

REPUBLIC
OF
SOUTH AFRICA



REPUBLIEK
VAN
SUID-AFRIKA

Government Gazette Staatskoerant

Vol. 409

PRETORIA, 16 JULY 1999
JULIE 1999

No. 20291

GENERAL NOTICE ALEMENE KENNISGEWING

NOTICE 1507 OF 1999

DEPARTMENT OF LABOUR

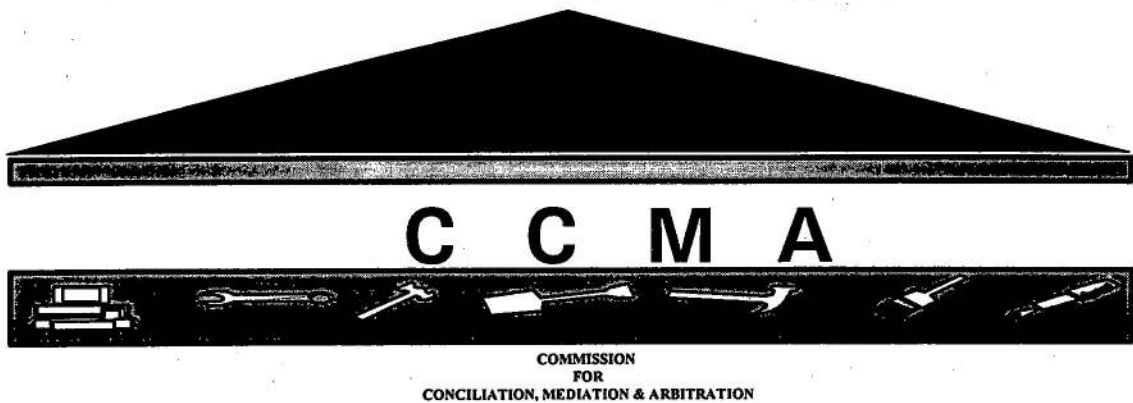
LABOUR RELATIONS ACT, 1995

(ACT NO. 66 OF 1995)

COMMISSION FOR CONCILIATION, MEDIATION AND ARBITRATION

ACCREDITATION OF CERTAIN BARGAINING COUNCILS

In terms of section 127(5)(a)(iv) of the Labour Relations Act, 1995 (Act No. 66 of 1995), the governing body of the Commission for Conciliation, Mediation and Arbitration hereby publishes the under-mentioned certificates of accreditation.



Certificate of Accreditation of Council

This is to certify that
BUILDING INDUSTRY

BARGAINING COUNCIL (GAUTENG)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

15th FEBRUARY 1999

to

15th FEBRUARY 2000



(Official stamp of CCMA)

*Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107*

*Date: 15th FEBRUARY 1999
Reference number: 0001*



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).
- (b) To arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and where the LRA requires a bargaining council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to bargaining councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - 'Commission' means the Council.
 - 'Commissioner' means a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation; and
 - 'Director' means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsection (1)(a);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 136, except for the provisions of subsection (6);
 - (iv) the provisions of sections 138, 140 and 141;
 - (v) the provisions of section 142, except for the provisions of subsection (7);
 - (vi) the provisions of sections 143 to 145;
 - (vii) the provisions of section 146, unless there is a collective agreement that the Arbitration Act, 1965 (Act No. 42 of 1965), applies to any arbitration conducted in terms of its accredited function and this agreement is binding on the parties to the dispute; and
 - (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

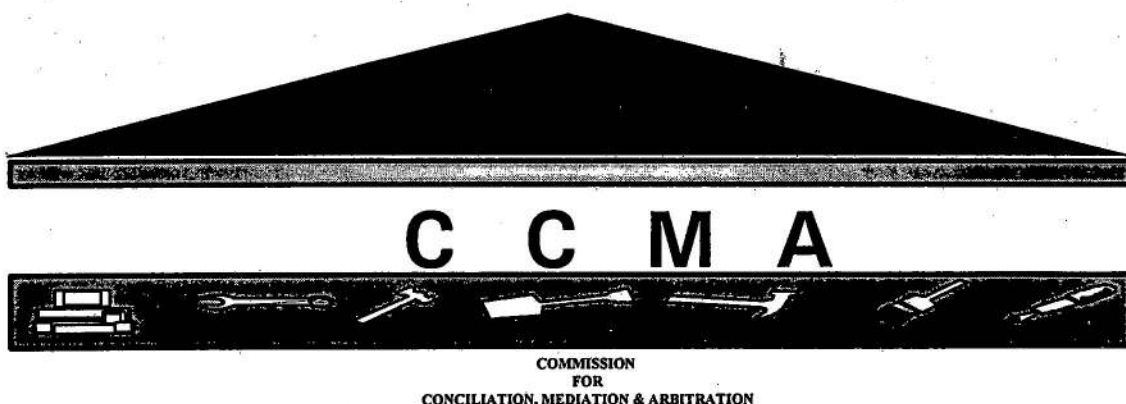
**SCHEDULE OF THE NAMES OF THE PERSONS TO PERFORM THE
CONCILIATION OR ARBITRATION (OR BOTH) FUNCTIONS ON
BEHALF OF THE BUILDING INDUSTRY BARGAINING COUNCIL
(GAUTENG)**

