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REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette

No. 11507

Regulasiekoerant

Vol. 689

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Contents

<i>No.</i>		<i>Gazette No.</i>	<i>Page No.</i>
GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS			
Agriculture, Land Reform and Rural Development, Department of / Landbou, Grondhervorming en Landelike Ontwikkeling, Departement van			
R. 2699	Marketing of Agricultural Products (47/1996): Continuation of statutory measure and determination of Guideline Price: Levy relating to Soybeans	47443	13
R. 2699	Wet op Bemaking van Landbouprodukte (47/199): Voorsetting van statutêre matreël en bepaling van Riglynprins: Heffing van Sojabone.....	47443	17
Employment and Labour, Department of / Indiensneming en Arbeid, Departement van			
R. 2700	Labour Relations Act, 1995: Registration of an Employer's Organisation: Gambling Employers' Organisation of South Africa (GEOSA)	47443	21
R. 2701	Labour Relations Act, 1995: National Bargaining Council of the Leather Industry of South Africa: Extension to non-parties of the General Goods and Handbag Sector amending Collective Agreement	47443	22
R. 2702	Labour Relations Act, 1995: National Bargaining Council of the Leather Industry of South Africa: Extension to non-parties of the Agency Shop amending Collective Agreement for Employees.....	47443	31
R. 2703	Labour Relations Act, 1995: Bargaining Council for the Civil Engineering Industry (BCCEI): Renewal of period of Operation of the Exemptions Collective Agreement.....	47443	36
R. 2704	Labour Relations Act, 1995: Correction notice: Bargaining Council for the Civil Engineering Industry (BCCEI): Extension of amendment of the Wage and Task Grade Collective Agreement	47443	38
R. 2705	Labour Relations Act, 1995: Correction notice: Bargaining Council for the Civil Engineering Industry (BCCIE): Extension of amendment of Condition of Employment Collective Agreement to Non-parties.....	47443	40
R. 2706	Labour Relations Act, 1995: National Bargaining Council of the Leather Industry of South Africa: Extension to Non-parties of the Footwear Sector amending Collective Agreement	47443	42
South African Revenue Service / Suid-Afrikaanse Inkomstediens			
R. 2707	Customs and Excise Act, 1964: Amendment of Part 1C of Schedule No. 6 (No. 6/1C/19).....	47443	69
R. 2707	Doeane- en Aksynswet, 1964: Wysiging van Deel 1C van Bylae No. 6 (No. 6/1C/19).....	47443	70
R. 2708	Customs and Excise Act, 1964: Amendment of Part 1 of Schedule No. 3 (No. 3/1/747)	47443	71
R. 2708	Doeane- en Aksynswet, 1964: Wysiging van Deel 1 van Bylae No. 3 (No. 3/1/747)	47443	72
R. 2709	Customs and Excise Act, 1964: Amendment of Part 1 of Schedule No. 1 (No. 1/1/1892)	47443	73
R. 2709	Doeane- en Aksynswet, 1964: Wysiging van Deel 1 van Bylae No. 1 (No. 1/1/1892).....	47443	77



government
printing

Department:
Government Printing Works
REPUBLIC OF SOUTH AFRICA

HIGH ALERT: SCAM WARNING!!!

TO ALL SUPPLIERS AND SERVICE PROVIDERS OF THE GOVERNMENT PRINTING WORKS

It has come to the attention of the *GOVERNMENT PRINTING WORKS* that there are certain unscrupulous companies and individuals who are defrauding unsuspecting businesses disguised as representatives of the *Government Printing Works (GPW)*.

The scam involves the fraudsters using the letterhead of *GPW* to send out fake tender bids to companies and requests to supply equipment and goods.

Although the contact person's name on the letter may be of an existing official, the contact details on the letter are not the same as the *Government Printing Works*. When searching on the Internet for the address of the company that has sent the fake tender document, the address does not exist.

The banking details are in a private name and not company name. Government will never ask you to deposit any funds for any business transaction. *GPW* has alerted the relevant law enforcement authorities to investigate this scam to protect legitimate businesses as well as the name of the organisation.

Example of e-mails these fraudsters are using:

PROCUREMENT@GPW-GOV.ORG

Should you suspect that you are a victim of a scam, you must urgently contact the police and inform the *GPW*.

GPW has an official email with the domain as @gpw.gov.za

Government e-mails DO NOT have org in their e-mail addresses. All of these fraudsters also use the same or very similar telephone numbers. Although such number with an area code 012 looks like a landline, it is not fixed to any property.

GPW will never send you an e-mail asking you to supply equipment and goods without a purchase/order number. *GPW* does not procure goods for another level of Government. The organisation will not be liable for actions that result in companies or individuals being resultant victims of such a scam.

Government Printing Works gives businesses the opportunity to supply goods and services through RFQ / Tendering process. In order to be eligible to bid to provide goods and services, suppliers must be registered on the National Treasury's Central Supplier Database (CSD). To be registered, they must meet all current legislative requirements (e.g. have a valid tax clearance certificate and be in good standing with the South African Revenue Services - SARS).

The tender process is managed through the Supply Chain Management (SCM) system of the department. SCM is highly regulated to minimise the risk of fraud, and to meet objectives which include value for money, open and effective competition, equitability, accountability, fair dealing, transparency and an ethical approach. Relevant legislation, regulations, policies, guidelines and instructions can be found on the tender's website.

Fake Tenders

National Treasury's CSD has launched the Government Order Scam campaign to combat fraudulent requests for quotes (RFQs). Such fraudulent requests have resulted in innocent companies losing money. We work hard at preventing and fighting fraud, but criminal activity is always a risk.

How tender scams work

There are many types of tender scams. Here are some of the more frequent scenarios:

Fraudsters use what appears to be government department stationery with fictitious logos and contact details to send a fake RFQ to a company to invite it to urgently supply goods. Shortly after the company has submitted its quote, it receives notification that it has won the tender. The company delivers the goods to someone who poses as an official or at a fake site. The Department has no idea of this transaction made in its name. The company is then never paid and suffers a loss.

OR

Fraudsters use what appears to be government department stationery with fictitious logos and contact details to send a fake RFQ to Company A to invite it to urgently supply goods. Typically, the tender specification is so unique that only Company B (a fictitious company created by the fraudster) can supply the goods in question.

Shortly after Company A has submitted its quote it receives notification that it has won the tender. Company A orders the goods and pays a deposit to the fictitious Company B. Once Company B receives the money, it disappears. Company A's money is stolen in the process.

Protect yourself from being scammed

- If you are registered on the supplier databases and you receive a request to tender or quote that seems to be from a government department, contact the department to confirm that the request is legitimate. Do not use the contact details on the tender document as these might be fraudulent.
- Compare tender details with those that appear in the Tender Bulletin, available online at www.gpwonline.co.za
- Make sure you familiarise yourself with how government procures goods and services. Visit the tender website for more information on how to tender.
- If you are uncomfortable about the request received, consider visiting the government department and/or the place of delivery and/or the service provider from whom you will be sourcing the goods.
- In the unlikely event that you are asked for a deposit to make a bid, contact the SCM unit of the department in question to ask whether this is in fact correct.

Any incidents of corruption, fraud, theft and misuse of government property in the *Government Printing Works* can be reported to:

Supply Chain Management: Ms. Anna Marie Du Toit, Tel. (012) 748 6292.
Email: Annamarie.DuToit@gpw.gov.za

Marketing and Stakeholder Relations: Ms Bonakele Mbhele, at Tel. (012) 748 6193.
Email: Bonakele.Mbhele@gpw.gov.za

Security Services: Mr Daniel Legoabe, at tel. (012) 748 6176.
Email: Daniel.Legoabe@gpw.gov.za

Closing times for **ORDINARY WEEKLY** **REGULATION GAZETTE** **2022**

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

- **31 December 2021**, Friday for the issue of Friday **07 January 2022**
- **07 January**, Friday for the issue of Friday **14 January 2022**
- **14 January**, Friday for the issue of Friday **21 January 2022**
- **21 January**, Friday for the issue of Friday **28 January 2022**
- **28 January**, Friday for the issue of Friday **04 February 2022**
- **04 February**, Friday for the issue of Friday **11 February 2022**
- **11 February**, Friday for the issue of Friday **18 February 2022**
- **18 February**, Friday for the issue of Friday **25 February 2022**
- **25 February**, Friday for the issue of Friday **04 March 2022**
- **04 March**, Friday for the issue of Friday **11 March 2022**
- **11 March**, Friday for the issue of Friday **18 March 2022**
- **17 March**, Thursday for the issue of Friday **25 March 2022**
- **25 March**, Friday for the issue of Friday **01 April 2022**
- **01 April**, Friday for the issue of Friday **08 April 2022**
- **07 April**, Thursday for the issue of Thursday **14 April 2022**
- **13 April**, Wednesday for the issue of Friday **22 April 2022**
- **21 April**, Thursday for the issue of Friday **29 April 2022**
- **28 April**, Thursday for the issue of Friday **06 May 2022**
- **06 May**, Friday for the issue of Friday **13 May 2022**
- **13 May**, Friday for the issue of Friday **20 May 2022**
- **20 May**, Friday for the issue of Friday **27 May 2022**
- **27 May**, Friday for the issue of Friday **03 June 2022**
- **03 June**, Friday for the issue of Friday **10 June 2022**
- **09 June**, Thursday for the issue of Friday **17 June 2022**
- **17 June**, Friday for the issue of Friday **24 June 2022**
- **24 June**, Friday for the issue of Friday **01 July 2022**
- **01 July**, Friday for the issue of Friday **08 July 2022**
- **08 July**, Friday for the issue of Friday **15 July 2022**
- **15 July**, Friday for the issue of Friday **22 July 2022**
- **22 July**, Friday for the issue of Friday **29 July 2022**
- **29 July**, Friday for the issue of Friday **05 August 2022**
- **04 August**, Thursday for the issue of Friday **12 August 2022**
- **12 August**, Friday for the issue of Friday **19 August 2022**
- **19 August**, Friday for the issue of Friday **26 August 2022**
- **26 August**, Friday for the issue of Friday **02 September 2022**
- **02 September**, Friday for the issue of Friday **09 September 2022**
- **09 September**, Friday for the issue of Friday **16 September 2022**
- **16 September**, Friday for the issue of Friday **23 September 2022**
- **23 September**, Friday for the issue of Friday **30 September 2022**
- **30 September**, Friday for the issue of Friday **07 October 2022**
- **07 October**, Friday for the issue of Friday **14 October 2022**
- **14 October**, Friday for the issue of Friday **21 October 2022**
- **21 October**, Friday for the issue of Friday **28 October 2022**
- **28 October**, Friday for the issue of Friday **04 November 2022**
- **04 November**, Friday for the issue of Friday **11 November 2022**
- **11 November**, Friday for the issue of Friday **18 November 2022**
- **18 November**, Friday for the issue of Friday **25 November 2022**
- **25 November**, Friday for the issue of Friday **02 December 2022**
- **02 December**, Friday for the issue of Friday **09 December 2022**
- **08 December**, Thursday for the issue of Thursday **15 December 2022**
- **15 December**, Thursday for the issue of Friday **23 December 2022**
- **22 December**, Thursday for the issue of Friday **30 December 2022**

LIST OF TARIFF RATES FOR PUBLICATION OF NOTICES

COMMENCEMENT: 1 APRIL 2018

NATIONAL AND PROVINCIAL

Notice sizes for National, Provincial & Tender gazettes 1/4, 2/4, 3/4, 4/4 per page. Notices submitted will be charged at R1008.80 per full page, pro-rated based on the above categories.

Pricing for National, Provincial - Variable Priced Notices		
Notice Type	Page Space	New Price (R)
Ordinary National, Provincial	1/4 - Quarter Page	252.20
Ordinary National, Provincial	2/4 - Half Page	504.40
Ordinary National, Provincial	3/4 - Three Quarter Page	756.60
Ordinary National, Provincial	4/4 - Full Page	1008.80

EXTRA-ORDINARY

All Extra-ordinary National and Provincial gazette notices are non-standard notices and attract a variable price based on the number of pages submitted.

The pricing structure for National and Provincial notices which are submitted as **Extra ordinary submissions** will be charged at **R3026.32** per page.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

The **Government Printing Works (GPW)** has established rules for submitting notices in line with its electronic notice processing system, which requires the use of electronic *Adobe Forms*. Please ensure that you adhere to these guidelines when completing and submitting your notice submission.

CLOSING TIMES FOR ACCEPTANCE OF NOTICES

1. The *Government Gazette* and *Government Tender Bulletin* are weekly publications that are published on Fridays and the closing time for the acceptance of notices is strictly applied according to the scheduled time for each gazette.
2. Please refer to the Submission Notice Deadline schedule in the table below. This schedule is also published online on the Government Printing works website www.gpwonline.co.za

All re-submissions will be subject to the standard cut-off times.

All notices received after the closing time will be rejected.

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
National Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Regulation Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Petrol Price Gazette	Monthly	Tuesday before 1st Wednesday of the month	One day before publication	1 working day prior to publication
Road Carrier Permits	Weekly	Friday	Thursday 15h00 for next Friday	3 working days prior to publication
Unclaimed Monies (Justice, Labour or Lawyers)	January / September 2 per year	Last Friday	One week before publication	3 working days prior to publication
Parliament (Acts, White Paper, Green Paper)	As required	Any day of the week	None	3 working days prior to publication
Manuals	Bi- Monthly	2nd and last Thursday of the month	One week before publication	3 working days prior to publication
State of Budget (National Treasury)	Monthly	30th or last Friday of the month	One week before publication	3 working days prior to publication
<i>Extraordinary Gazettes</i>	As required	Any day of the week	<i>Before 10h00 on publication date</i>	<i>Before 10h00 on publication date</i>
Legal Gazettes A, B and C	Weekly	Friday	One week before publication	Tuesday, 15h00 - 3 working days prior to publication
Tender Bulletin	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Gauteng	Weekly	Wednesday	Two weeks before publication	3 days after submission deadline
Eastern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
Northern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
North West	Weekly	Tuesday	One week before publication	3 working days prior to publication
KwaZulu-Natal	Weekly	Thursday	One week before publication	3 working days prior to publication
Limpopo	Weekly	Friday	One week before publication	3 working days prior to publication
Mpumalanga	Weekly	Friday	One week before publication	3 working days prior to publication

GOVERNMENT PRINTING WORKS - BUSINESS RULES

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
Gauteng Liquor License Gazette	Monthly	Wednesday before the First Friday of the month	Two weeks before publication	3 working days after submission deadline
Northern Cape Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days after submission deadline
National Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days after submission deadline
Mpumalanga Liquor License Gazette	Bi-Monthly	Second & Fourth Friday	One week before publication	3 working days prior to publication

EXTRAORDINARY GAZETTES

3. *Extraordinary Gazettes* can have only one publication date. If multiple publications of an *Extraordinary Gazette* are required, a separate Z95/Z95Prov *Adobe* Forms for each publication date must be submitted.

NOTICE SUBMISSION PROCESS

4. Download the latest *Adobe* form, for the relevant notice to be placed, from the **Government Printing Works** website www.gpwnonline.co.za.
5. The *Adobe* form needs to be completed electronically using *Adobe Acrobat / Acrobat Reader*. Only electronically completed *Adobe* forms will be accepted. No printed, handwritten and/or scanned *Adobe* forms will be accepted.
6. The completed electronic *Adobe* form has to be submitted via email to submit.egazette@gpw.gov.za. The form needs to be submitted in its original electronic *Adobe* format to enable the system to extract the completed information from the form for placement in the publication.
7. Every notice submitted **must** be accompanied by an official **GPW** quotation. This must be obtained from the *eGazette* Contact Centre.
8. Each notice submission should be sent as a single email. The email **must** contain **all documentation relating to a particular notice submission**.
 - 8.1. Each of the following documents must be attached to the email as a separate attachment:
 - 8.1.1. An electronically completed *Adobe* form, specific to the type of notice that is to be placed.
 - 8.1.1.1. For *National Government Gazette* or *Provincial Gazette* notices, the notices must be accompanied by an electronic Z95 or Z95Prov *Adobe* form
 - 8.1.1.2. The notice content (body copy) **MUST** be a separate attachment.
 - 8.1.2. A copy of the official **Government Printing Works** quotation you received for your notice. (*Please see Quotation section below for further details*)
 - 8.1.3. A valid and legible Proof of Payment / Purchase Order: **Government Printing Works** account customer must include a copy of their Purchase Order. **Non-Government Printing Works** account customer needs to submit the proof of payment for the notice
 - 8.1.4. Where separate notice content is applicable (Z95, Z95 Prov and TForm 3, it should **also** be attached as a separate attachment. (*Please see the Copy Section below, for the specifications*).
 - 8.1.5. Any additional notice information if applicable.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

9. The electronic *Adobe* form will be taken as the primary source for the notice information to be published. Instructions that are on the email body or covering letter that contradicts the notice form content will not be considered. The information submitted on the electronic *Adobe* form will be published as-is.
10. To avoid duplicated publication of the same notice and double billing, Please submit your notice **ONLY ONCE**.
11. Notices brought to **GPW** by "walk-in" customers on electronic media can only be submitted in *Adobe* electronic form format. All "walk-in" customers with notices that are not on electronic *Adobe* forms will be routed to the Contact Centre where they will be assisted to complete the forms in the required format.
12. Should a customer submit a bulk submission of hard copy notices delivered by a messenger on behalf of any organisation e.g. newspaper publisher, the messenger will be referred back to the sender as the submission does not adhere to the submission rules.

