



Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette

No. 11639

Regulasiekoerant

Vol. 701

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November 2023

No. 49618



N.B. The Government Printing Works will not be held responsible for the quality of "Hard Copies" or "Electronic Files" submitted for publication purposes

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IMPORTANT NOTICE:

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No FUTURE QUERIES WILL BE HANDLED IN CONNECTION WITH THE ABOVE.

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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](mailto:gpw@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** **2023**

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

- **29 December**, Thursday for the issue of Friday **06 January 2023**
- **06 January**, Friday for the issue of Friday **13 January 2023**
- **13 January**, Friday for the issue of Friday **20 January 2023**
- **20 January**, Friday for the issue of Friday **27 January 2023**
- **27 January**, Friday for the issue of Friday **03 February 2023**
- **03 February**, Friday for the issue of Friday **10 February 2023**
- **10 February**, Friday for the issue of Friday **17 February 2023**
- **17 February**, Friday for the issue of Friday **24 February 2023**
- **24 February**, Friday for the issue of Friday **03 March 2023**
- **03 March**, Friday for the issue of Friday **10 March 2023**
- **10 March**, Friday for the issue of Friday **17 March 2023**
- **16 March**, Thursday for the issue of Friday **24 March 2023**
- **24 March**, Friday for the issue of Friday **31 March 2023**
- **30 March**, Thursday for the issue of Thursday **06 April 2023**
- **05 April**, Wednesday for the issue of Friday **14 April 2023**
- **14 April**, Friday for the issue of Friday **21 April 2023**
- **20 April**, Thursday for the issue of Friday **28 April 2023**
- **26 April**, Wednesday for the issue of Friday **05 May 2023**
- **05 May**, Friday for the issue of Friday **12 May 2023**
- **12 May**, Friday for the issue of Friday **19 May 2023**
- **19 May**, Friday for the issue of Friday **26 May 2023**
- **26 May**, Friday for the issue of Friday **02 June 2023**
- **02 June**, Friday for the issue of Friday **09 June 2023**
- **08 June**, Thursday for the issue of Thursday **15 June 2023**
- **15 June**, Thursday for the issue of Friday **23 June 2023**
- **23 June**, Friday for the issue of Friday **30 June 2023**
- **30 June**, Friday for the issue of Friday **07 July 2023**
- **07 July**, Friday for the issue of Friday **14 July 2023**
- **14 July**, Friday for the issue of Friday **21 July 2023**
- **21 July**, Friday for the issue of Friday **28 July 2023**
- **28 July**, Friday for the issue of Friday **04 August 2023**
- **03 August**, Thursday for the issue of Friday **11 August 2023**
- **11 August**, Friday for the issue of Friday **18 August 2023**
- **18 August**, Friday for the issue of Friday **25 August 2023**
- **25 August**, Friday for the issue of Friday **01 September 2023**
- **01 September**, Friday for the issue of Friday **08 September 2023**
- **08 September**, Friday for the issue of Friday **15 September 2023**
- **15 September**, Friday for the issue of Friday **22 September 2023**
- **21 September**, Thursday for the issue of Friday **29 September 2023**
- **29 September**, Friday for the issue of Friday **06 October 2023**
- **06 October**, Friday for the issue of Friday **13 October 2023**
- **13 October**, Friday for the issue of Friday **20 October 2023**
- **20 October**, Friday for the issue of Friday **27 October 2023**
- **27 October**, Friday for the issue of Friday **03 November 2023**
- **03 November**, Friday for the issue of Friday **10 November 2023**
- **10 November**, Friday for the issue of Friday **17 November 2023**
- **17 November**, Friday for the issue of Friday **24 November 2023**
- **24 November**, Friday for the issue of Friday **01 December 2023**
- **01 December**, Friday for the issue of Friday **08 December 2023**
- **08 December**, Friday for the issue of Friday **15 December 2023**
- **15 December**, Friday for the issue of Friday **22 December 2023**
- **20 December**, Wednesday for the issue of Friday **29 December 2023**

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 EMPLOYMENT AND LABOUR

NO. R. 4037

10 November 2023

**LABOUR RELATIONS ACT, 1995
REGISTRATION OF A TRADE UNION**

I, **Lehlohonolo Daniel Molefe**, Registrar of Labour Relations, hereby notify, in terms of section 109(2) of the Labour Relations Act, 1995, that South African Economic and Allied Workers Union (**SAEAWU**) has been registered as a trade union with effect from 31 October 2023.....

**REGISTRAR OF LABOUR RELATIONS**

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 4038

10 November 2023

LABOUR RELATIONS ACT, 1995

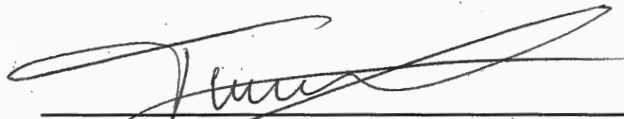
**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:
EXTENSION TO NON-PARTIES OF THE GENERAL GOODS AND HANDBAG SECTOR
AMENDING COLLECTIVE AGREEMENT**

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 TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 31/10/2023

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**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 ESICHIHIYELAYO, 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 kuNhlanguvana 2026.



MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 31/10/2023

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**

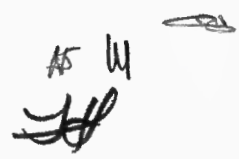
(Hereinafter referred to as the employers or the "employer organization") of the one part, and the

- (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, R.1588 of 10 December 2021 and R.2701 of 4 November 2022.

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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 2023 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 8 - PUBLIC HOLIDAYS, ANNUAL HOLIDAYS AND MATERNITY LEAVE

Sub-Clause (11) Family Responsibility Leave

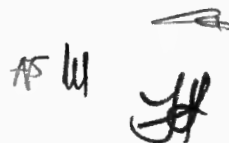
Substitute subclause (11)(2) with the following:

- 2) An employer must grant an employee, during each annual leave cycle, at the request of the employee, three days' paid leave and one day unpaid 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.

4. 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."

Handwritten signature and initials, possibly 'AS' and 'H', with a horizontal line above them.