CONCILIATION PANEL

1. Martie Anderson
2. Obed Bogopa
3. Peet Booysen
4. Leonie Botes
5. Hannie Botha
6. Colin De Kock
7. Louis de Koker
8. Jose de Oliveira
9. Etresia Joubert
10. Tammy Groenewald
11. Koos Kok
12. Emmanuel Koji
13. Phineas Mothibi
14. Ike Motsusi
15. Benny Nhlapo
16. Roland Stokhof
17. Cliff Tintinger
18. Eugene Wessels
19. Mano van der Linde
20. Josia Mpe

ARBITRATION AND CONCILIATION PANEL

1. Pieter Griessel
2. Wynand Stapelberg
3. Japhta Rabothata
4. Willie van Rensburg
5. Nesta van Tonder



Certificate of Accreditation of Council

This is to certify that
CLOTHING INDUSTRY

BARGAINING COUNCIL (NORTHERN AREAS)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

15th FEBRUARY 1999

to

15th FEBRUARY 2000



(Official stamp of CCMA)

**Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107**

**Date: 15th FEBRUARY 1999
Reference number: 0002**



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).
- (b) To arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and where the LRA requires a bargaining council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to bargaining councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - 'Commission' means the Council.
 - 'Commissioner' means a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation; and
 - 'Director' means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsection (1)(a);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 136, except for the provisions of subsection (6);
 - (iv) the provisions of sections 138, 140 and 141;
 - (v) the provisions of section 142, except for the provisions of subsection (7);
 - (vi) the provisions of sections 143 to 145;
 - (vii) the provisions of section 146, unless there is a collective agreement that the Arbitration Act, 1965 (Act No. 42 of 1965), applies to any arbitration conducted in terms of its accredited function and this agreement is binding on the parties to the dispute; and
 - (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

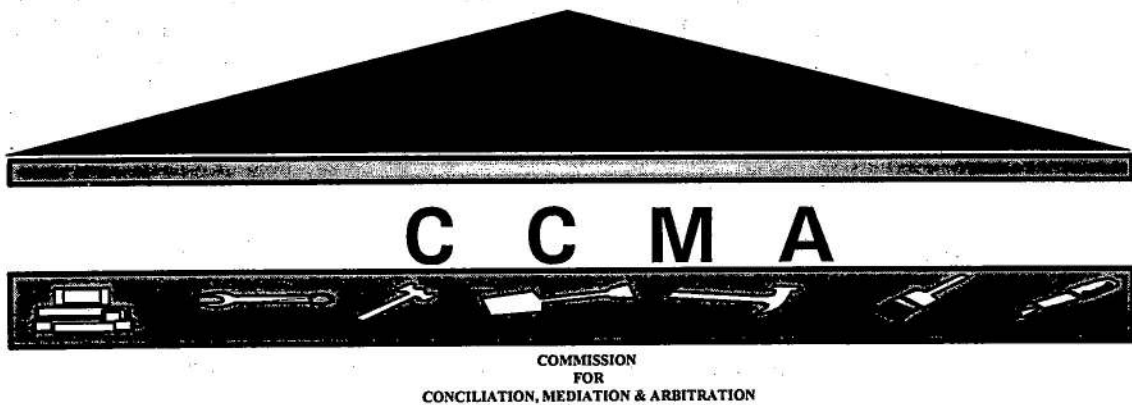
**SCHEDULE OF THE NAMES OF THE PERSONS TO PERFORM THE
CONCILIATION OR ARBITRATION (OR BOTH) FUNCTIONS ON
BEHALF OF THE CLOTHING INDUSTRY BARGAINING COUNCIL
(NORTHERN AREAS)**

CONCILIATION PANEL

1. Mr E. Makwakwa
2. I Schamick

CONCILIATION AND ARBITRATION PANEL

3. Athol Margolis
4. Madelein Loyson



Certificate of Accreditation of Council

This is to certify that
BUILDING INDUSTRY BARGAINING

COUNCIL (NORTH AND WEST BOLAND)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