QUOTATIONS

13. Quotations are valid until the next tariff change.
 - 13.1. **Take note:** **GPW's** annual tariff increase takes place on **1 April** therefore any quotations issued, accepted and submitted for publication up to **31 March** will keep the old tariff. For notices to be published from 1 April, a quotation must be obtained from **GPW** with the new tariffs. Where a tariff increase is implemented during the year, **GPW** endeavours to provide customers with 30 days' notice of such changes.
14. Each quotation has a unique number.
15. Form Content notices must be emailed to the *eGazette* Contact Centre for a quotation.
 - 15.1. The *Adobe* form supplied is uploaded by the Contact Centre Agent and the system automatically calculates the cost of your notice based on the layout/format of the content supplied.
 - 15.2. It is critical that these *Adobe* Forms are completed correctly and adhere to the guidelines as stipulated by **GPW**.
16. **APPLICABLE ONLY TO GPW ACCOUNT HOLDERS:**
 - 16.1. **GPW** Account Customers must provide a valid **GPW** account number to obtain a quotation.
 - 16.2. Accounts for **GPW** account customers **must** be active with sufficient credit to transact with **GPW** to submit notices.
 - 16.2.1. If you are unsure about or need to resolve the status of your account, please contact the **GPW** Finance Department prior to submitting your notices. (If the account status is not resolved prior to submission of your notice, the notice will be failed during the process).
17. **APPLICABLE ONLY TO CASH CUSTOMERS:**
 - 17.1. Cash customers doing **bulk payments** must use a **single email address** in order to use the **same proof of payment** for submitting multiple notices.
18. The responsibility lies with you, the customer, to ensure that the payment made for your notice(s) to be published is sufficient to cover the cost of the notice(s).
19. Each quotation will be associated with one proof of payment / purchase order / cash receipt.
 - 19.1. This means that **the quotation number can only be used once to make a payment.**

GOVERNMENT PRINTING WORKS - BUSINESS RULES**COPY (SEPARATE NOTICE CONTENT DOCUMENT)**

20. Where the copy is part of a separate attachment document for Z95, Z95Prov and TForm03
- 20.1. Copy of notices must be supplied in a separate document and may not constitute part of any covering letter, purchase order, proof of payment or other attached documents.
- The content document should contain only one notice. (You may include the different translations of the same notice in the same document).
- 20.2. The notice should be set on an A4 page, with margins and fonts set as follows:
- Page size = A4 Portrait with page margins: Top = 40mm, LH/RH = 16mm, Bottom = 40mm;
Use font size: Arial or Helvetica 10pt with 11pt line spacing;
- Page size = A4 Landscape with page margins: Top = 16mm, LH/RH = 40mm, Bottom = 16mm;
Use font size: Arial or Helvetica 10pt with 11pt line spacing;

CANCELLATIONS

21. Cancellation of notice submissions are accepted by **GPW** according to the deadlines stated in the table above in point 2. Non-compliance to these deadlines will result in your request being failed. Please pay special attention to the different deadlines for each gazette. Please note that any notices cancelled after the cancellation deadline will be published and charged at full cost.
22. Requests for cancellation must be sent by the original sender of the notice and must be accompanied by the relevant notice reference number (N-) in the email body.

AMENDMENTS TO NOTICES

23. With effect from 01 October 2015, **GPW** will not longer accept amendments to notices. The cancellation process will need to be followed according to the deadline and a new notice submitted thereafter for the next available publication date.

REJECTIONS

24. All notices not meeting the submission rules 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). Reasons for rejections include the following:
- 24.1. Incorrectly completed forms and notices submitted in the wrong format, will be rejected.
- 24.2. Any notice submissions not on the correct *Adobe* electronic form, will be rejected.
- 24.3. Any notice submissions not accompanied by the proof of payment / purchase order will be rejected and the notice will not be processed.
- 24.4. Any submissions or re-submissions that miss the submission cut-off times will be rejected to the customer. The Notice needs to be re-submitted with a new publication date.

GOVERNMENT PRINTING WORKS - BUSINESS RULES**APPROVAL OF NOTICES**

25. Any notices other than legal notices are subject to the approval of the Government Printer, who may refuse acceptance or further publication of any notice.
26. No amendments will be accepted in respect to separate notice content that was sent with a Z95 or Z95Prov notice submissions. The copy of notice in layout format (previously known as proof-out) is only provided where requested, for Advertiser to see the notice in final Gazette layout. Should they find that the information submitted was incorrect, they should request for a notice cancellation and resubmit the corrected notice, subject to standard submission deadlines. The cancellation is also subject to the stages in the publishing process, i.e. If cancellation is received when production (printing process) has commenced, then the notice cannot be cancelled.

GOVERNMENT PRINTER INDEMNIFIED AGAINST LIABILITY

27. The Government Printer will assume no liability in respect of—
 - 27.1. any delay in the publication of a notice or publication of such notice on any date other than that stipulated by the advertiser;
 - 27.2. erroneous classification of a notice, or the placement of such notice in any section or under any heading other than the section or heading stipulated by the advertiser;
 - 27.3. any editing, revision, omission, typographical errors or errors resulting from faint or indistinct copy.

LIABILITY OF ADVERTISER

28. Advertisers will be held liable for any compensation and costs arising from any action which may be instituted against the Government Printer in consequence of the publication of any notice.

CUSTOMER INQUIRIES

Many of our customers request immediate feedback/confirmation of notice placement in the gazette from our Contact Centre once they have submitted their notice – While **GPW** deems it one of their highest priorities and responsibilities to provide customers with this requested feedback and the best service at all times, we are only able to do so once we have started processing your notice submission.

GPW has a 2-working day turnaround time for processing notices received according to the business rules and deadline submissions.

Please keep this in mind when making inquiries about your notice submission at the Contact Centre.

29. Requests for information, quotations and inquiries must be sent to the Contact Centre ONLY.
30. Requests for Quotations (RFQs) should be received by the Contact Centre at least **2 working days** before the submission deadline for that specific publication.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

PAYMENT OF COST

31. The Request for Quotation for placement of the notice should be sent to the Gazette Contact Centre as indicated above, prior to submission of notice for advertising.
32. Payment should then be made, or Purchase Order prepared based on the received quotation, prior to the submission of the notice for advertising as these documents i.e. proof of payment or Purchase order will be required as part of the notice submission, as indicated earlier.
33. Every proof of payment must have a valid **GPW** quotation number as a reference on the proof of payment document.
34. Where there is any doubt about the cost of publication of a notice, and in the case of copy, an enquiry, accompanied by the relevant copy, should be addressed to the Gazette Contact Centre, **Government Printing Works**, Private Bag X85, Pretoria, 0001 email: info.egazette@gpw.gov.za before publication.
35. Overpayment resulting from miscalculation on the part of the advertiser of the cost of publication of a notice will not be refunded, unless the advertiser furnishes adequate reasons why such miscalculation occurred. In the event of underpayments, the difference will be recovered from the advertiser, and future notice(s) will not be published until such time as the full cost of such publication has been duly paid in cash or electronic funds transfer into the **Government Printing Works** banking account.
36. In the event of a notice being cancelled, a refund will be made only if no cost regarding the placing of the notice has been incurred by the **Government Printing Works**.
37. The **Government Printing Works** reserves the right to levy an additional charge in cases where notices, the cost of which has been calculated in accordance with the List of Fixed Tariff Rates, are subsequently found to be excessively lengthy or to contain overmuch or complicated tabulation.

PROOF OF PUBLICATION

38. Copies of any of the *Government Gazette* or *Provincial Gazette* can be downloaded from the **Government Printing Works** website www.gpwnonline.co.za free of charge, should a proof of publication be required.
39. Printed copies may be ordered from the Publications department at the ruling price. The **Government Printing Works** will assume no liability for any failure to post or for any delay in despatching of such *Government Gazette(s)*

GOVERNMENT PRINTING WORKS CONTACT INFORMATION

Physical Address:

Government Printing Works
149 Bosman Street
Pretoria

Postal Address:

Private Bag X85
Pretoria
0001

GPW Banking Details:

Bank: ABSA Bosman Street
Account No.: 405 7114 016
Branch Code: 632-005

For Gazette and Notice submissions: Gazette Submissions:

For queries and quotations, contact: Gazette Contact Centre:

E-mail: submit.egazette@gpw.gov.za

E-mail: info.egazette@gpw.gov.za

Tel: 012-748 6200

Contact person for subscribers: Mrs M. Toka:

E-mail: subscriptions@gpw.gov.za

Tel: 012-748-6066 / 6060 / 6058

Fax: 012-323-9574

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT**NO. R. 2699****4 November 2022****MARKETING OF AGRICULTURAL PRODUCTS ACT, 1996 (ACT NO. 47 OF 1996)****CONTINUATION OF STATUTORY MEASURE AND DETERMINATION OF
GUIDELINE PRICE: LEVY RELATING TO SOYBEANS**

I, Thoko Didiza, Minister of Agriculture, Land Reform and Rural Development, acting under sections 13 and 15 of the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996), hereby –

- (a) establish the continuation of the statutory measure as set out in the Schedule hereto; and
- (b) determine the guideline price for soybeans as R7519.05 per metric ton.


MRS ANGELA THOKOZILE DIDIZA
MINISTER FOR AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

SCHEDULE

Definitions

1. In this Schedule any word or expression to which a meaning has been assigned in the Act shall have that meaning, and unless the context otherwise indicates
 - “**producer**” means a person who produces soybeans or a person on whose behalf soybeans are produced;
 - “**soybeans**” means grain of the species *Glycine max*;
 - “**the Act**” means the Marketing of Agricultural Products Act, 1996 (Act No. 47 of 1996); and
 - “**SACTA**” means the South African Cultivar and Technology Agency NPC.

Purpose and aim of statutory measure and the relation thereof to the objectives of the Act

2. The purpose and aim of this statutory measure are to compensate breeders of soybean varieties for their contribution towards obtaining and utilising improved international agriculture related intellectual property to the benefit of the soybean industry in the Republic of South Africa.

The agricultural sector is expected to ensure food security, strengthen the economy and create job opportunities. This can be reconciled with the provisions of Section 2(3) of the Act. In order to achieve these aims and to further the competitive position of the soybean industry in the Republic of South Africa, it is essential to cultivate high yielding crops from seed varieties that are most suited to particular regions in the country. For the optimisation of possible export earnings, it is imperative for South African commodities to conform to international quality standards, so that South African producers of soybeans can remain competitive in the international markets. The statutory measure shall be administered by the South African Cultivar and Technology Agency NPC (SACTA). The levies collected will be administered in a separate account with respect to soybeans and SACTA will be audited annually in accordance with generally accepted accounting practices.

A portion of the funds collected by means of the levy will be focussed on small-scale farmers and transformation in the soybean industry in the Republic of South Africa. SACTA shall allocate 20% of the levy proceeds to transformation initiatives in the grain industries, by means of service providers of its choice, and report back to the National Agricultural Marketing Council (NAMC) annually with regard thereto.

Product to which statutory measure applies

3. This statutory measure shall apply to soybeans.

Area in which statutory measure applies

4. This statutory measure shall apply within the geographical area of the Republic of South Africa.

Imposition of levy

5. A levy is hereby imposed on soybeans –
 - (a) sold by or on behalf of the producer thereof;

- (b) processed or converted or caused to be processed or converted into a soybean product, by or on behalf of the producer thereof, if the soybean product is intended to be disposed of;
- (c) in respect of which a silo receipt has been issued, if the levy in respect of such soybeans has not already been paid in terms of paragraph (a) or (b); and
- (d) exported from the Republic of South Africa, and in respect of which a levy has not previously been paid in terms of paragraph (a), (b) or (c) above.

Amount of levy

6. The amounts of the levies (excluding Value Added Tax) will be as follows:

Commodity	Period	Amount (Excluding Value Added Tax)
Soybeans	1/3/2023 to 28/2/2024	R66,00 per metric ton
	1/3/2024 to 28/2/2025	R92,00 per metric ton

Persons by whom levies are payable

7. (1) The levy payable in terms of clause 5 shall –
- (a) in the case of a levy contemplated in clause 5(a), be payable by the buyer of the soybeans;
 - (b) in the case of a levy contemplated in clause 5(b), be payable by the processor or converter of the soybeans;
 - (c) in the case of a levy contemplated in clause 5(c), be payable by the person issuing such silo receipt; and
 - (d) in the case of the levy contemplated in clause 5(d), be payable by the exporter of the soybeans.
- (2) The amount of the levy payable by the buyer, processor or converter in terms of sub-clauses (1)(a) and (1)(b) above may be recovered from the producer.
- (3) The amount of the levy payable by the person issuing the silo receipt in terms of sub-clause 1(c) above may be recovered from the person to whom such silo receipt is issued.
- (4) The persons contemplated in sub-clauses (1)(a), (1)(b) and (1)(c), who have paid the levy to SACTA and have conformed to the provisions of this statutory measure, may claim from SACTA an amount equal to 2,5% of the levies paid by them, in accordance with the conditions set by SACTA from time to time.

Payment of levy

8. (1) Payment of a levy imposed in terms of clause 5 shall be made by the persons contemplated in clause 7 not later than the last day of the month following the month in which the soybeans have been sold, delivered for sale, processed, converted, exported or a silo receipt issued in respect thereof.

- (2) Payment shall be made in favour of the SA Cultivar and Technology Agency NPC, and has to be accompanied by a duly completed levy return form, containing such information pertaining to soybeans as required by SACTA from time to time. If no levy is payable in a particular month, a nil return shall be submitted to SACTA.
- (3) Payment shall –
- (a) when forwarded by post, be addressed to –
- The SA Cultivar and Technology Agency NPC
P O Box 74626
LYNNWOOD RIDGE
0040
- (b) when delivered by hand, be delivered to –
- The SA Cultivar and Technology Agency NPC
Grain Building Agri-Hub
477/478 Witherite Street
Die Wilgers
Pretoria, 0186
- (c) when transferred electronically, be paid into the designated bank account of the SA Cultivar and Technology Agency NPC.

Conditions of approval

9. This statutory measure is subject to the following conditions:
- (a) That 70% of levy income be spent on breeding and technology, at least 20% on transformation, in line with the NAMC's new guidelines, and less than 10% on administration;
- (b) That levies be accounted for, in a manner and to the extent acceptable to the Auditor General, separately from any other funds or assets under the control of SACTA, and be audited by the Auditor General; and
- (c) That after the lapsing of the levy, any surplus funds only be utilised after the approval of the Minister was obtained.

Commencement and period of validity

10. (1) This statutory measure shall come into operation on 1 March 2023 and shall lapse on 28 February 2025.
- (2) Notwithstanding the provisions of sub-clause (1), the Minister may, after evaluation and review of the measure under section 9(1)(f) of the Act, by notice in the Government Gazette determine that the measure shall lapse on a date specified in that notice: Provided that such date shall not be later than the date determined under sub-clause (1).

DEPARTEMENT VAN LANDBOU, GRONDHERVORMING EN LANDELIKE ONTWIKKELING

NO. R. 2699

4 November 2022

WET OP BEMARKING VAN LANDBOUPRODUKTE, 1996 (WET NO. 47 VAN 1996)

VOORTSETTING VAN STATUTÊRE MAATREËL EN BEPALING VAN
RIGLYNPRYS: HEFFING OP SOJABONE

Ek, Thoko Didiza, Minister van Landbou, Grondhervorming en Landelike Ontwikkeling, handelende kragtens artikels 13 en 15 van die Wet op die Bemarking van Landbouprodukte, 1996 (Wet No. 47 van 1996) –

(a) stel hierby die voortsetting van die statutêre maatreël in die Bylae uiteengesit in; en

(b) bepaal hierby die riglynprys vir sojabone as R7519.05 per metrieke ton.