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)	2698.06	2967.87
(ii) Chargehand (Grade B2)	2049.98	2254.98
(iii) Despatch Clerk (Grade A3)	1726.28	1898.91
(iv) Driver of a motor vehicle authorised to carry or haul a payload of:		
(a) Under 2722 Kg (Grade B1)	1789.21	1968.13
(b) Over 2722 Kg (Grade B2)	2049.98	2254.98
(v) General Worker (Grade A1)	1335.18	1468.70
(vi) Night Watchman (Grade A2)	1452.53	1597.78
(vii) Packer (Grade A1)	1335.18	1468.70
(viii) Storeman (Grade A3)	1726.28	1898.91
(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	1335.18	1468.70
(ii) Grade A2	1452.53	1597.78
(iii) Grade A3	1726.28	1898.91
(iv) Grade B1	1789.21	1968.13
(v) Grade B2	2049.98	2254.98
(vi) Grade B3	2244.64	2469.10

AS 11



	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	1335.18	1468.70
(ii) Grade A2	1452.53	1597.78
(iii) Grade A3	1726.28	1898.91
(iv) Grade B1	1789.21	1968.13
(v) Grade B2	2049.98	2254.98
(vi) Grade B3	2244.64	2469.10
(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	1082.38	1190.62
During the second six months of experience	1292.13	1421.34

2. PROPORTION AND RATIO OF EMPLOYEES

- (1) Travelling requisites -
- Not less than one foreman shall be employed in every establishment.
 - 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 -
- Not less than one foreman shall be employed in every establishment.
 - 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 -
- Not less than one foreman shall be employed in each establishment.
 - For each employee receiving a wage of not less than R1468.70 per week during the period ending 30 June 2024, not more than one employee may be employed at a wage less than R1468.70: 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 R1468.70 per week during the period ending 30 June 2024, not more than one employee may be employed at a wage less than R1468.70: Provided 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 R1468.70 per week during the period ending 30 June 2024, not more than one employee may be employed at a wage less than R1468.70: 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 26TH DAY OF JULY 2023

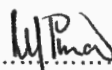
H STRAUSS, Member of the Council



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. 4039

10 November 2023

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:
EXTENSION TO NON-PARTIES OF THE TANNING SECTION COLLECTIVE AMENDING
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: 25/10/2023

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995****UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI
BESIGABA SOKUSHUKWA KWEZIKHUMBA ESICHIBIYELAYO; SELULELWA KULABO
ABANGEYONA INGXEYENYE 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 kuNhlanguvana 2026.



MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 25/10/2023

SCHEDULE
NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA

TANNING SECTION COLLECTIVE AGREEMENT

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

South African Tanning Employers' Organisation (SATEO)

(hereafter referred to as the "employers" or the "employers' organisation")

and the

Southern African Clothing and Textile Workers' Union

And

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

(hereafter referred to as the "employees" or the "trade unions")

being parties to the National Bargaining Council of the Leather Industry of South Africa, to extend and amend the Agreement published under Government Notices No R.1318 of 6 November 1998 as further amended, renewed and re-enacted under Government Notices Nos. R287 of 12 March 1999, R.1017 of 27 August 1999, R.47 of 28 January 2000, R.555 of 9 June 2000, R.128 of 9 February 2001, R.389 of 18 May 2001, R823 of 7 September 2001, R.1230 of 30 November 2001, R.693 of 17 May 2002, R.1531 of 13 December 2002, R.714 of 6 June 2003, R.1357 of 3 October

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2003, R.748 of 25 June 2004, R.592 of 24 June 2005, R.593 of 24 June 2005, R.335 of 13 April 2006, R.631 of 30 June 2006, R.1269 of 15 December 2006, R.513 of 22 June 2007, R.1068 of 16 November 2007, R.1038 of 3 October 2008, R.474 of 8 May 2009, R.1184 of 18 December 2009, R.1191 of 17 December 2010, R.523 of 24 June 2011, R.886 of 28 October 2011, R.886 of 2 November 2012, R.770 of 18 October 2013, R.789 of 17 October 2014, R.1045 of 30 October 2015, R.764 of 24 June 2016, R.1281 of 21 October 2016, R.757 of 29 September 2017, R.1229 of 16 November 2018, R.1393 of 30 October 2019, R.218 of 18 March 2021, R.455 of 28 May 2021, R.1587 of 10 December 2021 and R.2740 of 18 November 2022.

Handwritten signature and initials, possibly 'AS' and 'GB', with a stylized 'M' above.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this agreement will be observed in the tanning section of the leather industry -
 - (a) in the Republic of South Africa,
 - (b) 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.
- (2) The terms of this Agreement will apply only to employees for whom wages are prescribed in terms of this agreement, and to employers of such employees.
- (3) The terms of this agreement will not apply to non parties in respect of clauses 1 (1)(b) and 2 (1).

2. DATE AND PERIOD OF OPERATION

- 1) This Agreement will come into operation for the parties on 1 July 2023 and remain in force for the period ending 30 June 2026.
- 2) This Agreement will come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to them, and will remain in force for the period ending 30 June 2026.

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3. CLAUSE 6 LEAVE

3.1 Subclause 6.4 “**Family Responsibility Leave**”

Substitute subclause 6.4 (1) (c) (i) with the following:

- (i) when the employee’s child, spouse or biological grandparent is sick, or

4. CLAUSE 7 REMUNERATION

Clause 7.1 Wages and Wage Rates

Substitute the following for subclause (1):

- (a) An employer will pay an employee at least the wages prescribed in terms of **Schedule 1** for the operations performed by the employee.



SCHEDULE 1
WAGES AND WAGE RATES

		<u>Rate Per Hour</u>
1	<p>Lime/Tan Yard, Shaving, Splitting, Dyeing, Drying and Finishing Section Rates:</p> <p>Band A1 employees engaged in:</p> <p>ROUNDING 64.21</p> <p>SPLITTING 79.45</p> <p>Band A2 employees engaged in:</p> <p>SHAVING 68.07</p> <p>Band B employees engaged in:</p> <p>COLOUR MATCHING 60.01</p> <p>GLAZING 60.01</p> <p>HAND SPRAYING 63.41</p> <p>HAND TIPPING 60.01</p> <p>PILOT PLANT OPERATING 63.41</p> <p>POLISHING 60.01</p> <p>Band C employees engaged in:</p> <p>ASSISTING SPLITTER 59.15</p> <p>BRUSHING 59.15</p> <p>BUFFING 59.15</p> <p>CHEMICAL WEIGHING 59.15</p> <p>COLOUR MIXING 59.15</p> <p>CURTAIN COATING 59.15</p> <p>CONDITIONING 55.26</p> <p>DRUM OPERATING 55.26</p> <p>DRY CLEANING MACHINE 55.26</p> <p>EMBOSSING/PRINTING 59.15</p> <p>FLESHING (HAND OR MACHINE) 59.15</p> <p>HIDE STAMPING 55.88</p> <p>HYDRAULIC PRESS 59.15</p> <p>MEASURING 59.15</p> <p>PADDING 59.15</p> <p>PASTING 59.15</p> <p>ROLLER COATING 59.15</p> <p>ROTOR PRESS 59.15</p> <p>ROTOR SPRAYING 59.15</p> <p>SAMMYING 59.15</p> <p>SETTING 59.15</p> <p>SOLE ROLLING 59.15</p> <p>STAKING 59.15</p> <p>TRIMMING AFTER SHAVING 55.26</p> <p>VACUUM DRYING 59.15</p>	