23rd FEBRUARY 1999

to

23rd FEBRUARY 2000



*Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107*

*Date: 23rd FEBRUARY 1999
Reference number: 0005*



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).
- (b) To arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and where the LRA requires a bargaining council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to bargaining councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - 'Commission' means the Council.
 - 'Commissioner' means a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation; and
 - 'Director' means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsection (1)(a);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 136, except for the provisions of subsection (6);
 - (iv) the provisions of sections 138, 140 and 141;
 - (v) the provisions of section 142, except for the provisions of subsection (7);
 - (vi) the provisions of sections 143 to 145;
 - (vii) the provisions of section 146, unless there is a collective agreement that the Arbitration Act, 1965 (Act No. 42 of 1965), applies to any arbitration conducted in terms of its accredited function and this agreement is binding on the parties to the dispute; and
 - (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

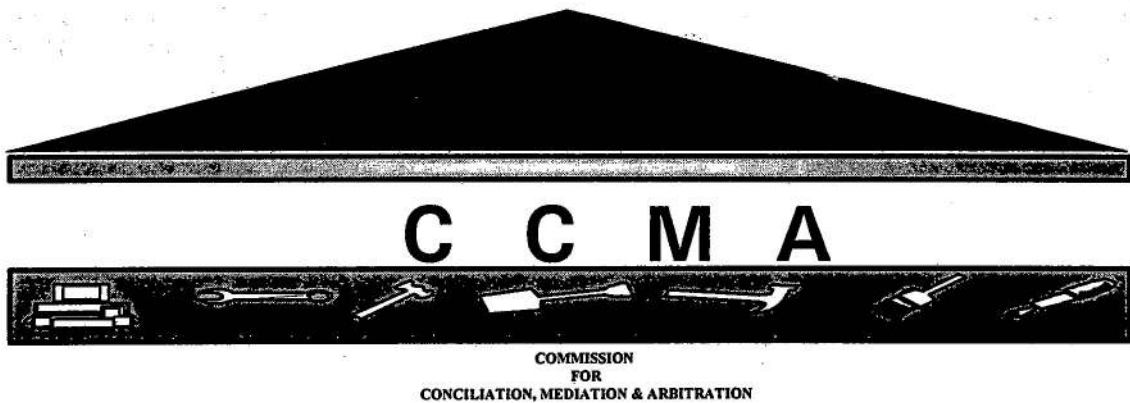
3. Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

**SCHEDULE OF THE NAME OF THE PERSON TO PERFORM THE
CONCILIATION AND ARBITRATION FUNCTIONS ON BEHALF OF THE
BUILDING INDUSTRY BARGAINING COUNCIL (NORTH WEST
BOLAND)**

CONCILIATION AND ARBITRATION PANEL

1. Nicolas Kruger



Certificate of Accreditation of Council

This is to certify that
FURNITURE MANUFACTURING INDUSTRY

BARGAINING COUNCIL (WESTERN CAPE)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

23rd FEBRUARY 1999

to

23rd FEBRUARY 2000



**Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107**

**Date: 23rd FEBRUARY 1999
Reference number: 0006**



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).
- (b) To arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and where the LRA requires a bargaining council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to bargaining councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - 'Commission' means the Council.
 - 'Commissioner' means a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation; and
 - 'Director' means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsection (1)(a);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 136, except for the provisions of subsection (6);
 - (iv) the provisions of sections 138, 140 and 141;
 - (v) the provisions of section 142, except for the provisions of subsection (7);
 - (vi) the provisions of sections 143 to 145;
 - (vii) the provisions of section 146, unless there is a collective agreement that the Arbitration Act, 1965 (Act No. 42 of 1965), applies to any arbitration conducted in terms of its accredited function and this agreement is binding on the parties to the dispute; and
 - (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

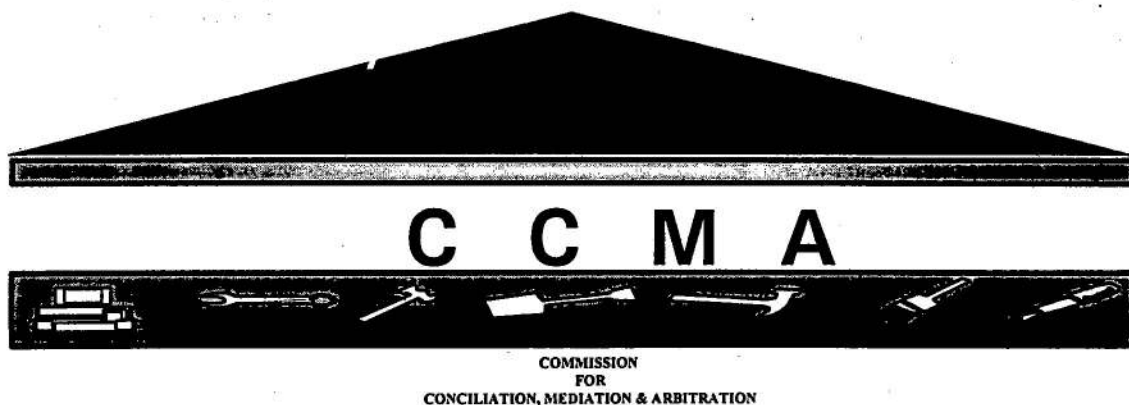
3. Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