ME ANGELA THOKOZILE DIDIZA
MINISTER VAN LANDBOU, GRONDHERVORMING EN LANDELIKE ONTWIKKELING

BYLAE**Woordomskrywing**

1. In hierdie Bylae het enige woord of uitdrukking waaraan 'n betekenis in die Wet geheg is, daardie betekenis en tensy uit die samehang anders blyk, beteken —
 - "**die Wet**" die Wet op die Bemarking van Landbouprodukte, 1996 (Wet No. 47 van 1996);
 - "**produsent**" 'n persoon wat sojabone produseer of 'n persoon in wie se belang sojabone geproduseer word;
 - "**SACTA**" die SA Cultivar and Technology Agency NPC; en
 - "**sojabone**" graan van die spesie *Glycine max*.

Oogmerk en doelwit van die statutêre maatreël en verband daarvan met die Wet

2. Die oogmerk en doelwit van hierdie statutêre maatreël is om telers van sojaboonvariëteite te vergoed vir hul bydrae tot die verkryging en benutting van verbeterde internasionale agri-verwante intellektuele eiendom tot voordeel van die sojaboonbedryf in die Republiek van Suid-Afrika. Dit word van die landbousektor verwag om voedselsekerheid te verseker, die ekonomie te versterk en werksgeleenthede te skep. Hierdie doelwitte is in ooreenstemming met die bepalings van artikel 2(3) van die Wet. Om hierdie doelwitte te bereik en die mededingende posisie van die sojaboonbedryf in die Republiek van Suid-Afrika te bevorder, is die produksie van hoë-opbrengs oeste van saadvariëteite wat optimaal geskik is vir bepaalde streke in die land, noodsaaklik. Om die opbrengs uit moontlike uitvoere te optimaliseer, is dit noodsaaklik dat Suid-Afrikaanse produkte voldoen aan internasionale kwaliteitstandaarde en dat Suid-Afrikaanse produsente van sojabone kompetender is in die internasionale markte.

Hierdie statutêre maatreël sal deur die SA Cultivar and Technology Agency NPC(SACTA) geadmistreer word. Die heffings wat ingevorder word, sal afsonderlik ten opsigte van sojabone geboekstaaf word. SACTA word ook jaarliks volgens algemeen aanvaarde rekenkundige praktyk geaudit. 'n Deel van die fondse wat by wyse van die heffing ingevorder word, sal toegespits word op kleinskaalse boere en transformasie in die sojaboonbedryf in die Republiek van Suid-Afrika. SACTA sal 20% van die fondse vir transformasie aanwend deur middel van diensverskaffers van sy keuse, en jaarliks aan die Nasionale Landbouemarkingsraad daarvoor verslag doen.

Produk waarop statutêre maatreël van toepassing is

3. Hierdie statutêre maatreël is op sojabone van toepassing.

Gebied waarin statutêre maatreël van toepassing is

4. Hierdie statutêre maatreël is in die geografiese gebied van die Republiek van Suid-Afrika van toepassing.

Instelling van heffing

5. 'n Heffing word hierby opgelê op alle sojabone —
 - (a) wat deur of namens die produsent daarvan verkoop word;

- (b) wat verwerk of omskep word of laat verwerk of omskep word in 'n sojaboonprodukt, indien sodanige sojaboonprodukt bestem is om van die hand gesit te word;
- (c) ten opsigte waarvan 'n silo-ontvangsbewys uitgereik word, indien die heffing ten opsigte van sodanige sojabone nog nie ingevolge paragraaf (a) of (b) hierbo betaal is nie; en
- (d) wat uit die Republiek van Suid-Afrika uitgevoer word, indien die heffing ten opsigte van sodanige sojabone nog nie ingevolge paragraaf (a), (b) of (c) hierbo betaal is nie.

Bedrag van heffing

6. Die bedrag van die heffing (Belasting op Toegevoegde Waarde uitgesluit) is soos volg:

Kommoditeit	Periode	Bedrag (BTW uitgesluit)
Sojabone	1/3/2023 tot 28/2/2024	R66,00 per metrieke ton
	1/3/2024 tot 28/2/2025	R92,00 per metrieke ton

Persone deur wie heffing betaalbaar is

7. (1) 'n Heffing wat in terme van klousule 5 opgelê is, sal betaalbaar wees deur:
- (a) in die geval van 'n heffing in klousule 5(a) bedoel, die koper van die sojabone;
 - (b) in die geval van 'n heffing in klousule 5(b) bedoel, die verwerker of omskepper van die sojabone;
 - (c) in die geval van 'n heffing in klousule 5(c) bedoel, die persoon wat sodanige silo-ontvangsbewys uitreik; en
 - (d) in die geval van 'n heffing in klousule 5(d) bedoel, die persoon wat sodanige sojabone uitvoer.
- (2) Die bedrag van die heffing wat deur die koper in terme van subklousule (1)(a) en subklousule (1)(b) betaalbaar is, kan van die produsent verhaal word.
- (3) Die bedrag van die heffing wat in terme van subklousule (1)(c) deur die uitreiker van die silo-ontvangsbewys betaalbaar is, kan van die persoon aan wie sodanige silo-ontvangsbewys uitgereik word, verhaal word.
- (4) Persone vermeld in subklousules (1)(a), (1)(b) en (1)(c) wat aan die vereistes van hierdie statutêre maatregel voldoen, mag 2,5% van die waarde van die heffing wat sodanig oorbetal is van SACTA eis, in ooreenstemming met die voorwaardes wat van tyd tot tyd deur SACTA bepaal word.

Betaling van die heffing

8. (1) Die heffing ingevolge klousule 5 opgelê moet nie later as die laaste dag van die maand volgende op die maand waarin die sojabone verkoop, vir verkoop gelewer, uitgevoer, verwerk of omgesit, of waarin 'n silo-ontvangsbewys uitgereik is, deur die persone in klousule 7 bedoel, betaal word nie.

- (2) Betaling moet ten gunste van die SA Cultivar and Technology Agency NPC gemaak word, en moet vergesel gaan van 'n behoorlik voltooide heffingopgawevorm, wat sodanige inligting bevat as wat van tyd tot tyd deur SACTA vereis word. Indien geen heffing betaalbaar is in n gegewe maand nie, moet 'n nul opgawe aan SACTA voorsien word.
- (3) Betaling moet –
- a) wanneer per pos gestuur, geadresseer wees aan –
- Die SA Cultivar and Technology Agency NPC
Posbus 74626
LYNNWOODRIF
0040
- b) wanneer per hand afgelewer, afgelewer word by –
- Die SA Cultivar and Technology Agency NPC
Graangebou Agri-hub Kantoorpark (Blok D)
Witheritestraat 477/478
DIE WILGERS
Pretoria
0184
- c) wanneer elektronies oorgeplaas, inbetaal word in die bankrekening van die SA Cultivar and Technology Agency NPC.

Voorwaardes van goedkeuring

9. Hierdie statutêre heffing is onderworpe aan die volgende voorwaardes:
- (a) Dat 70% van heffingsinkomste spandeer word aan teling en tegnologie, ten minste 20% op transformasie ooreenkomstig die NLBR se nuwe riglyne, en nie meer as 10% op administrasie;
- (b) Dat die heffings bestuur word op 'n manier aanvaarbaar vir die Ouditeur-Generaal, apart van enige ander bates of fondse van SACTA; en
- (c) Dat die aanwending van enige surplusfondse wat na die heffingstermyn mag bestaan, onderhewig sal wees aan die goedkeuring van die Minister.

Inwerkingtreding en tydperk van geldigheid

10. (1) Hierdie statutêre maatreël tree op 1 Maart 2023 in werking en verval op 28 Februarie 2025.
- (2) Nieteenstaande die bepalings van subklousule (1) kan die Minister, na 'n evaluasie en hersiening van die maatreël kragtens artikel 9(1)(f) van die Wet, by kennisgewing in die Staatskoerant bepaal dat die maatreël op 'n datum in daardie kennisgewing uiteengesit, verval: Met dien verstande dat sodanige datum nie later mag wees as die datum kragtens subklousule (1) bepaal nie.

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 2700

4 November 2022

LABOUR RELATIONS ACT, 1995
REGISTRATION OF AN EMPLOYERS' ORGANISATION

I, **Lehlohonolo Daniel Molefe**, Registrar of Labour Relations, hereby notify, in terms of section 109(2) of the Labour Relations Act, 1995, that **Gambling Employers' Organisation of South Africa (GEOSA)** has been registered as an employers' organisation with effect from 24 October 2022.



REGISTRAR OF LABOUR RELATIONS

DEPARTMENT OF EMPLOYMENT AND LABOUR

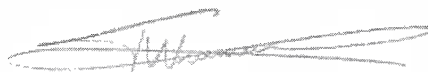
NO. R. 2701

4 November 2022

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:
EXTENSION TO NON-PARTIES OF THE GENERAL GOODS AND HANDBAG SECTOR
AMENDING COLLECTIVE AGREEMENT**

I, THEMBELANI WALTERMADE NXESI, Minister of Employment and 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 the second Monday after the date of publication of this notice and for the period ending 30 June 2026.



MR T W NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 26/10/2022

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

R.

USUKU:

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995

**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI
BESIGABA SEZIMPAHLA EZIJWAYELEKILE KANYE NEZIKHWAMA EZINCANE EZIPHATHWA
ABESIFAZANE ESICHIBIYELAYO, SELULELWA KULABO ABANGEYONA INGXYENYE
YESIVUMELWANO**

Mina, THEMBELANI WALTERMADE NXESI, onguNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kuMkhandlu KaZwelonke Wokuxoxisana phakathi kwabaQashi Nabasebenzi Embonini Yezikhumba, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlangulana 2026.



**MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI EZABASEBENZI
USUKU: 26/10/2022**

SCHEDULE
NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA
GENERAL GOODS AND HANDBAG SECTOR
COLLECTIVE AGREEMENT

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

(a) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

(Hereinafter referred to as the employers or the "employer organization") of the one part, and the

(b) **National Union of Leather and Allied Workers (N.U.L.A.W)**

and

(c) **Southern African Clothing and 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, to amend the Agreement for the General Goods and Handbag Sector, published under Government Notices No. R.1193 of 17 December 2010, R.524 of 24 June 2011, R.1018 of 7 December 2011, R.885 of 2 November 2012, R.771 of 18 October 2013, R.790 of 17 October 2014, R.1044 of 30 October 2015, R.765 of 24 June 2016, R.1280 of 21 October 2016, 758 of 29 September 2017, R.1230 of 16 November 2018, R.1413 of 01 November 2019, R.219 of 18 March 2021, R.453 of 28 May 2021 and R.1588 of 10 December 2021.



1. CLAUSE 1 - SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this agreement shall be observed in the General Goods and Handbag Section of the Leather Industry:
 - (a) in the Republic of South Africa,
 - (b) by all employers who are members of the employer organisation, and by all employees who are members of the trade unions who are engaged or employed in the General Goods and Handbag sectors of the Leather Industry respectively.
- (2) Notwithstanding the provisions of subclause (1), the terms of this agreement shall apply only to employees for whom wages are prescribed in Annexure C to the agreement, and to the employers of such employees.
- (3) The terms of this agreement shall not apply to non-parties in respect of Clauses 1(1)(b) and 2(1).

2. CLAUSE 2 - DATE AND PERIOD OF OPERATION

- (1) This agreement shall come into operation for the parties on 1 July 2022 and remain in force for the period ending 30 June 2026.
- (2) This agreement shall come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to non-parties and shall remain in force for the period ending 30 June 2026.



3. CLAUSE 4 – WAGES, RATES AND REMUNERATION**Subclause (15) “Phasing in Period”**

Delete subclause (15) in its entirety.

4. CLAUSE 8 – PUBLIC HOLIDAYS, ANNUAL HOLIDAYS AND MATERNITY LEAVE

4.1 Insert a new subclause 10A as follows:

10A Paternity Leave, Adoption Leave and Commissioning Leave

The granting of Paternity Leave, Adoption Leave and Commissioning Leave shall be in accordance with the provisions of the Basic Conditions of Employment Act (Act No 75 of 1997 as amended).

4.2 Subclause (11): Family Responsibility Leave

Substitute subclause (11)(2) with the following:

- 2) An employer must grant an employee, during each annual leave cycle, at the request of the employee, three days' paid leave, which the employee is entitled to take-
- (a) when the employee's child is sick;
 - (b) when the employee's spouse or life partner is sick or
 - (c) in the event of the death of—
 - (i) the employee's spouse or life partner; or
 - (ii) the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling.



5. CLAUSE 10 – TERMINATION OF EMPLOYMENT**Subclause 7 : Retirement**

Delete subclause (7)(iii)

6. CLAUSE 13 – ORGANISATIONAL RIGHTS**Subclause (4) : Shop Stewards Leave**

Substitute subclause (4)(i) with the following:

- (i) An elected shop steward shall be entitled to six days' paid leave and two day's unpaid leave in a calendar year to attend training courses or any other union business. The granting of paid leave in terms of this sub-clause, shall be limited to one shop steward if there are between 10 and 50 employees for whom trade union subscriptions are being deducted and thereafter one shop steward for every additional 50 employees for whom trade union subscriptions are being deducted.

7. ANNEXURE C –

Substitute Annexure "C" with the following:

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

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ANNEXURE C**1. WAGE RATES**

	Column A Per Week	Column B Per Week
(A) The following wage rates shall be paid to employees engaged in the General Goods and Handbag Section of the Industry:		
(i) Foreman (Grade C1)	2521.55	2773.71
(ii) Chargehand (Grade B2)	1915.87	2107.46
(iii) Despatch Clerk (Grade A3)	1613.35	1774.69
(iv) Driver of a motor vehicle authorised to carry or haul a payload of:		
(a) Under 2722 Kg (Grade B1)	1672.16	1839.38
(b) Over 2722 Kg (Grade B2)	1915.87	2107.46
(v) General Worker (Grade A1)	1247.83	1372.61
(vi) Night Watchman (Grade A2)	1357.50	1493.25
(vii) Packer (Grade A1)	1247.83	1372.61
(viii) Storeman (Grade A3)	1613.35	1774.69
(B) The following wage rates shall be paid to qualified employees engaged in the manufacture of Travelling Requisites, Saddlery, Harnesses, Braces, Personal Goods and Handbags:		
(i) Grade A1	1247.83	1372.61
(ii) Grade A2	1357.50	1493.25
(iii) Grade A3	1613.35	1774.69
(iv) Grade B1	1672.16	1839.38
(v) Grade B2	1915.87	2107.46
(vi) Grade B3	2097.79	2307.57



	Column A Per Week	Column B Per Week
(C) The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial Districts of Bellville, Goodwood and Durban and Cricket and Hockey Balls in the Magisterial District of Wynberg:		
(i) Grade A1	1247.83	1372.61
(ii) Grade A2	1357.50	1493.25
(iii) Grade A3	1613.35	1774.69
(iv) Grade B1	1672.16	1839.38
(v) Grade B2	1915.87	2107.46
(vi) Grade B3	2097.79	2307.57
(D) The following wage rates shall be paid to Learners, other than those referred to in subclause (A):		
During the first six months of experience	1011.57	1112.73
During the second six months of experience	1207.60	1328.36

2. PROPORTION AND RATIO OF EMPLOYEES

(1) Travelling requisites -

- (a) Not less than one foreman shall be employed in every establishment.
- (b) In each of the wage categories listed in paragraphs (i), (ii), (iii), (iv), (v) and (vi) of subclause (c) not more than one learner may be employed for every qualified employee employed in that category.

(2) Saddlery -

- (a) Not less than one foreman shall be employed in every establishment.
- (b) In each of the wage categories listed in paragraphs (ii), (iii), (iv), (v), and (vi) of subclause (C), not more than one learner may be employed for every qualified employee employed in that category.

(3) Harness -

- (a) Not less than one foreman shall be employed in each establishment.
- (b) For each employee receiving a wage of not less than R1372.61 per week during the period ending 30 June 2023, not more than one employee may be employed at a wage less than R1372.61: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(4) Braces -

For each employee receiving a wage of not less than R1372.61 per week during the period ending 30 June 2023, not more than one employee may be employed at a wage less than R1372.61: Provided

[Handwritten signatures and initials]

that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(5) Personal Goods –

For each employee receiving a wage of not less than R1372.61 per week during the period ending 30 June 2023, not more than one employee may be employed at a wage less than R1372.61: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed

(6) Handbags –

(a) Not less than one foreman shall be employed in each *establishment*.