AS 6.4

	Band D employees engaged in:	
	EFFLUENT PLANT OPERATOR	54.47
	FLESH TRIMMING	54.47
	HANG DRYING	54.47
	MILLING	54.47
	SUBSTANCE CHECKING	54.47
	TOGGLING	54.47
	Band E Employees	
	General Workers on operations as defined in the Definition Of "General Worker"	46.03
	Learners employed on operations specified in Bands A1, A2, B C and E will be paid on the following basis:	
	First six months of experience	80% of prescribed wage
	Thereafter	100% of prescribed wage
2	Quality examining and/or Sorting rates:	
	Band A1 employees engaged as a:	
	FINAL SORTER.....	64.21
	WET BLUE SORTER.....	64.21
	Band B employees engaged as a:	
	CRUST SORTER.....	60.01
	Band C employees engaged as a:	
	SPLIT SORTER.....	59.15
3	Fellmongering Section Rates:	
	Band B Employees engaged in –	
	PICKLE SORTING	60.01
	Band C Employees engaged in –	
	BREAK FLESHING	59.15
	FINAL FLESHING	59.15
	PICKLE DRUM OPERATING	55.26
	SULPHIDE PAINTING	55.26
	Band D Employees engaged in –	
	BREAK FLESHING ASSISTANT	54.47
	COUNTING AND PACKING	54.47
	DRUM CLOSING	54.47
	HAND WOOL PULLING	54.47
	MACHINE WOOL PULLING	54.47
	PADDLE OPERATING	54.47
	WOOL BALING / PACKING	54.47
	WOOL DRYING	54.47
	WOOL PICKING	54.47
	WOOL WASHING	54.47

4	Band E Employees General Workers on operations as defined in the Definition Of "General Worker"	46.03
	Learners employed on operations as specified in Bands B, C and E will be paid on the following basis:	
	First six months of experience	80% of prescribed wage
	Thereafter	100% of prescribed wage
	Wool-Skin Processing and Operations not elsewhere Specified rates:	
	Band C employees engaged in – CARDING	56.55
	COMBING	56.55
	CUTTING TO PATTERNS	55.65
	IRONING	56.55
	SHEARING	56.55
5	STITCHING BY MACHINE.....	57.59
	<u>Cutting Section Rates:</u>	
	Band A1 employees engaged in: CUTTER 1	69.12
	FINAL INSPECTING	64.21
	Band A2 employees engaged in: HAND CUTTING	64.21
	Band B employees engaged in: COMPONENT SPLITTING	58.41
	CUTTER 2	63.41
	HIDE MARKING	63.41
	Band C employees engaged in: COMPONENT PACKING	55.88
	LAMINATING	55.88
	LAYING OUT	55.88
	PERFORATING	55.88
	STAMPING (PIECE MARKING)	55.88
	TEMPLATE CONTROL	55.88

		<u>Rate Per Hour</u>
6	Learners employed on operations as specified in Bands A1, A2, B, C and E will be paid on the following basis:	
	First six months of experience	80% of prescribed wage
	Thereafter	100% of prescribed wage
	Band E Employees	
	General Workers on operations as defined in the Definition Of "General Worker"	46.03
	The following wage rates will be paid to employees other than those referred to in 1, 2, 3, 4 and 5:	
	Band A2 employees engaged as a:	
	Motor Vehicle Delivery Driver..... (Code C Licence or higher)	63.32
	Band B employees engaged as a:	
	Despatch Clerk	57.96
	Handyman	56.84
	Motor Vehicle General Driver	59.21
	(Code C1 Licence or lower)	
	Spray Gun Mechanic	63.41
	Storeman and/or Warehouseman	57.96
	Tractor Driver	59.21
	Band C employees engaged as a:	
	Boiler Attendant	55.88
	Forklift Driver	59.15
	Security Guard	55.88
	Store Assistant and/or Warehouseman Assistant	55.88
	Band D employees engaged as a:	
	Nylon Replacer	54.47

AS
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SIGNED IN **DURBAN** ON THIS **26th** DAY OF **JULY 2023**.

M OOSTHUIZEN, Member of the Council


.....


V MEMBINKOSI, Member of the Council


.....

A BENJAMIN, Member of the Council


.....

S NAIDOO, General Secretary of the Council


.....

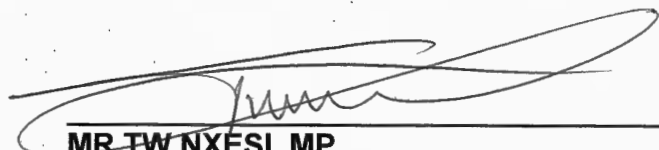
DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 4040

10 November 2023

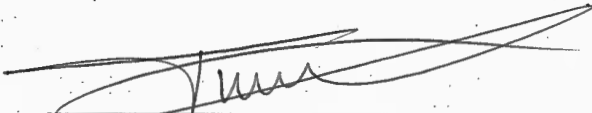
LABOUR RELATIONS ACT, 1995**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:
EXTENSION TO NON-PARTIES OF THE FOOTWEAR SECTOR AMENDING
COLLECTIVE AGREEMENT**

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: 30/10/2023

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**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: 30/10/2023

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, R.1586 of 10 December 2021 and R.2706 of 4 November 2022.



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 2023 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 8: LEAVE

Subclause 8.8 – "Payment of Annual Allowance"

Substitute Subclause 8.8 with the following:

- 1) The Annual Leave Allowance shall be paid to employees by no later than one day prior to the commencement of the Annual Leave period.
- 2) Payslips/salary advice for the Annual Leave Allowance shall be issued to employees by no later than three days prior to the commencement of the Annual Leave period.

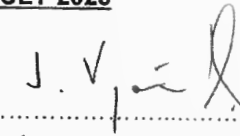
4. ANNEXURE D

Substitute the following for Annexure D:



