operational requirements
 - (r) any special circumstance that exist;
- (8) Upon receipt of a valid application by the Council it shall immediately refer the application to the Exemptions Body which may, if deemed expedient, request the applicant to attend the meeting at which the application is considered, to facilitate the deliberations.
- (9) In the event of the Exemptions Body granting, partially granting or refusing to grant an application, the applicant shall be informed of the reasons for the decision and shall have the right to appeal in writing against the decision to the Independent Body within 14 or 21 days from the date of being informed of the outcome.

B Independent Body

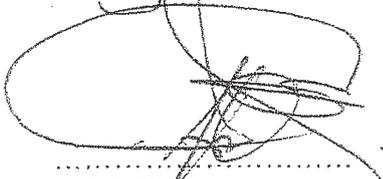
- (10) In terms of section 32(3)(e) of the Act, the Council establishes an Independent Body to hear and decide as soon as possible any appeal brought against the Exemptions Body's refusal of a non-party's application for exemption from the provisions of a collective agreement by the exemption body or withdrawal of an exemption by the Council.
- (11) The Independent Body shall hear and decide and inform the applicant and the council as soon as possible and **not later than 30 days** after the appeal has been lodged against the decision of the exemptions body.
- (12) No representative, office bearer, or official of the Council, trade union or employers' organisation party to the Council may be a member or participate in the deliberations of the Independent Body.
- (13) In considering the application, the Independent Body shall take into consideration all relevant factors as stipulated in clause 7 above.
- (14) In the event of the Independent Body granting, partially granting or refusing to grant the appeal, the applicant shall be informed of the reasons for the decision within 14 or 21 days from the date of the decision.
- (14) If an exemption is granted or partially granted the Exemptions Body or Independent Body whichever the case might be, shall issue an exemption certificate, signed by its Chairman and Secretary, containing the following particulars:
- (a) the full name of the applicant(s) or enterprise concerned;
 - (b) the trade name;
 - (c) the provisions of the Agreement from which exemption has been granted;
 - (d) the period for which the exemption shall operate;
 - (e) the date of issue and from which the exemption shall operate;
 - (g) the condition(s) of the exemption granted
 - (h) the area in which the exemption applies
- (15) The Exemptions Body or Independent Body shall;
- (a) retain a copy of the certificate
 - (b) forward the original certificate to the Secretary of the Council; and
 - (c) a copy of the exemption certificate is sent to the applicant
- (16) An employer to whom a certificate has been issued shall at all times have the certificate available for inspection at his establishment.

- (17) Unless otherwise specified in the certificate of exemption, any exemption from this Agreement shall be valid only in the region of the Council in which the application was made.
- (18) The Council may withdraw the exemption at its discretion and inform the applicant of the reasons of such withdrawal.

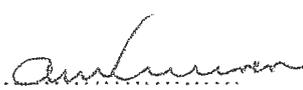
Thus done and signed at Bloemfontein on this 10th November 2014 for and on behalf of the Bargaining Council for the Building Industry (Bloemfontein).



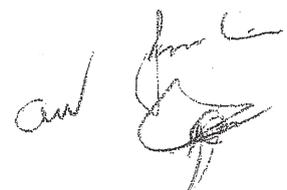
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L HLAELE
CHAIRPERSON OF THE COUNCIL



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G P NEIL
VICE-CHAIRPERSON OF THE COUNCIL



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A C M VAN VUUREN
SECRETARY



DEPARTMENT OF SOCIAL DEVELOPMENT

NO. R. 1112

13 NOVEMBER 2015

CHILDREN'S ACT, 2005 (ACT NO.38 OF 2005)**REGULATIONS RELATING TO CHILDREN: AMENDMENT**

The Minister of Social Development intends, in terms of section 306 of the Children's Act, 2005 (Act No. 38 of 2005), 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: Social Development, Private Bag X901, Pretoria, 0001 (for the attention of the Director: Children's Act), within one month from date of publication of this notice.

SCHEDULE**1. Definitions**

In these regulations "Regulations" means the regulations published by Government Notice No. R. 261 of 1 April 2010, as amended by Government Notice No. R.497 of 29 June 2012.

AMENDMENT OF REGULATION 107

2. The following Regulation is hereby substituted for Regulation 107 of the Regulations —

"Fees payable to accredited child protection organizations in respect of national and inter-country adoption services

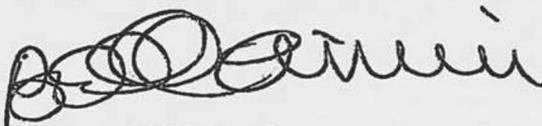
107 (1). The following fees, which may be reviewed annually, by way of a notice in the *Gazette*, must be payable to a child protection organisation in respect of national and inter counter adoption services —

SERVICE	MAXIMUM AMOUNT
(a) Group orientation	R305. 00 per session
(b) Interview or Counselling (maximum of four hours)	R305. 00 per hour
(c) Home visits (maximum four hours)	R305.00 per hour
(d) Home study report	R609.00 per report
(e) Court processes	R609.00 per day
(f) Birth registration	R207.00 per hour
(g) Administration costs	R207.00 per hour
(h) After care services	R609.00 once off payment
(i) Child study report	R553.00 per report
(j) Origin inquiry/tracing	R200 per hour

107 (2). The fees contemplated in Regulation 107 (1) shall be effective from the date of Publication in the *Gazette*."

AMENDMENT OF REGULATION 11A

3. Regulation 114A is hereby repealed.



Ms BO DLAMINI, MP

MINISTER OF SOCIAL DEVELOPMENT

DATE: 18 08 15

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.
3. Notices brought into GPW by "walk-in" customers on electronic media can only be submitted in Adobe electronic form format. This means that any notice submissions not on an Adobe electronic form that are submitted by the customer on electronic media 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.
4. All customers who walk in to GPW that wish to submit a notice that is not on an electronic Adobe form will be routed to the Contact Centre where the customer will be taken through the completion of the form by a GPW representative. Where a customer walks into GPW with a stack of hard copy notices delivered by a messenger on behalf of a newspaper the messenger must be referred back to the sender as the submission does not adhere to the submission rules.
5. All notice submissions that do not comply with point 2 will be charged full price for the notice submission.
6. The current cut-off of all Gazette's remains unchanged for all channels. (Refer to the GPW website for submission deadlines – www.gpwonline.co.za)
7. Incorrectly completed forms and notices submitted in the wrong format will be rejected to the customer to be corrected and resubmitted. Assistance will be available through the Contact Centre should help be required when completing the forms. (012-748 6200 or email info.egazette@gpw.gov.za)
8. All re-submissions by customers will be subject to the above cut-off times.
9. All submissions and re-submissions that miss the cut-off will be rejected to the customer to be submitted with a new publication date.
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.