(b) The number of learners employed in each *establishment* shall not exceed three such employees to every two qualified employees employed in such *establishment*.

(c) Notwithstanding the provisions of subclause (1), the following departmental ratios shall be observed:

(i) Cutting Department - Not more than three learner cutters shall be employed to every two qualified cutters employed in each *establishment*.

(ii) Machining Department - Not more than three learner machinists shall be employed to every two qualified machinists employed in each *establishment*.

(iii) Handbag framing department - Not more than three learners handbag framers shall be employed to every two qualified handbag framers employed in each *establishment*.

SIGNED AT DURBAN ON THIS 28TH DAY OF JULY 2022.

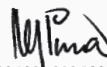
H STRAUSS, Member of the Council



A BENJAMIN, Member of the Council



V MEMBINKOSI, Member of the Council



S NAIDOO, General Secretary of
the Bargaining Council



DEPARTMENT OF EMPLOYMENT AND LABOUR

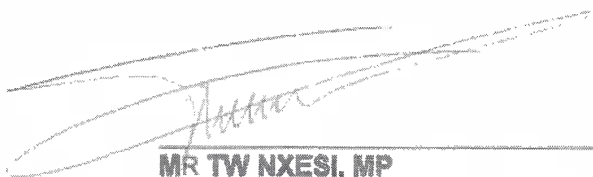
NO. R. 2702

4 November 2022

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:
EXTENSION TO NON-PARTIES OF THE AGENCY SHOP AMENDING COLLECTIVE
AGREEMENT FOR EMPLOYEES**

I, THEMBELANI WALTERMADE NXESI, Minister of Employment and 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 the second Monday after the date of publication of this notice and for the period ending 30 June 2027.

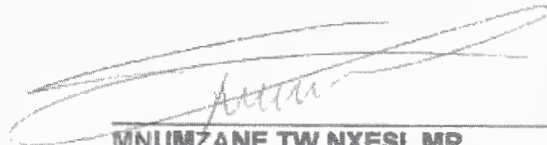


MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 26/10/2022

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**R.****USUKU:****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995**

**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI
BESIGABA SEZIMPAHLA EZIJWAYELEKILE KANYE NEZIKHWAMA EZINCANE EZIPHATHWA
ABESIFAZANE ESICHIBIYELAYO, SELULELWA KULABO ABANGEYONA INGXYENYE
YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, onguNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kuMkhandlu KaZwelonke Wokuxoxisana phakathi kwabaQashi Nabasebenzi Embonini Yezikhumba, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube sekhatshi esiphela mhla ka 30 kuNhlanguvana 2026.



MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI EZABASEBENZI
USUKU: 26/10/2022

SCHEDULE**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH
AFRICA****AGENCY SHOP COLLECTIVE AGREEMENT FOR EMPLOYEES**

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

- a) Southern African Footwear and Leather Industries Association (SAFLIA)**
- b) South African Tanning Employers Organisation (SATEO);**
- c) Association of South African Manufacturers of Luggage, Handbags and
General Goods;**

(Hereinafter referred to as the “employers” or the “employer organisations” on the
one part), and

- d) National Union of Leather & Allied Workers (N.U.L.A.W)**

and

- e) Southern African Clothing and Textile Workers Union**

(Hereinafter referred to as the “employees” or the “trade unions” of the other part.

being parties to the National Bargaining Council of the Leather Industry of South
Africa, to extend and amend the Agreement published under Government Notice
No. 909 of 24 November 2017 as further amended under Government Notice
Numbers R.1484 of 15 November 2019 and R.2078 of 13 May 2022.



1. CLAUSE 1: SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Leather Industry -
- (a) by all employers who are members of the employers' organisations and by the party trade unions in the Leather Industry, respectively;
- (b) in the Republic of South Africa.
- (2) The terms of this Agreement will apply only to employees for whom wages are prescribed in any of the Main Collective Agreements of the Council.
- (3) The terms of this Agreement shall not apply to non-parties in respect of Clauses 1(1)(a).

2. CLAUSE 2: DATE AND PERIOD OF OPERATION

- (1) This Agreement will come into operation for non-parties on such date as the Minister of Labour extends the agreement to them, and will thereafter remain in force for the period ending 30 June 2027.

3. CLAUSE 4: THE AGENCY SHOP AGREEMENT

Substitute the following for subclause 4(6):

"The agency fee shall be equal to 1% (one percent) but not exceeding R22.03 of the employee's basic weekly wage."

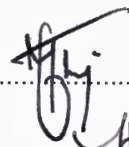


SIGNED AT DURBAN ON THE 28th DAY OF JULY 2022.

J J V VYMETAL, Member of the Council



M J OOSTHUIZEN, Member of the Council



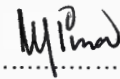
H STRAUSS, Member of the Council



A O BENJAMIN, Member of the Council



V MEMBINKOSI, Member of the Council



S NAIDOO, General Secretary of
the Council



DEPARTMENT OF EMPLOYMENT AND LABOUR**NO. R. 2703****4 November 2022****LABOUR RELATIONS ACT, 1995****CORRECTION NOTICE****BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY (BCCEI):
RENEWAL OF PERIOD OF OPERATION OF THE EXEMPTIONS
COLLECTIVE AGREEMENT**

The following correction to Government Notice No. R. 1606 appearing in *Government Gazette* No. 45696 of 24 December 2021 is hereby published for general information:

1. Please replace page 70 of the above mentioned gazette with the page attached

SCHEDULE**BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY
EXEMPTIONS COLLECTIVE AGREEMENT**

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

Employers Organisations

Consolidated Employers Organisation (CEO)

South African Forum of Civil Engineering Contractors (SAFCEC)

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

Trade Unions

Building, Construction and Allied Workers Union (BCAWU)

National Union of Mineworkers (NUM)

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

PREAMBLE

This agreement was entered into by and between the members of the employer organisations and the members of the trade unions after conclusion of the industry national wage negotiations undertaken under the auspices of the Bargaining Council for the Civil Engineering Industry.

The Minister of Employment and Labour has extended this agreement to all the employers and employees in the industry that are not signatories of this agreement. This has the effect of making the agreement applicable to all employers and employees in the industry.

A1

LV \$ R Masaka

DEPARTMENT OF EMPLOYMENT AND LABOUR**NO. R. 2704****4 November 2022****LABOUR RELATIONS ACT, 1995****CORRECTION NOTICE****BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY (BCCEI):
EXTENSION OF AMENDMENT OF THE WAGE AND TASK GRADE
COLLECTIVE AGREEMENT TO NON-PARTIES**

The following correction to Government Notice No. R. 1606 appearing in *Government Gazette* No. 45645 of 17 December 2021 is hereby published for general information:

1. Please replace page 184 of the above mentioned gazette with the page attached.

SCHEDULE

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

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

Employers Organisations

Consolidated Employers Organisation (CEO)

South African Forum of Civil Engineering Contractors (SAFCEC)

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

Trade Unions

Building, Construction and Allied Workers Union (BCAWU)

National Union of Mineworkers (NUM)

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

PREAMBLE

This agreement was entered into by and between the members of the employer organisations and the members of the trade unions after conclusion of the industry national wage negotiations undertaken under the auspices of the Bargaining Council for the Civil Engineering Industry.

The Minister of Employment and Labour has extended this agreement to all the employers and employees in the industry that are not signatories of this agreement. This has the effect of making the agreement applicable to all employers and employees in the industry

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LV \$ 

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 2705

4 November 2022

LABOUR RELATIONS ACT, 1995

CORRECTION NOTICE

**BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY (BCCEI):
EXTENSION OF AMENDMENT OF CONDITION OF EMPLOYMENT
COLLECTIVE AGREEMENT TO NON-PARTIES**

The following correction to Government Notice No. R. 1606 appearing in *Government Gazette* No. 45696 of 24 December 2021 is hereby published for general information:

1. Please replace page 17 of the above mentioned gazette with the page attached

SCHEDULE**BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY
CONDITIONS OF EMPLOYMENT COLLECTIVE AGREEMENT**

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

Employers Organisations

Consolidated Employers Organisation (CEO)

South African Forum of Civil Engineering Contractors (SAFCEC)

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

Trade Unions

Building, Construction and Allied Workers Union (BCAWU)

National Union of Mineworkers (NUM)

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

PREAMBLE

This agreement was entered into by and between the members of the employer organisations and the members of the trade unions after conclusion of the industry national wage negotiations undertaken under the auspices of the Bargaining Council for the Civil Engineering Industry.

The Minister of Employment and Labour has extended this agreement to all the employers and employees in the industry that are not signatories of this agreement. This has the effect of making the agreement applicable to all employers and employees in the industry

A1

lv \$ R Maseta

DEPARTMENT OF EMPLOYMENT AND LABOUR

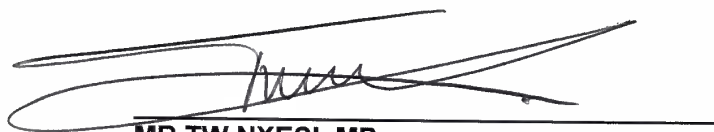
NO. R. 2706

4 November 2022

LABOUR RELATIONS ACT, 1995

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

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and 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 the second Monday after the date of publication of this notice and for the period ending 30 June 2026.



MR TW NXESI, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE: 07/10/2022

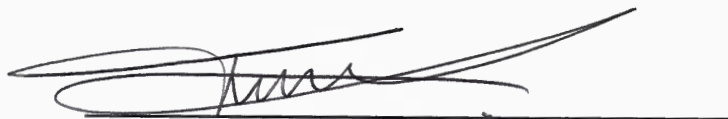
UMNYANGO WEZEMISEBENZI NEZABASEBENZI

R.

USUKU:

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI
BESIGABA SEZICATHULO ESICHIBIYELAYO, SELULELWA KULABO ABANGEYONA
INGXENYE YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, onguNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **kuMkhandlu KaZwelonke Wokuxoxisana phakathi kwabaQashi Nabasebenzi Embonini Yezikhumba**, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlangulana 2026.

**MNUMZANE TW NXESI, MP****UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI****USUKU:** 07/10/2022

SCHEDULE
NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA

FOOTWEAR SECTOR 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 & Leather Industries Association (SAFLIA)

(hereinafter referred to as the "employer" or the "employer organisation" of
the one part, and the

National Union of Leather & Allied Workers' Union (N.U.L.A.W)

and

Southern African Clothing & Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade unions") of the other
part, being parties to the National Bargaining Council of the Leather Industry
of South Africa, to amend the agreement published under Government
Notice No R.906 of 16 September 2005, R.849 of 25 August 2006, R.63 of 2
February 2007, R.512 of 22 June 2007, R.1070 of 16 November 2007,
R.1175 of 7 November 2008, R.479 of 8 May 2009, R.1152 of 11 December
2009, R.1188 of 17 December 2010, R.522 of the 24 June 2011, R.864 of the
14 October 2011, R.411 of 1 June 2012 R. 888 of 2 November 2012, R.326
of 3 May 2013, R.769 of 18 October 2013 R.376 of 23 May 2014, R.816 of
17 October 2014 , R.456 of 5 June 2015, R.1024 of 30 October 2015, R.763
of 24 June 2016, R.1348 of 28 October 2016, 759 of 29 September 2017



R.1257 of 16 November 2018, R.1382 of 25 October 2019. R.217 of 18 March 2021, R.454 of 28 May 2021 and R.1586 of 10 December 2021.

1. CLAUSE 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' organisation 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.
- (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 will not apply to non-parties in respect of clauses 1 (1)(a), and 2 (1)

2. CLAUSE 2: DATE AND PERIOD OF OPERATION

- (1) This Agreement shall come into operation for the parties on 1 July 2022 and remain in force for the period ending 30 June 2026.

- (2) This agreement shall come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to them and remain in force for the period ending 30 June 2026.

3. CLAUSE 7: LEAVE

Subclause 7.5 Family Responsibility Leave

Substitute the following for subclause 7.5(2):

- (2) An employer must grant an employee, during each annual leave cycle, at the request of the employee, four days paid leave, which the employee is entitled to take –
- (a) when an employee's child is born;
 - (b) when an employee's child is sick; or
 - (c) in the event of the death of –
 - (i) the employee's spouse or life partner; or
 - (ii) the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling.
 - (d) when an employee's spouse is hospitalized or has a chronic/serious illness.

4. ANNEXURE D

Substitute the following for Annexure D:



ANNEXURE D

WAGES: GENERAL

	Column A Per week	Column B Per week
A Watchman.....	1915.92	2107.51
B Storeman and or warehouseman, despatch clerk.....	1967.79	2164.57
C Boiler attendant.....	1915.92	2107.51
D Motor vehicle driver driving a vehicle authorized to carry or haul a payload of-		
(i) under 2722 kg.....	1941.83	2136.01
(ii) 2722 kg.....	1967.79	2164.57
(iii) over 2722 kg but not exceeding 4546 kg.....	2094.56	2304.02
(iv) over 4546 kg but not exceeding 6350 kg.....	2487.22	2735.94
E Minors employed in occupations for which rates have not been prescribed in this Agreement:		
First six months.....	1229.28	1352.21
Second six months.....	1373.19	1510.51
Thereafter.....	1915.92	2107.51
F Cardboard box-making operations:		
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by-		
(a) power.....	2842.03	3128.23
(b) hand.....	2291.11	2520.22
(ii) Cardboard box-makers.....	1915.92	2107.51
(iii) Making cardboard boxes, according to experience:		
First six months.....	1362.26	1498.49
Second six months.....	1373.19	1510.51
Thereafter.....	1915.92	2107.51
G Employees employed on hand typesetting and printing labels on a printing machine	2572.27	2829.50
H Employees employed on well-making:		
(i) Splitting, skiving, cutting, grooving and bevelling.....	1915.92	2107.51
(ii) All other operators.....	1915.92	2107.51
I Packers.....	1915.92	2107.51
J Employees employed on currying.....	2217.06	2438.77
K Employees employed on spraying of leather.....	2567.26	2823.99
L Employees employed on knife-making		
(i) Welding and/or brazing and/or silver soldering.....	3092.13	3401.34
(ii) Finishing of joints after welding.....	2010.82	2211.90
(iii) Tack and/or spot welding.....	1915.92	2107.51
(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.....	1915.92	2107.51
(Note: For the purpose of par. L, welding means continuous drawing of weld on seams or joints but excludes tack and/or spot welding)		
Employees employed in this section shall be taken into account when applying the provisions made for subclause "P" Ratios		

WAGES: FOOTWEAR NOT ELSEWHERE SPECIFIED


	Column A Per week	Column B Per week
(A) PATTERN DEPARTMENT		
(i) Qualified employees employed as pattern cutters and or CAD-CAM operators producing original standards and handgrading to restrictions, and/or shoe draughtsman.....	3218.89	3540.78
(ii) (a) employed on hand grading and not producing original standards.....	2720.32	2992.35
(b) employed on grading machines.....	2720.32	2992.35
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced.....	2720.32	2992.35
(d) CAD-CAM operator not producing original standard	2720.32	2992.35
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof.....	2153.05	2368.36
(B) CLICKING DEPARTMENT		
Qualified employees 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.....	3189.64	3508.60
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).....	3189.64	3508.60
Children's work, any material, all sizes up to and including size 1 1/2, and all leather slippers (men's, women's and children's).....	3189.64	3508.60
(b) Any other materials	3189.64	3508.60
(c) Cutting by CAD-CAM technology:		
employed on nesting operation	3189.64	3508.60
employed on cutting (excluding nesting)	1969.92	2168.91
(d) Upper leather sorter grading and/or sorting for quality for issue to clickers.....	3218.89	3540.78
(e) Examining of cut leather components for quality.....	3218.89	3540.78
(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.....	2217.06	2438.77
<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.....	2217.06	2438.77
All other tongue and backstrap 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.....	2217.06	2438.77
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching.....	1967.79	2164.57
(iv) Giving out patterns.....	2153.05	2368.36
Operating splitting machine.....	2153.05	2368.36
(v) Size stamping and/or painting.....	1915.92	2107.51
Applying acme backing.....	1915.92	2107.51