SIGNED AT DURBAN ON THIS 26TH DAY OF JULY 2023

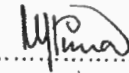
J J V VYMETAL, Member of the Council



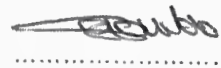
A O BENJAMIN, Member of the Council



V MEMBINKOSI, Member of the Council



S NAIDOO, General Secretary of
the Council



ANNEXURE D
WAGES: GENERAL

	Column A Per week	Column B Per week
A Watchman.....	2050,03	2255,04
B Storeman and or warehouseman, despatch clerk.....	2105,54	2316,09
C Boiler attendant.....	2050,03	2255,04
D Motor vehicle driver driving a vehicle authorized to carry or haul a payload of-		
(i) under 2722 kg.....	2077,76	2285,53
(ii) 2722 kg.....	2105,54	2316,09
(iii) over 2722 kg but not exceeding 4546 kg.....	2241,18	2465,30
(iv) over 4546 kg but not exceeding 6350 kg.....	2661,33	2927,46
E Minors employed in occupations for which rates have not been prescribed in this Agreement		
First six months.....	1315,33	1446,86
Second six months.....	1469,31	1616,24
Thereafter.....	2050,03	2255,04
F Cardboard box-making operations:		
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by-		
(a) power.....	3040,97	3345,07
(b) hand.....	2451,49	2696,84
(ii) Cardboard box-makers.....	2050,03	2255,04
(iii) Making cardboard boxes, according to experience:		
First six months.....	1457,62	1603,38
Second six months.....	1469,31	1616,24
Thereafter.....	2050,03	2255,04
G Employees employed on hand typesetting and printing labels on a printing machine	2752,33	3027,56
H Employees employed on welt-making:		
(i) Splitting, skiving, cutting, grooving and bevelling.....	2050,03	2255,04
(ii) All other operators.....	2050,03	2255,04
I Packers.....	2050,03	2255,04
J Employees employed on currying.....	2372,25	2609,48
K Employees employed on spraying of leather.....	2746,97	3021,67
L Employees employed on knife-making		
(i) Welding and/or brazing and/or silver soldering.....	3308,58	3639,44
(ii) Finishing of joints after welding.....	2151,58	2366,74
(iii) Tack and/or spot welding.....	2050,03	2255,04
(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.....	2050,03	2255,04
(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.....	3444,21	3788,63
(ii) (a) employed on hand grading and not producing original standards.....	2910,74	3201,82
(b) employed on grading machines.....	2910,74	3201,82
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced.....	2910,74	3201,82
(d) CAD-CAM operator not producing original standard.....	2910,74	3201,82
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof.....	2303,76	2534,14
(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.....	3412,91	3754,21
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).....	3412,91	3754,21
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).....	3412,91	3754,21
(b) Any other materials.....	3412,91	3754,21
(c) Cutting by CAD-CAM technology:		
employed on nesting operation.....	3412,91	3754,21
employed on cutting (excluding nesting).....	2107,81	2318,60
(d) Upper leather sorter grading and/or sorting for quality for issue to clickers.....	3444,21	3788,63
(e) Examining of cut leather components for quality.....	3444,21	3788,63
(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.....	2372,25	2609,48
<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.....	2372,25	2609,48
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.....	2372,25	2609,48
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching.....	2105,54	2316,09
(iv) Giving out patterns.....	2303,76	2534,14
Operating splitting machine.....	2303,76	2534,14
(v) Size stamping and/or painting.....	2050,03	2255,04
Applying acme backing.....	2050,03	2255,04
(vi) Lazer Engraver/Die Puncher.....	2105,54	2316,09

(C) CLOSING DEPARTMENT		Column A Per week	Column B Per week
Qualified employees on:			
(i)	Puritan machining.....	2524,49	2776,94
(ii)	Stitching aprons on uppers on out-sole stitching machines.....	2524,49	2776,94
(iii)	Pilot machining.....	2387,72	2626,49
(iv)	Strobel machining.....	2387,72	2626,49
(v)	Other machining:		
	(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining.....	2062,59	2268,84
	White full chrome kip for the production only of the whole-outs, bluchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage).....	2062,59	2268,84
	(b) Operations on leathers other than those specified in (a):		
	Vamping.....	2165,57	2382,13
	Flat binding by machine.....	2165,57	2382,13
	Machining additional rows of stitching on the vamp, parallel to the vamp stitching.....	2165,57	2382,13
	Golosh machining (whole goloshes).....	2165,57	2382,13
	Fancy shoes on the held-together system, machined through (all classes).....	2165,57	2382,13
	Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers).....	2165,57	2382,13
	Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides.....	2165,57	2382,13
	Vamping shoes with quarters over vamps.....	2165,57	2382,13
	Conveyor belt console operator feeding individual operators.....	2165,57	2382,13
	(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.....	2165,57	2382,13
	(d) Computerised stitching machine operator.....	2107,81	2318,60
	(e) All operations on children's work up to size 1½.....	2062,59	2268,84
	All leather slippers (men's, women's and children's).....	2062,59	2268,84
	All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type).....	2062,59	2268,84
(vi)	Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine.....	2165,57	2382,13
(vii)	Bagging.....	2050,03	2255,04
	Turning of binding.....	2050,03	2255,04
	Button fastening.....	2050,03	2255,04
	Buttonholding.....	2050,03	2255,04
	Lacing.....	2050,03	2255,04
	Handpunching.....	2050,03	2255,04
	Portuguese seaming.....	2050,03	2255,04
	Staying and taping.....	2050,03	2255,04
	Seam rubbing.....	2050,03	2255,04
	Seam hammering.....	2050,03	2255,04
	Sewing on bows and buckles by hand or machine.....	2050,03	2255,04
	Silk screen printing.....	2050,03	2255,04
	Table-hands.....	2050,03	2255,04
	Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators).....	2050,03	2255,04