	Column A Per week	Column B Per week
(C) CLOSING DEPARTMENT		
Qualified employees on:		
(i) Puritan machining.....	2359.34	2595.27
(ii) Stitching aprons on uppers on out-sole stitching machines.....	2359.34	2595.27
(iii) Pilot machining.....	2231.51	2454.66
(iv) Strobel machining.....	2231.51	2454.66
(v) Other machining:		
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining.....	1927.65	2120.42
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).....	1927.65	2120.42
(b) Operations on leathers other than those specified in (a):		
Vamping.....	2023.90	2226.29
Flat binding by machine.....	2023.90	2226.29
Machining additional rows of stitching on the vamp, parallel to the vamp stitching.....	2023.90	2226.29
Golosh machining (whole goloshes).....	2023.90	2226.29
Fancy shoes on the held-together system, machined through (all classes).....	2023.90	2226.29
Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers.....	2023.90	2226.29
Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides.....	2023.90	2226.29
Vamping shoes with quarters over vamps.....	2023.90	2226.29
Conveyor belt console operator feeding individual operators.....	2023.90	2226.29
(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.....	2023.90	2226.29
(d) Computerised stitching machine operator.....	1969.92	2166.91
(e) All operations on children's work up to size 1½.....	1927.65	2120.42
All leather slippers (men's, women's and children's).....	1927.65	2120.42
All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type).....	1927.65	2120.42
(vi) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine.....	2023.90	2226.29
(vii) Bagging.....	1915.92	2107.51
Turning of binding.....	1915.92	2107.51
Button fastening.....	1915.92	2107.51
Buttonholding.....	1915.92	2107.51
Lacing.....	1915.92	2107.51
Handpunching.....	1915.92	2107.51
Portuguese seaming.....	1915.92	2107.51
Staying and taping.....	1915.92	2107.51
Seam rubbing.....	1915.92	2107.51
Seam hammering.....	1915.92	2107.51
Sewing on bows and buckles by hand or machine.....	1915.92	2107.51
Silk screen printing.....	1915.92	2107.51
Table-hands.....	1915.92	2107.51
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators).....	1915.92	2107.51

		Column A Per week	Column B Per week
(D) ROUGH STUFF DEPARTMENT			
Class I Operations			
Qualified employees:			
(i)	On cutting sole from leather.....	3063.84	3370.22
	On sorting, examining and fitting up ungraded and unstamped stock.....	3063.84	3370.22
	On sorting and examining graded and stamped stock.....	3063.84	3370.22
(ii)	On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather.....	2695.43	2964.97
	On reducing shaped rubber soles on the press.....	2695.43	2964.97
[Ratio: See subclause (P)]			
Class II Operations			
Qualified employees on:			
(i)	Channelling:		
	Wetted insoles.....	2217.06	2438.77
	Other work.....	2217.06	2438.77
(ii)	Press cutting operations, other than those in Class I.....	2279.64	2507.60
(iii)	Assembling from stock, whether or not sorted or graded.....	2153.05	2368.36
	Attaching ribs to wetted insoles.....	2153.05	2368.36
	Flap splitting.....	2153.05	2368.36
	Gemming and taping.....	2153.05	2368.36
	Heel breasting.....	2153.05	2368.36
	Heel building.....	2153.05	2368.36
	Heel compressing.....	2153.05	2368.36
	Slugging.....	2153.05	2368.36
	Sole and insole rounding.....	2153.05	2368.36
	Sole grooving, sole roughening and reducing on automatic machine.....	2153.05	2368.36
	Tip filling.....	2153.05	2368.36
[Ratio: See subclause (P)]			
Class III Operations			
Qualified employees on:			
	Channel opening.....	1915.92	2107.51
	Edge covering.....	1915.92	2107.51
	Edge reducing.....	1915.92	2107.51
	Automatic edge preparation machine operating for soles prior to attachment.....	1915.92	2107.51
	Flexing.....	1915.92	2107.51
	Insole feathering.....	1915.92	2107.51
	Insole grooving.....	1915.92	2107.51
	Insole slotting.....	1915.92	2107.51
	Insole marking.....	1915.92	2107.51
	Lift and/or rand tacking.....	1915.92	2107.51
	Lip turning.....	1915.92	2107.51
	Press room scouring operations.....	1915.92	2107.51
	Shank assembling.....	1915.92	2107.51
	Shank moulding.....	1915.92	2107.51
	Skiving.....	1915.92	2107.51
	Size stamping.....	1915.92	2107.51
	Sole, insole and stiffener moulding.....	1915.92	2107.51
	Sole and insole splitting.....	1915.92	2107.51
	Sole grading machine operating.....	1915.92	2107.51
	Sole roughening for stuck-on work.....	1915.92	2107.51
	Solutioning.....	1915.92	2107.51
	Staining and/or inking of insoles.....	1915.92	2107.51
	Stiffener waxing and crimping.....	1915.92	2107.51
	Welt preparation.....	1915.92	2107.51
[Ratio: See subclause (P)]			

	Column A Per week	Column B Per week
(E) MAKING DEPARTMENT		
Class I Operations		
Qualified employees on:		
(i) Pulling over, Consol lasting and/or Littleway lasting		
(a) Welteled work, other than staple welteled work.....	3063.84	3370.22
(d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots.....	2895.43	2964.97
(e) Combined pulling over and forepart lasting.....	3063.84	3370.22
(f) All other grades.....	3063.84	3370.22
(ii) Bed lasting (toes only):		
(a) Welteled work, other than staple welteled work.....	3063.84	3370.22
(b) Other Work.....	3063.84	3370.22
(iii) Lasting of seats and sides by machine		
(a) Welteled work, other than staple welteled work.....	2443.80	2688.18
(b) Other work.....	2443.80	2688.18
<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.....	2196.80	2416.48
Staple welt attaching.....	2196.80	2416.48
(v) Welt sewing.....	3063.84	3370.22
(vi) Rough rounding:		
(a) Welteled work, other than staple welteled work.....	3063.84	3370.22
(b) Stitchdowns.....	3063.84	3370.22
(c) Other work.....	3063.84	3370.22
(vii) Sole sewing by any machine.....	3063.84	3370.22
(viii) Sole stitching:		
(a) Welteled work, other than staple welteled work.....	3063.84	3370.22
(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.....	2695.43	2964.97
(c) Other work.....	3063.84	3370.22
(ix)(a) Stitchdown staple lasting.....	2196.80	2416.48
(b) Stitchdown thread lasting.....	2196.80	2416.48
(c) Stitchdown toe forming.....	2196.80	2416.48
(d) Wiping platform covers by machine.....	2196.80	2416.48
(e) Lasting operations on a Kamborian machine.....	2196.80	2416.48
(f) String-lasting by hand.....	2196.80	2416.48
(x) Pounding:		
(a) Welteled work, other than stapeled welteled work.....	2569.65	2826.62
(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.....	2816.2	3097.82
(c) Other work.....	2569.65	2826.62
<i>Note: No employee under the age of 18 may be employed on pounding</i>		
(xi) Examining.....	3063.84	3370.22
[Ratio: See subclause (P)]		

	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
(i) Sole positioning on upper with pre-finished extended welt edge.....	2344.28	2578.71
(ii) Positioning of pre-trimmed soles prior to and/or with stuck-on Press.....	2279.64	2507.60
(iii) Stuck-on process work:		
Sole positioning on upper and press, operating in one operation.....	2153.05	2368.36
Sole positioning on upper at forepart and seat before pressing.....	2153.05	2368.36
Press operating with the sole previously positioned (See Class III for tracking at seat only).....	2153.05	2368.36
Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear.....	2153.05	2368.36
Stitchdown assembling and pulling over stitchdown work.....	2153.05	2368.36
Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding.....	2153.05	2368.36
Hobnailing by hand or machine.....	2153.05	2368.36
Putting on toe plates and heel tips by hand or machine.....	2153.05	2368.36
Heel attaching.....	2153.05	2368.36
Football boot studding and barring.....	2153.05	2368.36
Handlelevelling, other than stitchdown.....	2153.05	2368.36
Inseam trimming.....	2153.05	2368.36
Jointing (clearing linings and tacking uppers down over joints).....	2153.05	2368.36
Loose nailing or pegging foreparts and waists.....	2153.05	2368.36
Louis flap trimming by hand.....	2153.05	2368.36
Machine levelling.....	2153.05	2368.36
Screwing.....	2153.05	2368.36
Sole attaching machine-sewn, riveted and/or riveted and stitched work.....	2153.05	2368.36
Sole adhesive heat activating by machine.....	2153.05	2368.36
Stiffener cornering and tacking.....	2153.05	2368.36
Stitch separating.....	2153.05	2368.36
String nailing.....	2153.05	2368.36
Tacking forward of heel seats.....	2153.05	2368.36
Upper roughening.....	2153.05	2368.36
Waist reducing after being sewn.....	2153.05	2368.36
Wooden heel fitting.....	2153.05	2368.36
Welt butting and skiving.....	2153.05	2368.36
Welt wheeling.....	2153.05	2368.36
Rand welting by machine.....	2153.05	2368.36
Slugging and gang slugging.....	2153.05	2368.36
Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine.....	2153.05	2368.36
Back part and waist pre-moulding.....	2153.05	2368.36
Back part moulding.....	2153.05	2368.36
(iv) Vulcanising process:		
Vulcanising soles to lasted uppers.....	2153.05	2368.36
Rand welting by machine.....	2153.05	2368.36
Moulding of sole units.....	2153.05	2368.36

	Column A Per week	Column B Per week
Class III Operations		
Qualified employees on:		
Beating.....	1915.92	2107.51
Application by machine of hardening resins to puffs.....	1915.92	2107.51
Bottom filling.....	1915.92	2107.51
Channel closing and edge raising.....	1915.92	2107.51
Feeding nails to heeling machines.....	1915.92	2107.51
Hand levelling of stitchdowns.....	1915.92	2107.51
Heel covering.....	1915.92	2107.51
Inserting stiffeners and puffs.....	1915.92	2107.51
Louis heel flap clamping, Louis heel sticking.....	1915.92	2107.51
Louis heel flap trimming by machine.....	1915.92	2107.51
Reverse seat moulding for stitchdowns.....	1915.92	2107.51
Seat nailing and/or pegging.....	1915.92	2107.51
Seat rounding.....	1915.92	2107.51
Shank attaching.....	1915.92	2107.51
Sole tacking at seat for stuck-on process.....	1915.92	2107.51
Solutioning, damping and pasting.....	1915.92	2107.51
Sorting hobs.....	1915.92	2107.51
Sole laying wetted work and/or rubber soles.....	1915.92	2107.51
Sole tacking or sole fitting throughs and runners.....	1915.92	2107.51
Tack pulling.....	1915.92	2107.51
Tacking bottom stock to last.....	1915.92	2107.51
Tacking over backs before pulling over on closed back shoes, task being placed not further than 25mm from middle of back of heel seat.....	1915.92	2107.51
 <p>Tacking over backs</p>		
Tacking over sandal backs where no stiffener is inserted.....	1915.92	2107.51
Tacking top pieces on stitchdowns and sandals.....	1915.92	2107.51
All other wire grip tacking.....	1915.92	2107.51
Upper stapling after lasting sides.....	1915.92	2107.51
Upper trimming.....	1915.92	2107.51
Plastic pelletising and granulating.....	1915.92	2107.51
[Ratio: See subclause (P)]		

	Column A Per week	Column B Per week
HAND-LASTING OPERATIONS		
Qualified employees on:		
(i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear..... Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.	2720.32	2992.35
(ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins.....	2153.05	2368.36
Hand-lasting seats of stitchdowns.....	2153.05	2368.36
Hand-lasting in the manufacture of clogs.....	2153.05	2368.36
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip.....	2153.05	2368.36
(F) FINISHING DEPARTMENT		
Operations		
Qualified employees on:		
(iii) Edge trimming:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	2695.43	2964.97
Rubber and rubber composition soles.....	2695.43	2964.97
Children's footwear, all sizes up to and including size 12.....	2695.43	2964.97
All slippers (men's, women's and children's).....	2695.43	2964.97
Stitchdown footwear produced from box hide and willow hide.....	2695.43	2964.97
(b) All other work.....	3063.84	3370.22
(iv) Edge setting:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	2196.80	2416.48
Through runners.....	2196.80	2416.48
Waist and/or top pieces.....	2196.80	2416.48
Children's footwear, all sizes up to and including size 12.....	2196.80	2416.48
All slippers (men's, women's and children's).....	2196.80	2416.48
Stitchdown footwear produced from box hide and willow hide.....	2196.80	2416.48
(b) Automatic edge-setting machine, all grades.....	2196.80	2416.48
(c) All other work.....	2695.43	2964.97
(v) Heel trimming.....	2196.80	2416.48
(vi) Examining.....	3063.84	3370.22
[Ratio: See subclause (P)]		

	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
Bitting by hand or machine.....	2153.05	2368.36
Bottom scouring.....	2153.05	2368.36
Heel scouring.....	2153.05	2368.36
Heel spraying.....	2153.05	2368.36
Ploughing out.....	2153.05	2368.36
Complete finishing by hand.....	2153.05	2368.36
Top piece trimming.....	2153.05	2368.36
Bunk wheeling.....	2153.05	2368.36
Louis flap ironing.....	2153.05	2368.36
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge.....	2153.05	2368.36
Seat wheeling.....	2153.05	2368.36
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.....	2153.05	2368.36
Welt wheeling.....	2153.05	2368.36
Decorative feather stitching by hand after the sole is permanently attached to the upper.....	2153.05	2368.36
[Ratio: See subclause (P)]		
Class III Operations		
Qualified employees on:		
Brushing, padding and/or burnishing.....	1915.92	2107.51
Crow wheeling.....	1915.92	2107.51
Finger scouring.....	1915.92	2107.51
Heel breast cornering.....	1915.92	2107.51
Inking, staining, waxing and damping.....	1915.92	2107.51
Inserting, slipping and putting away lasts.....	1915.92	2107.51
Ploughing (removing the scarf round under edge of sole).....	1915.92	2107.51
Rubbing of edges and bottoms.....	1915.92	2107.51
Spew and/or flash trimming.....	1915.92	2107.51
Conveyor belt loading.....	1915.92	2107.51
[Ratio: See subclause (P)]		
(G) SHOE ROOM		
Qualified employees on:		
Faking.....	2593.68	2853.05
Examining.....	2593.68	2853.05
Patent repairing.....	1915.92	2107.51
Embossing and/or stamping.....	1915.92	2107.51
Boxing.....	1915.92	2107.51
Dressing and/or sizing.....	1915.92	2107.51
Dressing by spray-gun.....	1915.92	2107.51
Hand polishing and cleaning.....	1915.92	2107.51
Ironing.....	1915.92	2107.51
Labelling.....	1915.92	2107.51
Lining trimming.....	1915.92	2107.51
Size stamping on footwear.....	1915.92	2107.51
Socking.....	1915.92	2107.51
Stamping descriptions and sizes on labels.....	1915.92	2107.51
Quarter forming by machine.....	1915.92	2107.51
Smoothing insole before socking or boxing.....	1915.92	2107.51

	Column A Per week	Column B Per week
(H) MILL-ROOM OPERATIONS		
Qualified employees on:		
(i) Group 2:		
Calendar operating.....	1959.30	2155.23
Batch mass-measuring and assembling of chemicals.....	1959.30	2155.23
Operating extruding machine.....	1959.30	2155.23
Operating an open mixing mill with a width of not less than 1,52m.....	1959.30	2155.23
Operating internal mixer.....	1959.30	2155.23
Slabbing sheet rubber to gauge (stretching compound).....	1959.30	2155.23
Operating an open mixing mill with a width of less than 1,52m but not less than 1,01m.....	1959.30	2155.23
Warming compound on open mill.....	1959.30	2155.23
Hydraulic press operating.....	1959.30	2155.23
Operating splitting machine.....	1959.30	2155.23
(ii) Group 1:		
Issuing soles and heels.....	1915.92	2107.51
Press cutting blanks (clicking).....	1915.92	2107.51
Attending autoclave.....	1915.92	2107.51
Assisting mass-measurer.....	1915.92	2107.51
Mould checking.....	1915.92	2107.51
Operating an open mixing mill with a width of less than 1,01m.....	1915.92	2107.51
Masticating, sheeting out, cracking or breaking compound.....	1915.92	2107.51
Buffing or scouring machine operations.....	1915.92	2107.51
Feeding rubber into calendar (feeding stretchers).....	1915.92	2107.51
Grinding scrap by machine.....	1915.92	2107.51
Mould cleaning.....	1915.92	2107.51
Trimming.....	1915.92	2107.51
Blank cutting and mass-measuring to fixed standards.....	1915.92	2107.51
Extruding into trays.....	1915.92	2107.51
Bale cutting.....	1915.92	2107.51
Sieving chemicals, buffings and grindings.....	1915.92	2107.51
Stencilling or making bales.....	1915.92	2107.51
Applying powder.....	1915.92	2107.51
Packing soles and heels.....	1915.92	2107.51
Granulating.....	1915.92	2107.51
Assisting calendar operator.....	1915.92	2107.51
Dipping machine operator.....	1915.92	2107.51
(I) HIGH FREQUENCY WELDING		
Qualified employees on:		
(i) High-frequency welding, embossing pre-cut uppers.....	2010.82	2211.90
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding).....	3189.84	3506.60
(iii) High-frequency welding, embossing of socks and other components.....	1915.92	2107.51
(iv) High-frequency welding, combined with cutting of socks and other components.....	2217.06	2438.77