		Column A Per week	Column B Per week
(D) ROUGH STUFF DEPARTMENT			
Class I Operations			
Qualified employees:			
(i)	On cutting sole from leather.....	3278,31	3606,14
	On sorting, examining and fitting up ungraded and unstamped stock.....	3278,31	3606,14
	On sorting and examining graded and stamped stock.....	3278,31	3606,14
(ii)	On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather.....	2884,11	3172,52
	On reducing shaped rubber soles on the press.....	2884,11	3172,52
[Ratio: See subclause (P)]			
Class II Operations			
Qualified employees on:			
(i)	Channelling:		
	Wetted insoles.....	2372,25	2609,48
	Other work.....	2372,25	2609,48
(ii)	Press cutting operations, other than those in Class I.....	2439,21	2683,14
(iii)	Assembling from stock, whether or not sorted or graded.....	2303,76	2534,14
	Attaching ribs to wetted insoles.....	2303,76	2534,14
	Decorative Sole Stitching (non-functional).....	2303,76	2534,14
	Flap splitting.....	2303,76	2534,14
	Gemming and taping.....	2303,76	2534,14
	Heel breasting.....	2303,76	2534,14
	Heel building.....	2303,76	2534,14
	Heel compressing.....	2303,76	2534,14
	Slugging.....	2303,76	2534,14
	Sole and Insole rounding.....	2303,76	2534,14
	Sole grooving, sole roughening and reducing on automatic machine.....	2303,76	2534,14
	Tip filling.....	2303,76	2534,14
[Ratio: See subclause (P)]			
Class III Operations			
Qualified employees on:			
	Channel opening.....	2050,03	2255,04
	Edge covering.....	2050,03	2255,04
	Edge reducing.....	2050,03	2255,04
	Automatic edge preparation machine operating for soles prior to attachment.....	2050,03	2255,04
	Flexing.....	2050,03	2255,04
	Insole feathering.....	2050,03	2255,04
	Insole grooving.....	2050,03	2255,04
	Insole slotting.....	2050,03	2255,04
	Insole marking.....	2050,03	2255,04
	Lift and/or rand tacking.....	2050,03	2255,04
	Lip turning.....	2050,03	2255,04
	Press room scouring operations.....	2050,03	2255,04
	Shank assembling.....	2050,03	2255,04
	Shank moulding.....	2050,03	2255,04
	Skiving.....	2050,03	2255,04
	Size stamping.....	2050,03	2255,04
	Sole, insole and stiffener moulding.....	2050,03	2255,04
	Sole and insole splitting.....	2050,03	2255,04
	Sole grading machine operating.....	2050,03	2255,04
	Sole roughening for stuck-on work.....	2050,03	2255,04
	Solutioning.....	2050,03	2255,04
	Staining and/or inking of insoles.....	2050,03	2255,04
	Stiffener waxing and crimping.....	2050,03	2255,04
	Welt preparation.....	2050,03	2255,04
[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) Weltd work, other than staple weltd work.....	3278,31	3606,14
(d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots.....	2884,11	3172,52
(e) Combined pulling over and forepart lasting.....	3278,31	3606,14
(f) All other grades.....	3278,31	3606,14
(ii) Bed lasting (toes only):		
(a) Weltd work, other than staple weltd work.....	3278,31	3606,14
(b) Other Work.....	3278,31	3606,14
(iii) Lasting of seats and sides by machine		
(a) Weltd work, other than staple weltd work.....	2614,87	2876,35
(b) Other work.....	2614,87	2876,35
<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.....	2350,58	2585,63
Staple welt attaching.....	2350,58	2585,63
(v) Welt sewing.....	3278,31	3606,14
(vi) Rough rounding:		
(a) Weltd work, other than staple weltd work.....	3278,31	3606,14
(b) Stitchdowns.....	3278,31	3606,14
(c) Other work.....	3278,31	3606,14
(vii) Sole sewing by any machine.....	3278,31	3606,14
(viii) Sole stitching:		
(a) Weltd work, other than staple weltd work.....	3278,31	3606,14
(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.....	2884,11	3172,52
(c) Other work.....	3278,31	3606,14
(ix)(a) Stitchdown staple lasting.....	2350,58	2585,63
(b) Stitchdown thread lasting.....	2350,58	2585,63
(c) Stitchdown toe forming.....	2350,58	2585,63
(d) Wiping platform covers by machine.....	2350,58	2585,63
(e) Lasting operations on a Kamborian machine.....	2350,58	2585,63
(f) String-lasting by hand.....	2350,58	2585,63
(x) Pounding:		
(a) Weltd work, other than stapeled weltd work.....	2749,53	3024,48
(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.....	3013,33	3314,67
(c) Other work.....	2749,53	3024,48
<i>Note: No employee under the age of 18 may be employed on pounding</i>		
(xi) Examining.....	3278,31	3606,14
[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.....	2508,38	2759,22
(ii) Positioning of pre-trimmed soles prior to and/or with stuck-on Press.....	2439,21	2683,14
(iii) Stuck-on process work:		
Sole positioning on upper and press, operating in one operation.....	2303,76	2534,14
Sole positioning on upper at forepart and seat before pressing.....	2303,76	2534,14
Press operating with the sole previously positioned (See Class III for tracking at seat only).....	2303,76	2534,14
Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear.....	2303,76	2534,14
Stitchdown assembling and pulling over stitchdown work.....	2303,76	2534,14
Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding.....	2303,76	2534,14
Hobnailing by hand or machine.....	2303,76	2534,14
Putting on toe plates and heel tips by hand or machine.....	2303,76	2534,14
Heel attaching.....	2303,76	2534,14
Football boot studding and barring.....	2303,76	2534,14
Handlevelling, other than stitchdown.....	2303,76	2534,14
Inseam trimming.....	2303,76	2534,14
Joining (clearing linings and tacking uppers down over joints).....	2303,76	2534,14
Loose nailing or pegging foreparts and waists.....	2303,76	2534,14
Louis flap trimming by hand.....	2303,76	2534,14
Machine levelling.....	2303,76	2534,14
Screwing.....	2303,76	2534,14
Sole attaching machine-sewn, riveted and/or riveted and stitched work.....	2303,76	2534,14
Sole adhesive heat activating by machine.....	2303,76	2534,14
Stiffener cornering and tacking.....	2303,76	2534,14
Stitch separating.....	2303,76	2534,14
String nailing.....	2303,76	2534,14
Tacking forward of heel seats.....	2303,76	2534,14
Upper roughening.....	2303,76	2534,14
Waist reducing after being sewn.....	2303,76	2534,14
Wooden heel fitting.....	2303,76	2534,14
Welt butting and skiving.....	2303,76	2534,14
Welt wheeling.....	2303,76	2534,14
Rand welting by machine.....	2303,76	2534,14
Slugging and gang slugging.....	2303,76	2534,14
Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine.....	2303,76	2534,14
Back part and waist pre-moulding.....	2303,76	2534,14
Back part moulding.....	2303,76	2534,14
(iv) Vulcanising process:		
Vulcanising soles to lasted uppers.....	2303,76	2534,14
Rand welting by machine.....	2303,76	2534,14
Moulding of sole units.....	2303,76	2534,14

	Column A Per week	Column B Per week
Class III Operations		
Qualified employees on:		
Beating.....	2050,03	2255,04
Application by machine of hardening resins to puffs.....	2050,03	2255,04
Bottom filling.....	2050,03	2255,04
Channel closing and edge raising.....	2050,03	2255,04
Feeding nails to heeling machines.....	2050,03	2255,04
Hand levelling of stitchdowns.....	2050,03	2255,04
Heel covering.....	2050,03	2255,04
Inserting stiffeners and puffs.....	2050,03	2255,04
Louis heel flap clamping, Louis heel slicking.....	2050,03	2255,04
Louis heel flap trimming by machine.....	2050,03	2255,04
Reverse seat moulding for stitchdowns.....	2050,03	2255,04
Seat nailing and/or pegging.....	2050,03	2255,04
Seat rounding.....	2050,03	2255,04
Shank attaching.....	2050,03	2255,04
Sole tacking at seat for stuck-on process.....	2050,03	2255,04
Solutioning, damping and pasting.....	2050,03	2255,04
Sorting hobs.....	2050,03	2255,04
Sole laying welted work and/or rubber soles.....	2050,03	2255,04
Sole tacking or sole fitting throughs and runners.....	2050,03	2255,04
Tack pulling.....	2050,03	2255,04
Tacking bottom stock to last.....	2050,03	2255,04
Tacking over backs before pulling over on closed back shoes, task being placed not further than 25mm from middle of back of heel seat.....	2050,03	2255,04
		
Tacking over sandal backs where no stiffener is inserted.....	2050,03	2255,04
Tacking top pieces on stitchdowns and sandals.....	2050,03	2255,04
All other wire grip tacking.....	2050,03	2255,04
Upper stapling after lacing sides.....	2050,03	2255,04
Upper trimming.....	2050,03	2255,04
Plastic pelletising and granulating.....	2050,03	2255,04
[Ratio: See subclause (P)]		

	Column A Per week	Column B Per week
<u>HAND-LASTING OPERATIONS</u>		
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.	2910,74	3201,82
(ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins.....	2303,76	2534,14
Hand-lasting seats of stitchdowns.....	2303,76	2534,14
Hand-lasting in the manufacture of clogs.....	2303,76	2534,14
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip.....	2303,76	2534,14
<u>(F) FINISHING DEPARTMENT</u>		
Operations		
Qualified employees on:		
(iii) Edge trimming:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	2884,11	3172,52
Rubber and rubber composition soles.....	2884,11	3172,52
Children's footwear, all sizes up to and including size 12.....	2884,11	3172,52
All slippers (men's, women's and children's).....	2884,11	3172,52
Stitchdown footwear produced from box hide and willow hide.....	2884,11	3172,52
(b) All other work.....	3278,31	3606,14
(iv) Edge setting:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	2350,58	2585,63
Through runners.....	2350,58	2585,63
Waist and/or top pieces.....	2350,58	2585,63
Children's footwear, all sizes up to and including size 12.....	2350,58	2585,63
All slippers (men's, women's and children's).....	2350,58	2585,63
Stitchdown footwear produced from box hide and willow hide.....	2350,58	2585,63
(b) Automatic edge-setting machine, all grades.....	2350,58	2585,63
(c) All other work.....	2884,11	3172,52
(v) Heel trimming.....	2350,58	2585,63
(vi) Examining.....	3278,31	3606,14
[Ratio: See subclause (P)]		

	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
Bitting by hand or machine.....	2303,76	2534,14
Bottom scouring.....	2303,76	2534,14
Heel scouring.....	2303,76	2534,14
Heel spraying.....	2303,76	2534,14
Ploughing out.....	2303,76	2534,14
Complete finishing by hand.....	2303,76	2534,14
Top piece trimming.....	2303,76	2534,14
Bunk wheeling.....	2303,76	2534,14
Louis flap ironing.....	2303,76	2534,14
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge.....	2303,76	2534,14
Seat wheeling.....	2303,76	2534,14
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.....	2303,76	2534,14
Welt wheeling.....	2303,76	2534,14
Decorative feather stitching by hand after the sole is permanently attached to the upper.....	2303,76	2534,14
[Ratio: See subclause (P)]		
Class III Operations		
Qualified employees on:		
Brushing, padding and/or burnishing.....	2050,03	2255,04
Crow wheeling.....	2050,03	2255,04
Finger scouring.....	2050,03	2255,04
Heel breast cornering.....	2050,03	2255,04
Inking, staining, waxing and damping.....	2050,03	2255,04
Inserting, slipping and putting away lasts.....	2050,03	2255,04
Ploughing (removing the scarf round under edge of sole).....	2050,03	2255,04
Rubbing of edges and bottoms.....	2050,03	2255,04
Spew and/or flash trimming.....	2050,03	2255,04
Conveyor belt loading.....	2050,03	2255,04
[Ratio: See subclause (P)]		
(G) SHOE ROOM		
Qualified employees on:		
Faking.....	2775,24	3052,76
Defined aesthetics upper spraying.....	2775,24	3052,76
Examining.....	2775,24	3052,76
Patent repairing.....	2050,03	2255,04
Embossing and/or stamping.....	2050,03	2255,04
Boxing.....	2050,03	2255,04
Dressing and/or sizing.....	2050,03	2255,04
Dressing by spray-gun.....	2050,03	2255,04
Hand polishing and cleaning.....	2050,03	2255,04
Ironing.....	2050,03	2255,04
Labelling.....	2050,03	2255,04
Lining trimming.....	2050,03	2255,04
Size stamping on footwear.....	2050,03	2255,04
Socking.....	2050,03	2255,04
Stamping descriptions and sizes on labels.....	2050,03	2255,04
Quarter forming by machine.....	2050,03	2255,04
Smoothing insole before socking or boxing.....	2050,03	2255,04

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	Column A Per week	Column B Per week
<u>(J) FLOW MOULDING</u>		
Qualified employees on:		
(i) Flow moulding pre-cut uppers.....	2151,58	2366,74
(ii) Flow moulding pre-cut socks.....	2151,58	2366,74
(iii) Flow moulding where eventual upper is presented in liquid form.....	2151,58	2366,74
(iv) Colour application to moulds prior to flow moulding.....	2151,58	2366,74
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials.....	2151,58	2366,74
<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.....	2303,76	2534,14
(b) Where two employees are employed on an injection moulding machine each shall be paid.....	2303,76	2534,14
(c) Every employee in excess of two employed on an injection moulding machine shall be paid.....	2050,03	2255,04
<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.....	2303,76	2534,14
(ii) String-lasting of synthetic uppers.....	2303,76	2534,14

AF M

	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.....	2439,21	2683,14
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers.....	2439,21	2683,14
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....	2050,03	2255,04
(iv) Cutting or guillotining of laminated blanks to produce heel covering material.....	2439,21	2683,14
(v) Cutting of heel covers to a pattern from layered heel covering material.....	2439,21	2683,14
(vi) (aa) Cross cutting of timber into lengths.....	2050,03	2255,04
(ab) Shaping of heels and heel-breasts, using templates and/or jigs and/or guides.....	2050,03	2255,04
(ac) Cutting or scouring for pitching of heels, using templates and/or jigs and/or guides.....	2050,03	2255,04
(ad) Cupping of heels to fit heel seats.....	2050,03	2255,04
(vii) Cementing heels and heel covers.....	2050,03	2255,04
(viii) Spotting of heel covers to heels and pressing.....	2050,03	2255,04
(ix) Trimming of heel covers.....	2050,03	2255,04
(x) Top piece attaching.....	2303,76	2534,14
(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Qualified employees on:		
(i) Selecting and/or planning of raw timber.....	2050,03	2255,04
(ii) Measuring, marking and cutting timber into required lengths.....	2050,03	2255,04
(iii) Marking top and side elevation for profile cutting of unit.....	2050,03	2255,04
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base.....	2303,76	2534,14
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin.....	2303,76	2534,14
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance.....	2050,03	2255,04
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....	2303,76	2534,14
(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.....	2050,03	2255,04
(ix) Attaching top pieces to heels.....	2303,76	2534,14
(x) (aa) Scouring units by automatic machines prior to or after sole attaching.....	2050,03	2255,04
(ab) Scouring units by hand prior to or after sole attaching.....	2303,76	2534,14
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations.....	2050,03	2255,04
(xii) Examining for quality.....	2775,24	3052,76
(xiii) Repairing of units.....	2050,03	2255,04
(xiv) Size stamping.....	2050,03	2255,04
(xv) Varnishing, painting, spraying or dipping units.....	2050,03	2255,04
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting.....	2050,03	2255,04