	Column A Per week	Column B Per week
<u>(J) FLOW MOULDING</u>		
Qualified employees on:		
(i) Flow moulding pre-cut uppers.....	2010.82	2211.90
(ii) Flow moulding pre-cut socks.....	2010.82	2211.90
(iii) Flow moulding where eventual upper is presented in liquid form.....	2010.82	2211.90
(iv) Colour application to moulds prior to flow moulding.....	2010.82	2211.90
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials.....	2010.82	2211.90
<u>(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING</u>		
Qualified employees 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.....	2153.05	2368.36
(b) Where two employees are employed on an injection moulding machine each shall be paid.....	2153.05	2368.36
(c) Every employee in excess of two employed on an injection moulding machine shall be paid.....	1915.92	2107.51
<u>(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OF WITH THE ASSISTANCE OF ANY OTHER DEVICE</u>		
Qualified employees on:		
(i) String-lasting of fabric uppers.....	2153.05	2368.36
(ii) String-lasting of synthetic uppers.....	2153.05	2368.36

	Column A Per week	Column B Per week
(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 on:		
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section.....	2279.64	2507.60
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers.....	2279.64	2507.60
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....	1915.92	2107.51
(iv) Cutting or guillotining of laminated blanks to produce heel covering material.....	2279.64	2507.60
(v) Cutting of heel covers to a pattern from layered heel covering material.....	1915.92	2107.51
(vi) (aa) Cross cutting of timber into lengths.....	1915.92	2107.51
(vi) (ab) Shaping of heels and heel-breasts, using templates and/or jigs and/or guides.....	1915.92	2107.51
(vi) (ac) Cutting or scouring for pitching of heels, using templates and/or jigs and/or guides.....	1915.92	2107.51
(vi) (ad) Cupping of heels to fit heel seats.....	1915.92	2107.51
(vii) Cementing heels and heel covers.....	1915.92	2107.51
(viii) Spotting of heel covers to heels and pressing.....	1915.92	2107.51
(ix) Trimming of heel covers.....	1915.92	2107.51
(x) Top piece attaching.....	2153.05	2368.36
(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Qualified employees on:		
(i) Selecting and/or planning of raw timber.....	1915.92	2107.51
(ii) Measuring, marking and cutting timber into required lengths.....	1915.92	2107.51
(iii) Marking top and side elevation for profile cutting of unit.....	1915.92	2107.51
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base.....	2153.05	2368.36
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin.....	2153.05	2368.36
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance.....	1915.92	2107.51
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....	2153.05	2368.36
(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.....	1915.92	2107.51
(ix) Attaching top pieces to heels.....	2153.05	2368.36
(x) (aa) Scouring units by automatic machines prior to or after sole attaching.....	1915.92	2107.51
(x) (ab) Scouring units by hand prior to or after sole attaching.....	2153.05	2368.36
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations.....	1915.92	2107.51
(xii) Examining for quality.....	2593.68	2853.05
(xiii) Repairing of units.....	1915.92	2107.51
(xiv) Size stamping.....	1915.92	2107.51
(xv) Varnishing, painting, spraying or dipping units.....	1915.92	2107.51
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting.....	1915.92	2107.51

	Column A Per week	Column B Per week
(N) LEARNERS		
(i) Learners employed on the operations referred to in Clause 4, according to experience:		
First six months.....	1608.11	1768.92
Second six months.....	1776.36	1954.00
Third six months.....	1953.29	2148.62
Fourth six months.....	2100.03	2310.03
Fifth six months.....	2356.39	2592.03
Thereafter, the prescribed rate		
(ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months.....	1229.77	1352.75
Second six months.....	1373.36	1510.70
Thereafter, the prescribed rate.		
(iii) Learners employed on the operations referred to in subclause (H), according to experience:		
First six months.....	1229.77	1352.75
Second six months.....	1373.36	1510.70
Thereafter, the prescribed rate		
(iv) Other learners, according to experience:		
First six months.....	1229.77	1352.75
Second six months.....	1373.36	1510.70
Third six months.....	1523.62	1675.98
Fourth six months.....	1691.57	1860.73
Thereafter, the prescribed rate.		
Provided that -		
(i) 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;		
(ii) learners in the Closing Department or Shoe Room shall - (aa) after the second six months of experience become entitled to a wage of R1915.92 per week if employed on operations for which this rate is prescribed; (ab) after the third six months of experience become entitled to a wage of R2023.90 per week if employed on operations for which these rates are prescribed; (ac) after the fourth six months of experience being entitled to a wage of R2231.51 per week or R359.34 if employed on operations for which these rates are prescribed.		
(iii) learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the second six months of experience, become entitled to a wage of R1915.92. 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.		

	Column A Per week	Column B Per week
<u>(O) GENERAL WORKERS</u>		
General Workers.....	1915.92	2107.51
<u>(P) RATIOS</u>		
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three. Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios		
<u>(Q) MILK</u>		
All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.		



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 BS 2662: 1961 International Standards Organisation R105 / Part 2) Provided further that -

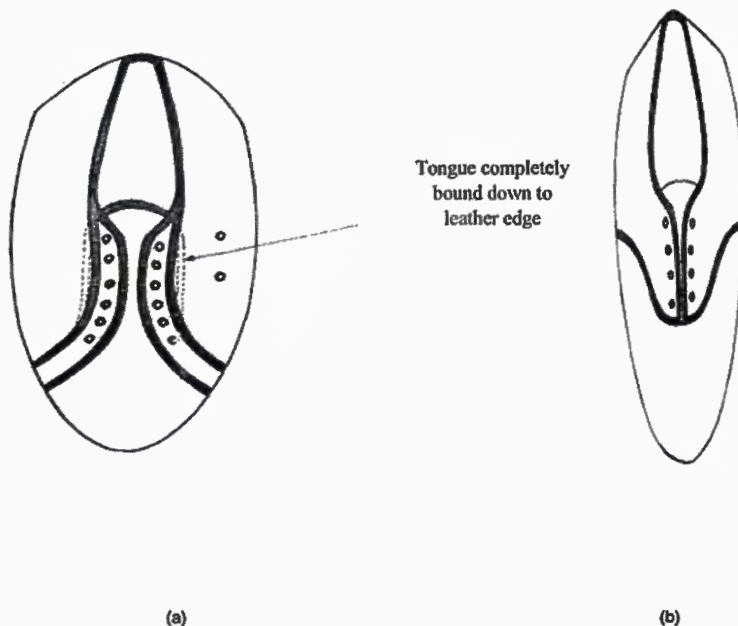
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);
- (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 canvass fabric but that its mass may be less than 400 grammes 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



	Column A Per week	Column B Per week
(1) WAGES		
A. LACE-UP RUBBER BOOTS		
Qualified employees on:		
(i) Marking and/or cutting of textile fabrics.....	2843.06	3127.37
(ii) Cutting of rubber uppers.....	2216.10	2437.71
(iii) Cutting of fabric impregnated with rubber.....	2217.06	2438.77
(iv) Closing Departments:		
(a) Upper closing.....	2023.90	2226.29
(b) Lining closing.....	2023.90	2226.29
(c) Eyeletting.....	2023.90	2226.29
(d) Buffing tongues.....	1915.92	2107.51
(e) Inserting tongues.....	1915.92	2107.51
(f) Securing tongues.....	1915.92	2107.51
(g) Table-hands.....	1915.92	2107.51
(v) All sole cutting operations, whether by hand or press.....	2720.32	2992.35
(vi) All other press cutting operations (bottom stock only).....	1915.92	2107.51
(vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole).....	2153.05	2368.36
(viii) Insole attaching.....	1915.92	2107.51
(ix) Placing material around the last.....	1915.92	2107.51
(x) Sole attaching.....	1915.92	2107.51
(xi) Attending an autoclave.....	1915.92	2107.51
(xii) Solutioning by hand.....	1915.92	2107.51
(xiii) Solutioning by machine.....	1915.92	2107.51
(xiv) (a) Moulding of soles, heels and/or sole and heel units.....	1915.92	2107.51
(b) Moulding of boots other than in an autoclave.....	1915.92	2107.51
(xv) Hobnailing.....	2153.05	2368.36
(xvi) Sole roughing.....	1915.92	2107.51
(xvii) Upper roughing.....	1915.92	2107.51
(xviii) Edge trimming.....	1915.92	2107.51
(xix) Spew and/or flash trimming on moulded boots.....	1915.92	2107.51
(xx) Inserting laces.....	1915.92	2107.51
(xxi) Slipping and sorting lasts.....	1915.92	2107.51
(xxii) Trimming linings.....	1915.92	2107.51
(xxiii) Rolling uppers.....	1915.92	2107.51
(xxiv) Cutting and/or inserting stays.....	1915.92	2107.51
(xxv) Dressing.....	1915.92	2107.51
(xxvi) Cleaning.....	1915.92	2107.51
(xxvii) Stamping sizes on linings.....	1915.92	2107.51
(xxviii) Loading trolley for autoclave.....	1915.92	2107.51
(xxix) Pairing.....	1915.92	2107.51
(xxx) Attaching thoughts or insole covers.....	1915.92	2107.51
(xxxi) Operations not specified in (i) to (xxx) above.....	1915.92	2107.51
(xxxii) General workers.....	1915.92	2107.51

	Column A Per week	Column B Per week
B. OTHER FOOTWEAR IN THIS SECTION		
Qualified employees on:		
(i) Upper cutting Department:		
Group 1:		
Marking and/or cutting (from canvas or fabric).....	2843.05	3127.36
Group 2:		
Assisting clicker.....	1915.92	2107.51
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber).....	1915.92	2107.51
Gum boots.....	1915.92	2107.51
Size marking.....	1915.92	2107.51
(ii) Closing Department:		
Group 3:		
Attaching stays.....	1915.92	2107.51
Size stamping on linings.....	1915.92	2107.51
Tread trimming.....	1915.92	2107.51
All other closing room operations, including eyeletting, perforating and skiving.....	2023.90	2226.29
(iii) Bottom stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand.....	2720.32	2992.35
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels.....	1915.92	2107.51
Group 6:		
All other press cutting operations.....	1915.92	2107.51
(iv) Making Department:		
Group 7:		
Applying insole filler.....	1915.92	2107.51
Size stamping insole.....	1915.92	2107.51
Hand-lasting, rubber sole attaching by hand.....	1915.92	2107.51
Vulcanising soles to uppers.....	1915.92	2107.51
Solutioning by hand or machine.....	1915.92	2107.51
Assembling.....	1915.92	2107.51
Direct moulding of soles to canvas uppers.....	2010.82	2211.90
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.....	2153.05	2368.36
(b) Where two employees are employed on an injection moulding machine, each shall be paid.....	2153.05	2368.36
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid.....	2153.05	2368.36
String-lasting.....	2010.82	2211.90
Lasting operations on a Kamborian machine.....	2217.06	2438.77
Lasting seats or sides by machine.....	2468.47	2713.12
Combined pulling over and forepart lasting.....	3092.13	3401.34
(v) Group 8:		
Hobnailing by hand or machine.....	2153.05	2368.36
(vi) Group 9:		
Attaching back strip.....	1915.92	2107.51
Attaching foxing.....	1915.92	2107.51
Attaching insole.....	1915.92	2107.51
Attaching lining to upper.....	1915.92	2107.51
Cementing.....	1915.92	2107.51
Cleaning soles.....	1915.92	2107.51

	Column A Per week	Column B Per week
Cutting foxing.....	1915.92	2107.51
Feeding conveyer.....	1915.92	2107.51
Granulating.....	1915.92	2107.51
Inserting the puffs.....	1915.92	2107.51
Rolling uppers.....	1915.92	2107.51
Slipping lasts.....	1915.92	2107.51
Sole rolling.....	1915.92	2107.51
Supplying lasts.....	1915.92	2107.51
Trimming uppers.....	1915.92	2107.51
Mass-measuring pellets for direct moulding.....	1915.92	2107.51
Wheeling.....	1915.92	2107.51
Checking and repairing.....	1915.92	2107.51
Edge scouring.....	1915.92	2107.51
Silk screen printing.....	1915.92	2107.51
(vi) Any operations not specified in (i) to (vi) above.....	1915.92	2107.51
(vii) General Workers.....	1915.92	2107.51
(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)		
According to experience:		
First six months.....	1229.28	1352.21
Second six months.....	1373.36	1510.70
Thereafter, the prescribed rate:		
(3) RATIOS		
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees		
"Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.		
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios		
(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 shall be 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.		

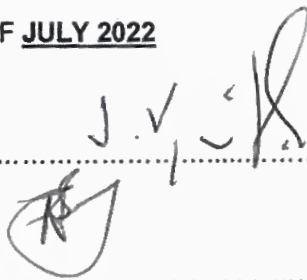
	Column A Per week	Column B Per week
CLAUSE 3 : SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER		
(1) WAGES		
Qualified employees on:		
A. Upper Cutting Department:		
(i) Upper cutting.....	2842.03	3126.23
(ii) Stock cutting and/or lining cutting.....	2217.06	2438.77
(iii) Upper assembling.....	2217.06	2438.77
(iv) Marking and/or stamping.....	1915.92	2107.51
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning.....	1927.65	2120.42
(ii) Machining of uppers, socks, pads and soft soles together.....	2023.90	2226.29
(iii) Machining elastic bound edges of uppers to soft soles.....	2023.90	2226.29
C. Rough Stuff Department:		
(i) Sole cutting from leather.....	3092.13	3401.34
(ii) Sole cutting from other than leather.....	2720.32	2992.35
(iii) Insole cutting and lift and top-piece cutting.....	2720.32	2992.35
(iv) Stamping.....	1915.92	2107.51
(v) Heel covering.....	1915.92	2107.51
D. Making Department:		
(i) Slipper turn sewing.....	2348.96	2583.86
(ii) Steaming and blocking into shape:		
(a) Felt work.....	2153.05	2368.36
(b) Leather work, fabric Cubans.....	2153.05	2368.36
(iii) Stuck-on process:		
(a) Hand-lasting.....	2153.05	2368.36
Sole roughening.....	2153.05	2368.36
Sole positioning on upper and press operating in one operation.....	2153.05	2368.36
Sole positioning on upper and forepart seat before pressing.....	2153.05	2368.36
Press operating with sole previously positioned.....	2153.05	2368.36
(b) Solutioning operation.....	1915.92	2107.51
(c) Sole and insole tacking.....	1915.92	2107.51
(iv) Vulcanising soles to lasted uppers.....	2153.05	2368.36
(v) Slugging.....	1915.92	2107.51
(vi) Channelling.....	1915.92	2107.51
Hand-levelling.....	1915.92	2107.51
Heel attaching.....	1915.92	2107.51
Tacking backs.....	1915.92	2107.51
(vii) Slipper turning.....	1915.92	2107.51
(viii) Fetching and putting away lasts.....	1915.92	2107.51
(ix) Inserting heel pads.....	1915.92	2107.51
(x) Conveyor operating.....	1915.92	2107.51
(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.....	2153.05	2368.36
(b) Where two employees are employed on an injection moulding machine each shall be paid.....	2153.05	2368.36
(c) Where more than two employees are employed on injection moulding machine each shall be paid.....	2153.05	2368.36

	Column A Per week	Column B Per week
E. Finishing Department		
Edge trimming.....	2720.32	2992.35
Edge setting.....	2219.55	2441.51
Heel trimming.....	1915.92	2107.51
Scouring operations.....	1915.92	2107.51
Inking, staining and brushing.....	1915.92	2107.51
Slipping uppers.....	1915.92	2107.51
F. Shoe Room Department		
Examining.....		
All other Shoe Room operations.....	1915.92	2107.51
(2) LEARNERS		
According to experience:		
First six months.....	1229.28	1352.21
Second six months.....	1373.19	1510.51
Third six months.....	1523.62	1675.98
Fourth six months.....	1691.59	1860.75
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 R1684,44 prescribed shall, after the second six months of experience, become entitled to this wage rate;		
(3) GENERAL WORKERS		
General workers.....	1915.92	2107.51
(4) RATIO		
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees		
"Part of three" means a remainder of not less than two after the number of qualified employees have been divided by three.		
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall also be taken into account when applying the provisions made for ratios		
(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.		