	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.....	1720,68	1892,75
Second six months.....	1900,71	2090,78
Third six months.....	2090,02	2299,02
Fourth six months.....	2247,03	2471,74
Fifth six months.....	2521,34	2773,47
Thereafter, the prescribed rate		
(ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months.....	1315,85	1447,44
Second six months.....	1469,50	1616,44
Thereafter, the prescribed rate.		
(iii) Learners employed on the operations referred to in subclause (H), according to experience:		
First six months.....	1315,85	1447,44
Second six months.....	1469,50	1616,44
Thereafter, the prescribed rate		
(iv) Other learners, according to experience:		
First six months.....	1315,85	1447,44
Second six months.....	1469,50	1616,44
Third six months.....	1630,27	1793,30
Fourth six months.....	1809,98	1990,98
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.....	2050,03	2255,04
<u>(P) RATIOS</u>		
<p>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</p> <p>"Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.</p> <p>Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios</p>		
<u>(Q) MILK</u>		
<p>All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.</p>		

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X

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 -

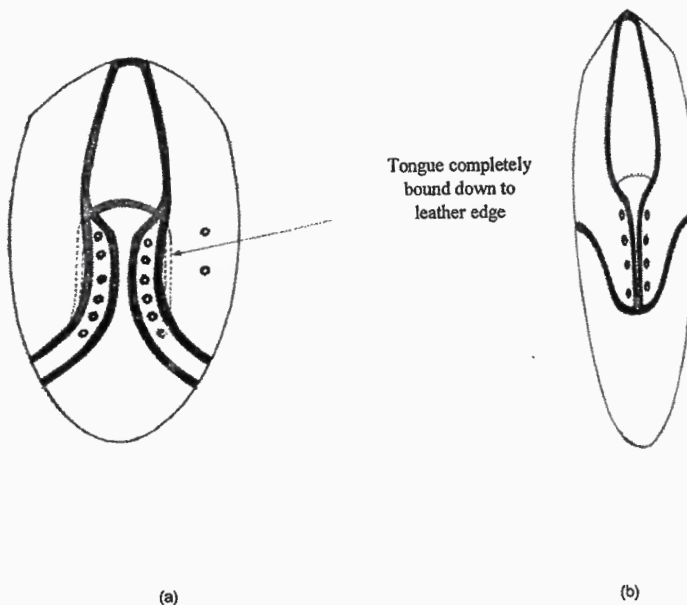
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);
- (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		
<u>A. LACE-UP RUBBER BOOTS</u>		
Qualified employees on:		
(i) Marking and/or cutting of textile fabrics.....	3042,07	3346,28
(ii) Cutting of rubber uppers.....	2371,23	2608,35
(iii) Cutting of fabric impregnated with rubber.....	2372,25	2609,48
(iv) Closing Departments:		
(a) Upper closing.....	2165,57	2382,13
(b) Lining closing.....	2165,57	2382,13
(c) Eyeletting.....	2165,57	2382,13
(d) Buffing tongues.....	2050,03	2255,04
(e) Inserting tongues.....	2050,03	2255,04
(f) Securing tongues.....	2050,03	2255,04
(g) Table-hands.....	2050,03	2255,04
(v) All sole cutting operations, whether by hand or press.....	2910,74	3201,82
(vi) All other press cutting operations (bottom stock only).....	2050,03	2255,04
(vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole).....	2303,76	2534,14
(viii) Insole attaching.....	2050,03	2255,04
(ix) Placing material around the last.....	2050,03	2255,04
(x) Sole attaching.....	2050,03	2255,04
(xi) Attending an autoclave.....	2050,03	2255,04
(xii) Solutioning by hand.....	2050,03	2255,04
(xiii) Solutioning by machine.....	2050,03	2255,04
(xiv) (a) Moulding of soles, heels and/or sole and heel units.....	2050,03	2255,04
(b) Moulding of boots other than in an autoclave.....	2050,03	2255,04
(xv) Hobnailing.....	2303,76	2534,14
(xvi) Sole roughing.....	2050,03	2255,04
(xvii) Upper roughing.....	2050,03	2255,04
(xviii) Edge trimming.....	2050,03	2255,04
(xix) Spew and/or flash trimming on moulded boots.....	2050,03	2255,04
(xx) Inserting laces.....	2050,03	2255,04
(xxi) Slipping and sorting lasts.....	2050,03	2255,04
(xxii) Trimming linings.....	2050,03	2255,04
(xxiii) Rolling uppers.....	2050,03	2255,04
(xxiv) Cutting and/or inserting stays.....	2050,03	2255,04
(xxv) Dressing.....	2050,03	2255,04
(xxvi) Cleaning.....	2050,03	2255,04
(xxvii) Stamping sizes on linings.....	2050,03	2255,04
(xxviii) Loading trolley for autoclave.....	2050,03	2255,04
(xxix) Pairing.....	2050,03	2255,04
(xxx) Attaching thoughts or insole covers.....	2050,03	2255,04
(xxxi) Operations not specified in (i) to (xxx) above.....	2050,03	2255,04
(xxxii) General workers.....	2050,03	2255,04

	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).....	3042,06	3346,27
Group 2:		
Assisting clicker.....	2050,03	2255,04
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber).....	2050,03	2255,04
Gum boots.....	2050,03	2255,04
Size marking.....	2050,03	2255,04
(ii) Closing Department:		
Group 3:		
Attaching stays.....	2050,03	2255,04
Size stamping on linings.....	2050,03	2255,04
Tread trimming.....	2050,03	2255,04
All other closing room operations, including eyeletting, perforating and skiving.....	2165,57	2382,13
(iii) Bottom stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand.....	2910,74	3201,82
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels.....	2050,03	2255,04
Group 6:		
All other press cutting operations.....	2050,03	2255,04
(iv) Making Department:		
Group 7:		
Applying insole filler.....	2050,03	2255,04
Size stamping insole.....	2050,03	2255,04
Hand-lasting, rubber sole attaching by hand.....	2050,03	2255,04
Vulcanising soles to uppers.....	2050,03	2255,04
Solutioning by hand or machine.....	2050,03	2255,04
Assembling.....	2050,03	2255,04
Direct moulding of soles to canvas uppers.....	2151,58	2366,74
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.....	2303,76	2534,14
(b) Where two employees are employed on an injection moulding machine, each shall be paid.....	2303,76	2534,14
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid.....	2303,76	2534,14
String-lasting.....	2151,58	2366,74
Lasting operations on a Kamborian machine.....	2372,25	2609,48
Lasting seats or sides by machine.....	2639,12	2903,04
Combined pulling over and forepart lasting.....	3308,58	3639,44
(v) Group 8:		
Hobnailing by hand or machine.....	2303,76	2534,14
(vi) Group 9:		
Attaching back strip.....	2050,03	2255,04
Attaching foxing.....	2050,03	2255,04
Attaching insole.....	2050,03	2255,04
Attaching lining to upper.....	2050,03	2255,04
Cementing.....	2050,03	2255,04
Cleaning soles.....	2050,03	2255,04

	Column A Per week	Column B Per week
Cutting foxing.....	2050,03	2255,04
Feeding conveyer.....	2050,03	2255,04
Granulating.....	2050,03	2255,04
Inserting the puffs.....	2050,03	2255,04
Rolling uppers.....	2050,03	2255,04
Slipping lasts.....	2050,03	2255,04
Sole rolling.....	2050,03	2255,04
Supplying lasts.....	2050,03	2255,04
Trimming uppers.....	2050,03	2255,04
Mass-measuring pellets for direct moulding.....	2050,03	2255,04
Wheeling.....	2050,03	2255,04
Checking and repairing.....	2050,03	2255,04
Edge scouring.....	2050,03	2255,04
Silk screen printing.....	2050,03	2255,04
(vii) Any operations not specified in (i) to (vi) above.....	2050,03	2255,04
(viii) General Workers.....	2050,03	2255,04
<u>(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)</u>		
According to experience:		
First six months.....	1315,33	1446,86
Second six months.....	1469,50	1616,44
Thereafter, the prescribed rate:		
<u>(3) 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>(4) 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 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.		
<u>(5) DEFINITIONS</u>		
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.		