	Column A Per week	Column B Per week
<u>CLAUSE 4: "PLATNATE" AND "DOPPERS"</u>		
Note: "Platnate" and "doppers" mean footwear wholly or mainly stitched by hand with riempies or pitch thread.		
Qualified employees on:		
(i) Clicking.....	2149.75	2364.73
(ii) Machining by power.....	1927.65	2120.42
Machining other than by power.....	1927.65	2120.42
Other Closing Department operations.....	1927.65	2120.42
(iii) Sole cutting by power.....	2543.60	2797.96
Sole cutting other than by power.....	1915.92	2107.51
(iv) Pulling over by hand and/or hand-lasting.....	1915.92	2107.51
Stitching by hand.....	1915.92	2107.51
(v) Edge trimming by power.....	2169.61	2386.57
Edge trimming other than by power.....	1915.92	2107.51
(vi) Pairing and/or size marking.....	1915.92	2107.51
(vii) Any operation other than those specified in (i) to (vi) hereof.....	1915.92	2107.51
<u>(2) LEARNERS</u>		
According to experience:		
First six months.....	1229.28	1352.21
Second six months.....	1373.19	1510.51
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;		
<u>(3) GENERAL WORKERS</u>		
General workers.....	2107.51	2318.26
<u>(4) RATIO</u>		
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.		
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios		
<u>(5) DIFFERENTIAL WORKING</u>		
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.		

SIGNED AT DURBAN ON THIS 28TH DAY OF JULY 2022

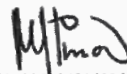
J J V VYMETAL, Member of the Council




A O BENJAMIN, Member of the Council



V MEMBINKOSI, Member of the Council



S NAIDOO, General Secretary of
the Council



SOUTH AFRICAN REVENUE SERVICE

NO. R. 2707

4 November 2022

**CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 6 (NO. 6/1C/19)**

In terms of section 75 of the Customs and Excise Act, 1964, Part 1C of Schedule No. 6 to the said Act is hereby amended to the extent set out in the Schedule hereto.



ENOCH GODONGWANA
MINISTER OF FINANCE

SCHEDULE

By the substitution of the following:

Rebate Item	Tariff Item	Rebate Code	CD	Description	Extent of Rebate	Extent of Refund
620.13	104.15.25	01.02	71	In the topping or sweetening of unfortified wine of item 104.15.03, 104.15.04, 104.15.13, 104.15.15, 104.15.21 and 104.15.23	Full duty	
620.13	104.15.27	02.02	78	In the topping or sweetening of unfortified wine of item 104.15.03, 104.15.04, 104.15.13, 104.15.15, 104.15.21 and 104.15.23	Full duty	

SUID-AFRIKAANSE INKOMSTEDIENS

NO. R. 2707

4 November 2022

**DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 6 (NO. 6/1C/19)**

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Deel 1C van Bylae No. 6 by bogenoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.



ENOCH GODONGWANA
MINISTER VAN FINANSIES

BYLAE

Deur die vervanging van die volgende:

Kortingtem	Tariefitem	Kortingkode	TS	Beskrywing	Mate van Korting	Mate van Terugbetaling
620.13	104.15.25	01.02	71	In die optop of versoeting van ongefortfiseerde wyn van item 104.15.03, 104.15.04 104.15.13, 104.15.15, 104.15.21 en 104.15.23	Volle reg	
620.13	104.15.27	02.02	78	In die optop of versoeting van ongefortfiseerde wyn van item 104.15.03, 104.15.04 104.15.13, 104.15.15, 104.15.21 en 104.15.23	Volle reg	

SOUTH AFRICAN REVENUE SERVICE

NO. R. 2708

4 November 2022

CUSTOMS AND EXCISE ACT, 1964.

AMENDMENT OF SCHEDULE NO. 3 (NO. 3/1/747)

In terms of section 75 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 3 to the said Act is hereby amended, with retrospective effect from 1 January 2013, to the extent set out in the Schedule hereto.



ENOCH GODOGWANA
MINISTER OF FINANCE

SCHEDULE

By the substitution of the definition of "value for VAA purposes" where it appears under "Definitions" in Note 1.2 to rebate item 317.03 of the following:

Rebate Item	Tariff Heading	Rebate Code	CD	Description	Extent of Rebate
317.03				"value for VAA purposes" means the value, determined on the basis prescribed in Note 7.1, for the cumulative amount of all specified motor vehicles produced in terms of this item, during the most recent four quarters and ready for sale.	

SUID-AFRIKAANSE INKOMSTEDIENS

NO. R. 2708

4 November 2022

DOEANE- EN AKSYNSWET, 1964.

WYSIGING VAN BYLAE NO. 3 (NO. 3/1747)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 3 by bogenoemde Wet hiermee gewysig, met terugwerkende krag vanaf 1 Januarie 2013, in die mate in die Bylae hierby aangeleen.



ENOCH GODOGWANA
MINISTER VAN FINANSIES

BYLAE

Deur die vervanging van die definisie van "waarde vir VMT doeleindes" waar dit onder "Definisies" verskyn in Opmerking 1.2 van item 317.03 met die volgende:

Kortingitem	Tariefpos	Kortingkode	TS	Beskrywing	Extent of Rebate
317.03				"waarde vir VMT doeleindes" beteken die waarde, soos voorgeskryf in Opmerking 7.1 bepaal, vir die kumulatiewe som van alle gespesifiseerde motorvoertuie ooreenkomstig hierdie item geproduseer, gedurende die mees onlangse vier kwartale en gereed is vir verkope.	

SOUTH AFRICAN REVENUE SERVICE

NO. R. 2709

4 November 2022

CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 1 (NO. 1/1/1892)

In terms of section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 1 to the said Act is hereby amended, with effect from 1 January 2023, to the extent set out in the Schedule hereto.



ENOCH GODONGWANA
MINISTER OF FINANCE

SCHEDULE

By the substitution of the following:

Heading / Subheading	CD	Article Description	Statistical Unit	Rate of Duty					AFCFTA
				General	EU / UK	EFTA	SADC	MERCOSUR	
0302.11	4	Trout (<i>Salmo trutta</i> , <i>Oncorhynchus mykiss</i> , <i>Oncorhynchus clarki</i> , <i>Oncorhynchus aguabonita</i> , <i>Oncorhynchus gilae</i> , <i>Oncorhynchus apache</i> and <i>Oncorhynchus chrysogaster</i>)	kg	25%	5%	free	free	25%	25%
0302.19	5	Other	kg	25%	5%	free	free	25%	25%
0303.12	4	Other Pacific salmon (<i>Oncorhynchus gorbuscha</i> , <i>Oncorhynchus keta</i> , <i>Oncorhynchus tshawytscha</i> , <i>Oncorhynchus kisutch</i> , <i>Oncorhynchus masou</i> and <i>Oncorhynchus rhodurus</i>)	kg	25%	5%	free	free	25%	25%
0303.14	7	Trout (<i>Salmo trutta</i> , <i>Oncorhynchus mykiss</i> , <i>Oncorhynchus clarki</i> , <i>Oncorhynchus aguabonita</i> , <i>Oncorhynchus gilae</i> , <i>Oncorhynchus apache</i> and <i>Oncorhynchus chrysogaster</i>)	kg	25%	5%	free	free	25%	25%
0304.31	0	Tilapia (<i>Oreochromis</i> spp.)	kg	25%	5%	free	free	25%	25%
0304.32	7	Catfish (<i>Pangasius</i> spp., <i>Silurus</i> spp., <i>Clarias</i> spp., <i>Ictalurus</i> spp.)	kg	25%	5%	free	free	25%	25%
0304.33	3	Nile Perch (<i>Lates niloticus</i>)	kg	25%	5%	free	free	25%	25%
0304.41	5	Pacific salmon (<i>Oncorhynchus nerka</i> , <i>Oncorhynchus gorbuscha</i> , <i>Oncorhynchus keta</i> , <i>Oncorhynchus tshawytscha</i> , <i>Oncorhynchus kisutch</i> , <i>Oncorhynchus masou</i> and <i>Oncorhynchus rhodurus</i>), Atlantic salmon (<i>Salmo salar</i>) and Danube salmon (<i>Hucho hucho</i>)	kg	25%	5%	free	free	25%	25%
0304.42	1	Trout (<i>Salmo trutta</i> , <i>Oncorhynchus mykiss</i> , <i>Oncorhynchus clarki</i> , <i>Oncorhynchus aguabonita</i> , <i>Oncorhynchus gilae</i> , <i>Oncorhynchus apache</i> and <i>Oncorhynchus chrysogaster</i>)	kg	25%	5%	free	free	25%	25%
0304.43	8	Flat fish (<i>Pleuronectidae</i> , <i>Bothidae</i> , <i>Cynoglossidae</i> , <i>Soleidae</i> , <i>Scophthalmidae</i> and <i>Citharidae</i>)	kg	25%	5%	free	free	25%	25%
0304.44	4	Fish of the families <i>Bregmaceroideae</i> , <i>Euclichthyidae</i> , <i>Gadidae</i> , <i>Macrouridae</i> , <i>Melanonidae</i> , <i>Merlucciidae</i> , <i>Moridae</i> and <i>Muraenolepididae</i>	kg	25%	5%	free	free	25%	25%
0304.47	3	Dogfish and other sharks	kg	25%	5%	free	free	25%	25%

By the substitution of the following:

Heading / Subheading	CD	Article Description	Statistical Unit	Rate of Duty				
				General	EU / UK	EFTA	SADC	MERCOSUR
0304.48	9	-- Rays and skates (<i>Rajidae</i>)	kg	25%	5%	free	free	25%
0304.49.90	1	--- Other	kg	25%	5%	free	free	25%
0304.51	1	-- Tilapia (<i>Oreochromis</i> spp.), catfish (<i>Pangasius</i> spp., <i>Silurus</i> spp., <i>Clarias</i> spp., <i>Ictalurus</i> spp.), carp (<i>Cyprinus</i> spp., <i>Carassius</i> spp., <i>Ctenopharyngodon</i> <i>idellus</i> , <i>Hypophthalmichthys</i> spp., <i>Cirrhinus</i> spp., <i>Mylopharyngodon</i> <i>piceus</i> , <i>Catla</i> <i>catla</i> , <i>Labeo</i> spp., <i>Osteochilus</i> <i>hasselti</i> , <i>Leptobarbus</i> <i>hoeveni</i> , <i>Megalobrama</i> spp.), eels (<i>Anguilla</i> spp.), Nile perch (<i>Lates niloticus</i>) and snakeheads (<i>Channa</i> spp.)	kg	25%	5%	free	free	25%
0304.52	6	-- Salmonidae	kg	25%	5%	free	free	25%
0304.53	2	-- Fish of the families <i>Bregmaceroideae</i> , <i>Euclichthyidae</i> , <i>Gadidae</i> , <i>Macrouridae</i> , <i>Melanonidae</i> , <i>Merluccidae</i> , <i>Moridae</i> and <i>Muraenolepididae</i>	kg	25%	5%	free	free	25%
0304.56	1	-- Dogfish and other sharks	kg	25%	5%	free	free	25%
0304.57	8	-- Rays and skates (<i>Rajidae</i>)	kg	25%	5%	free	free	25%
0304.59.90	6	--- Other	kg	25%	5%	free	free	25%
0304.61.90	8	--- Other	kg	25%	5%	free	free	25%
0304.62.90	6	--- Other	kg	25%	5%	free	free	25%
0304.63.90	2	--- Other	kg	25%	5%	free	free	25%
0304.69.90	0	--- Other	kg	25%	5%	free	free	25%
0304.71.90	4	--- Other	kg	25%	5%	free	free	25%
0304.72.90	0	--- Other	kg	25%	5%	free	free	25%
0304.73.90	7	--- Other	kg	25%	5%	free	free	25%
0304.74.90	3	--- Other	kg	25%	5%	free	free	25%
0304.75.90	6	--- Other	kg	25%	5%	free	free	25%
0304.79.90	5	--- Other	kg	25%	5%	free	free	25%
0304.81.90	9	--- Other	kg	25%	5%	free	free	25%
0304.82.90	5	--- Other	kg	25%	5%	free	free	25%
0304.83.90	1	--- Other	kg	25%	5%	free	free	25%
0304.87.90	7	--- Other	kg	25%	5%	free	free	25%
0304.88.90	3	--- Other	kg	25%	5%	free	free	25%
0304.89.90	4	--- Other	kg	25%	5%	free	free	25%
0304.93.90	6	--- Other	kg	25%	5%	free	free	25%
0304.94.90	2	--- Other	kg	25%	5%	free	free	25%

By the substitution of the following:

Heading / Subheading	CD	Article Description	Statistical Unit	Rate of Duty				
				General	EU / UK	EFTA	SADC	MERCOSUR
0304.95.90	9	Other	kg	25%	5%	free	free	25%
0304.96.90	5	Other	kg	25%	5%	free	free	25%
0304.97.90	1	Other	kg	25%	5%	free	free	25%
0304.99.90	4	Other	kg	25%	5%	free	free	25%
0305.31	4	Tilapia (<i>Oreochromis</i> spp.), catfish (<i>Pangasius</i> spp., <i>Silurus</i> spp., <i>Clarias</i> spp., <i>Ictalurus</i> spp.), carp (<i>Cyprinus</i> spp., <i>Carassius</i> spp., <i>Ctenopharyngodon idellus</i> , <i>Hypophthalmichthys</i> spp., <i>Cirrhinus</i> spp., <i>Mylopharyngodon piceus</i> , <i>Catla catla</i> , <i>Labeo</i> spp., <i>Osteochilus hasselti</i> , <i>Leptobarbus hoeveni</i> , <i>Megalobrama</i> spp.), eels (<i>Anguilla</i> spp.), Nile perch (<i>Lates niloticus</i>) and snakeheads (<i>Channa</i> spp.)	kg	25%	5%	free	free	25%
0305.32	0	Fish of the families <i>Bregmacrotidae</i> , <i>Euclichthyidae</i> , <i>Gadidae</i> , <i>Macrouridae</i> , <i>Melanonidae</i> , <i>Merlucciidae</i> , <i>Moridae</i> and <i>Muraenolepididae</i>	kg	25%	5%	free	free	25%
0305.39.90	0	Other	kg	25%	5%	free	free	25%
0305.43	1	Trout (<i>Salmo trutta</i> , <i>Oncorhynchus mykiss</i> , <i>Oncorhynchus clarki</i> , <i>Oncorhynchus aguabonita</i> , <i>Oncorhynchus gilae</i> , <i>Oncorhynchus apache</i> and <i>Oncorhynchus chrysogaster</i>)	kg	25%	5%	free	free	25%
0305.44	8	Tilapia (<i>Oreochromis</i> spp.), catfish (<i>Pangasius</i> spp., <i>Silurus</i> spp., <i>Clarias</i> spp., <i>Ictalurus</i> spp.), carp (<i>Cyprinus</i> spp., <i>Carassius</i> spp., <i>Ctenopharyngodon idellus</i> , <i>Hypophthalmichthys</i> spp., <i>Cirrhinus</i> spp., <i>Mylopharyngodon piceus</i> , <i>Catla catla</i> , <i>Labeo</i> spp., <i>Osteochilus hasselti</i> , <i>Leptobarbus hoeveni</i> , <i>Megalobrama</i> spp.), eels (<i>Anguilla</i> spp.), Nile perch (<i>Lates niloticus</i>) and snakeheads (<i>Channa</i> spp.)	kg	25%	5%	free	free	25%
0305.49.90	5	Other	kg	25%	5%	free	free	25%
0305.52	0	Tilapia (<i>Oreochromis</i> spp.), catfish (<i>Pangasius</i> spp., <i>Silurus</i> spp., <i>Clarias</i> spp., <i>Ictalurus</i> spp.), carp (<i>Cyprinus</i> spp., <i>Carassius</i> spp., <i>Ctenopharyngodon idellus</i> , <i>Hypophthalmichthys</i> spp., <i>Cirrhinus</i> spp., <i>Mylopharyngodon piceus</i> , <i>Catla catla</i> , <i>Labeo</i> spp., <i>Osteochilus hasselti</i> , <i>Leptobarbus hoeveni</i> , <i>Megalobrama</i> spp.), eels (<i>Anguilla</i> spp.), Nile perch (<i>Lates niloticus</i>) and snakeheads (<i>Channa</i> spp.)	kg	25%	5%	free	free	25%
0305.53	6	Fish of the families <i>Bregmacrotidae</i> , <i>Euclichthyidae</i> , <i>Gadidae</i> , <i>Macrouridae</i> , <i>Melanonidae</i> , <i>Merlucciidae</i> , <i>Moridae</i> and <i>Muraenolepididae</i> , excluding cod (<i>Gadus morhua</i> , <i>Gadus ogac</i> , <i>Gadus macrocephalus</i>)	kg	25%	5%	free	free	25%
0305.54.90	8	Other	kg	25%	5%	free	free	25%
0305.59	4	Other	kg	25%	5%	free	free	25%