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AB

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	Column A Per week	Column B Per week
<u>CLAUSE 3 : SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER</u>		
<u>(1) WAGES</u>		
Qualified employees on:		
A. Upper Cutting Department:		
(i) Upper cutting.....	3040,97	3345,07
(ii) Stock cutting and/or lining cutting.....	2372,25	2609,48
(iii) Upper assembling.....	2372,25	2609,48
(iv) Marking and/or stamping.....	2050,03	2255,04
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning.....	2062,59	2268,84
(ii) Machining of uppers, socks, pads and soft soles together.....	2165,57	2382,13
(iii) Machining elastic bound edges of uppers to soft soles.....	2165,57	2382,13
C. Rough Stuff Department:		
(i) Sole cutting from leather.....	3308,58	3639,44
(ii) Sole cutting from other than leather.....	2910,74	3201,82
(iii) Insole cutting and lift and top-piece cutting.....	2910,74	3201,82
(iv) Stamping.....	2050,03	2255,04
(v) Heel covering.....	2050,03	2255,04
D. Making Department:		
(i) Slipper turn sewing.....	2513,39	2764,73
(ii) Steaming and blocking into shape:		
(a) Felt work.....	2303,76	2534,14
(b) Leather work, fabric Cubans.....	2303,76	2534,14
(iii) Stuck-on process:		
(a) Hand-lasting.....	2303,76	2534,14
Sole roughening.....	2303,76	2534,14
Sole positioning on upper and press operating in one operation.....	2303,76	2534,14
Sole positioning on upper and forepart seat before pressing.....	2303,76	2534,14
Press operating with sole previously positioned.....	2303,76	2534,14
(b) Solutioning operation.....	2050,03	2255,04
(c) Sole and insole tacking.....	2050,03	2255,04
(iv) Vulcanising soles to lasted uppers.....	2303,76	2534,14
(v) Slugging.....	2050,03	2255,04
(vi) Channelling.....	2050,03	2255,04
Hand-levelling.....	2050,03	2255,04
Heel attaching.....	2050,03	2255,04
Tacking backs.....	2050,03	2255,04
(vii) Slipper turning.....	2050,03	2255,04
(viii) Fetching and putting away lasts.....	2050,03	2255,04
(ix) Inserting heel pads.....	2050,03	2255,04
(x) Conveyor operating.....	2050,03	2255,04
(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 with stitched-in socks:		
(a) Where one employee is employed on an injection moulding machine	2303,76	2534,14
(b) Where two employees are employed on an injection moulding machine each shall be paid	2303,76	2534,14
(c) Where more than two employees are employed on injection moulding machine each shall be paid	2303,76	2534,14

	Column A Per week	Column B Per week
E. Finishing Department		
Edge trimming.....	2910,74	3201,82
Edge setting.....	2374,92	2612,41
Heel trimming.....	2050,03	2255,04
Scouring operations.....	2050,03	2255,04
Inking, staining and brushing.....	2050,03	2255,04
Slipping uppers.....	2050,03	2255,04
F. Shoe Room Department		
Examining.....		
All other Shoe Room operations.....	2050,03	2255,04
(2) LEARNERS		
According to experience:		
First six months.....	1315,33	1446,86
Second six months.....	1469,31	1616,24
Third six months.....	1630,27	1793,30
Fourth six months.....	1810,00	1991,00
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.....	2050,03	2255,04
(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.....	2300,23	2530,26
(ii) Machining by power.....	2062,59	2268,84
Machining other than by power.....	2062,59	2268,84
Other Closing Department operations.....	2062,59	2268,84
(iii) Sole cutting by power.....	2721,65	2993,82
Sole cutting other than by power.....	2050,03	2255,04
(iv) Pulling over by hand and/or hand-lasting.....	2050,03	2255,04
Stitching by hand.....	2050,03	2255,04
(v) Edge trimming by power.....	2321,48	2553,63
Edge trimming other than by power.....	2050,03	2255,04
(vi) Pairing and/or size marking.....	2050,03	2255,04
(vii) Any operation other than those specified in (i) to (vi) hereof.....	2050,03	2255,04
<u>(2) LEARNERS</u>		
According to experience:		
First six months.....	1315,33	1446,86
Second six months.....	1469,31	1616,24
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.....	2255,04	2480,54
<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.		

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DEPARTMENT OF TRANSPORT

NO. R. 4041

10 November 2023

MERCHANT SHIPPING ACT, 1951 (ACT NO. 57 OF 1951)

THE DRAFT MERCHANT SHIPPING (TRAINING, CERTIFICATION AND SAFE MANNING)
AMENDMENT REGULATIONS, 2024

The Minister of Transport intends, in terms of section 356(2)(a) of the Merchant Shipping Act, 1951 (Act No. 57 of 1951) and on the recommendation of the South African Maritime Safety Authority to amend the Merchant Shipping (Training, Certification and Safe Manning) Regulations, 2021 as set out in the Schedule published on the South African Maritime Safety Authority website at:

[Draft Regulations \(samsa.org.za\)](https://www.samsa.org.za/DraftRegulations)

Electronic copies of the Draft Merchant Shipping (Training, Certification and Safe Manning) Amendment Regulations, 2024 are available on the South African Maritime Safety Authority website at [Draft Regulations \(samsa.org.za\)](https://www.samsa.org.za/DraftRegulations) and may also be requested from Mr. Bulelani Ncanywa at bncanywa@samsa.org.za or Captain Crispin Camp at ccamp@samsa.org.za

To facilitate stakeholder engagement on the Draft Merchant Shipping (Training, Certification and Safe Manning) Amendment Regulations, 2024, SAMSA will conduct various workshops around the country, including the following:

DATE	REGION	VENUE
21 November 2023	Western Region (Cape Town)	TBA
24 November 2023	Eastern Region (Durban)	TBA
08 December 2023	Southern Region (Gqeberha)	TBA

Interested persons are hereby invited to submit written comments on these Draft Amendment Regulations on or before the **11 December 2023** to the Chief Executive Officer: SAMSA, for the attention of:

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