By the substitution of the following:

Heading / Subheading	CD	Article Description	Statistical Unit	Rate of Duty					
				General	EU / UK	EFTA	SADC	MERCOSUR	AfCFTA
0305.64	7	-- Tilapia (Oreochromis spp.), catfish (Pangasius spp., Silurus spp., Clarias spp., Ictalurus spp.), carp (Cyprinus spp., Carassius spp., Ctenopharyngodon idellus, Hypophthalmichthys spp., Cirrhinus spp., Mylopharyngodon piceus, Catla catla, Labeo spp., Osteochilus hasselti, Leptobarbus hoeveni, Megalobrama spp.), eels (Anguilla spp.), Nile perch (Lates niloticus) and snakeheads (Channa spp.)	kg	25%	5%	free	free	25%	25%
0305.69	9	-- Other	kg	25%	5%	free	free	25%	25%
1604.13.05	9	--- Sardines (Sardine pilchardus), in oil, in airtight metal containers	kg	2,4c/kg net	0,48c/kg net	free	free	2,4c/kg net	2,4c/kg net
1604.17.10	0	--- Frozen	kg	25% or 200c/kg	5% or 40c/kg	free	free	25% or 200c/kg	25% or 200c/kg
1604.18.10	7	--- Frozen	kg	25% or 200c/kg	5% or 40c/kg	free	free	25% or 200c/kg	25% or 200c/kg
1604.19.10	3	--- Frozen	kg	25% or 200c/kg	5% or 40c/kg	free	free	25% or 200c/kg	25% or 200c/kg
1604.20.80	1	-- Other, frozen	kg	25% or 200c/kg	5% or 40c/kg	free	free	25% or 200c/kg	25% or 200c/kg

SUID-AFRIKAANSE INKOMSTEDIENS

NO. R. 2709

4 November 2022

DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 1 (NO. 1/1/1892)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by bogenoemde Wet hiermee gewysig, met ingang vanaf 1 Januarie 2023, in die mate in die Bylae hierby aangetoon.

ENOCH GODONGWANA
MINISTER VAN FINANSIES

BYLAE

Deur die vervanging van die volgende:

Pos / Subpos	TS	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg					
				Algemeen	EU / VK	EFTA	SAOG	MERCOSUR	ARKVHG
0302.11	4	Forelle (<i>Salmo trutta</i> , <i>Oncorhynchus mykiss</i> , <i>Oncorhynchus clarki</i> , <i>Oncorhynchus aguabonita</i> , <i>Oncorhynchus gilae</i> , <i>Oncorhynchus apache</i> en <i>Oncorhynchus chrysogaster</i>)	kg	25%	5%	vry	vry	25%	25%
0302.19	5	Ander	kg	25%	5%	vry	vry	25%	25%
0303.12	4	Ander Stille Oseaan salm (<i>Oncorhynchus gorbuscha</i> , <i>Oncorhynchus keta</i> , <i>Oncorhynchus tshawytscha</i> , <i>Oncorhynchus kisutch</i> , <i>Oncorhynchus masou</i> en <i>Oncorhynchus rhodurus</i>)	kg	25%	5%	vry	vry	25%	25%
0303.14	7	Forelle (<i>Salmo trutta</i> , <i>Oncorhynchus mykiss</i> , <i>Oncorhynchus clarki</i> , <i>Oncorhynchus aguabonita</i> , <i>Oncorhynchus gilae</i> , <i>Oncorhynchus apache</i> en <i>Oncorhynchus chrysogaster</i>)	kg	25%	5%	vry	vry	25%	25%
0304.31	0	Tilapia (<i>Oreochromis</i> spp.)	kg	25%	5%	vry	vry	25%	25%
0304.32	7	Barber (<i>Pangasius</i> spp., <i>Silurus</i> spp., <i>Clarias</i> spp., <i>Ictalurus</i> spp.)	kg	25%	5%	vry	vry	25%	25%
0304.33	3	Nylbaars (<i>Lates niloticus</i>)	kg	25%	5%	vry	vry	25%	25%
0304.41	5	Stille Oseaan salm (<i>Oncorhynchus nerka</i> , <i>Oncorhynchus gorbuscha</i> , <i>Oncorhynchus keta</i> , <i>Oncorhynchus tshawytscha</i> , <i>Oncorhynchus kisutch</i> , <i>Oncorhynchus masou</i> en <i>Oncorhynchus rhodurus</i>), Atlantiese salm (<i>Salmo salar</i>) en Donou-salm (<i>Hucho hucho</i>)	kg	25%	5%	vry	vry	25%	25%
0304.42	1	Forelle (<i>Salmo trutta</i> , <i>Oncorhynchus mykiss</i> , <i>Oncorhynchus clarki</i> , <i>Oncorhynchus aguabonita</i> , <i>Oncorhynchus gilae</i> , <i>Oncorhynchus apache</i> en <i>Oncorhynchus chrysogaster</i>)	kg	25%	5%	vry	vry	25%	25%
0304.43	8	Plavis (<i>Pleuronectidae</i> , <i>Bothidae</i> , <i>Cynoglossidae</i> , <i>Soleidae</i> , <i>Scophthalmidae</i> en <i>Citharidae</i>)	kg	25%	5%	vry	vry	25%	25%
0304.44	4	Vis van die families <i>Bregmaceroideae</i> , <i>Euclichthyidae</i> , <i>Gadidae</i> , <i>Macrouridae</i> , <i>Melanonidae</i> , <i>Merlucciidae</i> , <i>Moridae</i> en <i>Muraenolepididae</i>	kg	25%	5%	vry	vry	25%	25%
0304.47	3	Hondhaai en ander haale	kg	25%	5%	vry	vry	25%	25%

Deur die vervanging van die volgende:

Pos / Subpos	TS	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg					
				Algemeen	EU / VK	EFTA	SAOG	MERCOSUR	AfKVG
0304.48	9	--	Pylsterle en skates (Rajidae)	kg	5%	vry	vry	25%	25%
0304.49.90	1	--	Ander	kg	5%	vry	vry	25%	25%
0304.51	1	--	Tilapias (<i>Oreochromis</i> spp.), barber (<i>Pangasius</i> spp., <i>Silurus</i> spp., <i>Clarias</i> spp., <i>Ictalurus</i> spp.), karp (<i>Cyprinus carpio</i> , <i>Carassius carassius</i> , <i>Ctenopharyngodon idellus</i> , <i>Hypophthalmichthys</i> spp., <i>Cirrhinus</i> spp., <i>Mylopharyngodon piceus</i>), palings (<i>Anguilla</i> spp.), Nybaars (<i>Lates niloticus</i>) en slangkoppe (<i>Channa</i> spp.)	kg	5%	vry	vry	25%	25%
0304.52	6	--	Salmonidae	kg	5%	vry	vry	25%	25%
0304.53	2	--	Vis van die families <i>Bregmacerotidae</i> , <i>Euclichthyidae</i> , <i>Gadidae</i> , <i>Macrouridae</i> , <i>Melanonidae</i> , <i>Merlucciidae</i> , <i>Moridae</i> en <i>Muraenolepididae</i>	kg	5%	vry	vry	25%	25%
0304.56	1	--	Hondhaai en ander	kg	5%	vry	vry	25%	25%
0304.57	8	--	haale Rays en skates	kg	5%	vry	vry	25%	25%
0304.59.90	6	---	(Rajidae) Ander	kg	5%	vry	vry	25%	25%
0304.61.90	8	---	Ander	kg	5%	vry	vry	22,5%	25%
0304.62.90	6	---	Ander	kg	5%	vry	vry	22,5%	25%
0304.63.90	2	---	Ander	kg	5%	vry	vry	22,5%	25%
0304.69.90	0	---	Ander	kg	5%	vry	vry	22,5%	25%
0304.71.90	4	---	Ander	kg	5%	vry	vry	22,5%	25%
0304.72.90	0	---	Ander	kg	5%	vry	vry	22,5%	25%
0304.73.90	7	---	Ander	kg	5%	vry	vry	22,5%	25%
0304.74.90	3	---	Ander	kg	5%	vry	vry	22,5%	25%
0304.75.90	6	---	Ander	kg	5%	vry	vry	22,5%	25%
0304.79.90	5	---	Ander	kg	5%	vry	vry	22,5%	25%
0304.81.90	9	---	Ander	kg	5%	vry	vry	22,5%	25%
0304.82.90	5	---	Ander	kg	5%	vry	vry	22,5%	25%
0304.83.90	1	---	Ander	kg	5%	vry	vry	22,5%	25%
0304.87.90	7	---	Ander	kg	5%	vry	vry	22,5%	25%
0304.88.90	3	---	Ander	kg	5%	vry	vry	22,5%	25%
0304.89.90	4	---	Ander	kg	5%	vry	vry	22,5%	25%
0304.93.90	6	---	Ander	kg	5%	vry	vry	25%	25%
0304.94.90	2	---	Ander	kg	5%	vry	vry	25%	25%
0304.95.90	9	---	Ander	kg	5%	vry	vry	25%	25%

Deur die vervanging van die volgende:

Pos / Subpos	TS	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg					
				Algemeen	EU / VK	EFTA	SAOG	MERCOSUR	AFKVG
0304.96.90	5	--- Ander	kg	25%	5%	vry	vry	25%	25%
0304.97.90	1	--- Ander	kg	25%	5%	vry	vry	25%	25%
0304.99.90	4	--- Ander	kg	25%	5%	vry	vry	25%	25%
0305.31	4	-- Tilapias (<i>Oreochromis</i> spp.), barber (<i>Pangasius</i> spp., <i>Silurus</i> spp., <i>Clarias</i> spp., <i>Ictalurus</i> spp.), karp (<i>Cyprinus carpio</i> , <i>Carassius carassius</i> , <i>Ctenopharyngodon idellus</i> , <i>Hypophthalmichthys</i> spp., <i>Cirrhinus</i> spp., <i>Mylopharyngodon piceus</i> , <i>Catla catla</i> , <i>Labeo</i> spp., <i>Osteochilus hasselti</i> , <i>Leptobarbus hoeveni</i> , <i>Megalobrama</i> spp.), palings (<i>Anguilla</i> spp.), Nylbaars (<i>Lates niloticus</i>) en slangkoppe (<i>Channa</i> spp.)	kg	25%	5%	vry	vry	25%	25%
0305.32	0	-- Vis van die families <i>Bregmaceroideae</i> , <i>Euclithyidae</i> , <i>Gadidae</i> , <i>Macrouridae</i> , <i>Melanonidae</i> , <i>Merlucciidae</i> , <i>Moridae</i> en <i>Muraenolepididae</i>	kg	25%	5%	vry	vry	25%	25%
0305.39.90	0	--- Ander	kg	25%	5%	vry	vry	25%	25%
0305.43	1	-- Forelle (<i>Salmo trutta</i> , <i>Oncorhynchus mykiss</i> , <i>Oncorhynchus clarki</i> , <i>Oncorhynchus aguabonita</i> , <i>Oncorhynchus gilae</i> , <i>Oncorhynchus apache</i> en <i>Oncorhynchus chrysogaster</i>)	kg	25%	5%	vry	vry	25%	25%
0305.44	8	-- Tilapias (<i>Oreochromis</i> spp.), barber (<i>Pangasius</i> spp., <i>Silurus</i> spp., <i>Clarias</i> spp., <i>Ictalurus</i> spp.), karp (<i>Cyprinus carpio</i> , <i>Carassius carassius</i> , <i>Ctenopharyngodon idellus</i> , <i>Hypophthalmichthys</i> spp., <i>Cirrhinus</i> spp., <i>Mylopharyngodon piceus</i> , <i>Catla catla</i> , <i>Labeo</i> spp., <i>Osteochilus hasselti</i> , <i>Leptobarbus hoeveni</i> , <i>Megalobrama</i> spp.), palings (<i>Anguilla</i> spp.), Nylbaars (<i>Lates niloticus</i>) en slangkoppe (<i>Channa</i> spp.)	kg	25%	5%	vry	vry	25%	25%
0305.49.90	5	--- Ander	kg	25%	5%	vry	vry	25%	25%
0305.52	0	-- Tilapias (<i>Oreochromis</i> spp.), barber (<i>Pangasius</i> spp., <i>Silurus</i> spp., <i>Clarias</i> spp., <i>Ictalurus</i> spp.), karp (<i>Cyprinus carpio</i> , <i>Carassius</i> spp., <i>Ctenopharyngodon idellus</i> , <i>Hypophthalmichthys</i> spp., <i>Cirrhinus</i> spp., <i>Mylopharyngodon piceus</i> , <i>Catla catla</i> , <i>Labeo</i> spp., <i>Osteochilus hasselti</i> , <i>Leptobarbus hoeveni</i> , <i>Megalobrama</i> spp.), palings (<i>Anguilla</i> spp.), Nylbaars (<i>Lates niloticus</i>) en slangkoppe (<i>Channa</i> spp.)	kg	25%	5%	vry	vry	25%	25%
0305.53	6	-- Vis van die families <i>Bregmaceroideae</i> , <i>Euclithyidae</i> , <i>Gadidae</i> , <i>Macrouridae</i> , <i>Melanonidae</i> , <i>Merlucciidae</i> , <i>Moridae</i> en <i>Muraenolepididae</i> , anders as kabeljou (<i>Gadus morhua</i> , <i>Gadus ogac</i> , <i>Gadus macrocephalus</i>)	kg	25%	5%	vry	vry	25%	25%
0305.54.90	8	--- Ander	kg	25%	5%	vry	vry	25%	25%
0305.59	4	-- Ander	kg	25%	5%	vry	vry	25%	25%

Deur die vervanging van die volgende:

Pos / Subpos	TS	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg					
				Algemeen	EU / VK	EFTA	SAOG	MERCOSUR	AKVHG
0305.04	7	-- Tilapia (Oreochromis spp.), barber (Pangasius spp., Silurus spp., Clarias spp., Ictalurus spp.), karp (Cyprinus carpio, Carassius carassius, Ctenopharyngodon idellus, Hypophthalmichthys spp., Cirrinus spp., Mylopharyngodon piceus), Catla catla, Labeo spp., Osteochilus hasselti, Leptobarbus hoeveni, Megalobrama spp., palings (Anguilla spp.), Nylbaars (Lates niloticus) en slangkoppe (Chanina spp.)	kg	25%	5%	vry	vry	25%	25%
0305.09	9	-- Ander	kg	25%	5%	vry	vry	25%	25%
1604.13.05	9	--- Sardiens (Sardine pilchardus), in olie, in lugdigte metaalhouers	kg	2,4c/kg net	0,48c/kg net	vry	vry	2,4c/kg net	2,4c/kg net
1604.17.10	0	--- Bevrore	kg	25% of 200c/kg	5% of 40c/kg	vry	vry	25% of 200c/kg	25% of 200c/kg
1604.18.10	7	--- Bevrore	kg	25% of 200c/kg	5% of 40c/kg	vry	vry	25% of 200c/kg	25% of 200c/kg
1604.19.10	3	--- Bevrore	kg	25% of 200c/kg	5% of 40c/kg	vry	vry	25% of 200c/kg	25% of 200c/kg
1604.20.80	1	-- Ander, bevrore	kg	25% of 200c/kg	5% of 40c/kg	vry	vry	25% of 200c/kg	25% of 200c/kg

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