**SCHEDULE OF THE NAMES OF THE PERSONS TO PERFORM THE
CONCILIATION AND ARBITRATION (OR BOTH) FUNCTIONS ON
BEHALF OF THE FURNITURE MANUFACTURING INDUSTRY
BARGAINING COUNCIL (WESTERN CAPE)**

CONCILIATION AND ARBITRATION PANEL

1. Mr Terry Miles
2. Mr Martinus van Rensburg



Certificate of Accreditation of Council

This is to certify that
CLOTHING INDUSTRY BARGAINING

COUNCIL (WESTERN CAPE)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

23rd FEBRUARY 1999

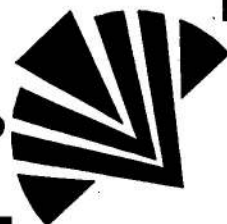
to

23rd FEBRUARY 2000



**Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107**

**Date: 23rd FEBRUARY 1999
Reference number: 0007**



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).
- (b) To arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and where the LRA requires a bargaining council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to bargaining councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - 'Commission' means the Council.
 - 'Commissioner' means a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation; and
 - 'Director' means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsection (1)(a);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 136, except for the provisions of subsection (6);
 - (iv) the provisions of sections 138, 140 and 141;
 - (v) the provisions of section 142, except for the provisions of subsection (7);
 - (vi) the provisions of sections 143 to 145;
 - (vii) the provisions of section 146, unless there is a collective agreement that the Arbitration Act, 1965 (Act No. 42 of 1965), applies to any arbitration conducted in terms of its accredited function and this agreement is binding on the parties to the dispute; and
 - (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

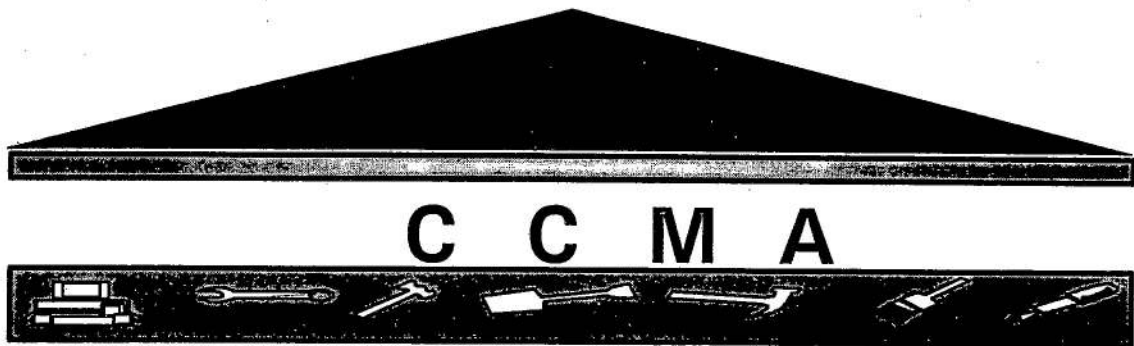
3. Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

**SCHEDULE OF THE NAMES OF THE PERSONS TO PERFORM THE
CONCILIATION AND ARBITRATION FUNCTIONS ON BEHALF OF THE
CLOTHING INDUSTRY BARGAINING COUNCIL (WESTERN CAPE)**

CONCILIATION AND ARBITRATION PANEL

1. Jenny Adams
2. Ronald Bernikow
3. Charmaine Ryan
4. Gregory Smith
5. Roy Dalle Vedove



COMMISSION
FOR
CONCILIATION, MEDIATION & ARBITRATION

Certificate of Accreditation of Council

This is to certify that
CLOTHING INDUSTRY BARGAINING

COUNCIL (NATAL)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

23rd FEBRUARY 1999

to

23rd FEBRUARY 2000



COMMISSION
FOR
CONCILIATION, MEDIATION
& ARBITRATION
(Official stamp of CCMA)

Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107

Date: 23rd FEBRUARY 1999
Reference number: 0008



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).
- (b) To arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and where the LRA requires a bargaining council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to bargaining councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - 'Commission' means the Council.
 - 'Commissioner' means a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation; and
 - 'Director' means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsection (1)(a);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 136, except for the provisions of subsection (6);
 - (iv) the provisions of sections 138, 140 and 141;
 - (v) the provisions of section 142, except for the provisions of subsection (7);
 - (vi) the provisions of sections 143 to 145;
 - (vii) the provisions of section 146, unless there is a collective agreement that the Arbitration Act, 1965 (Act No. 42 of 1965), applies to any arbitration conducted in terms of its accredited function and this agreement is binding on the parties to the dispute; and
 - (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

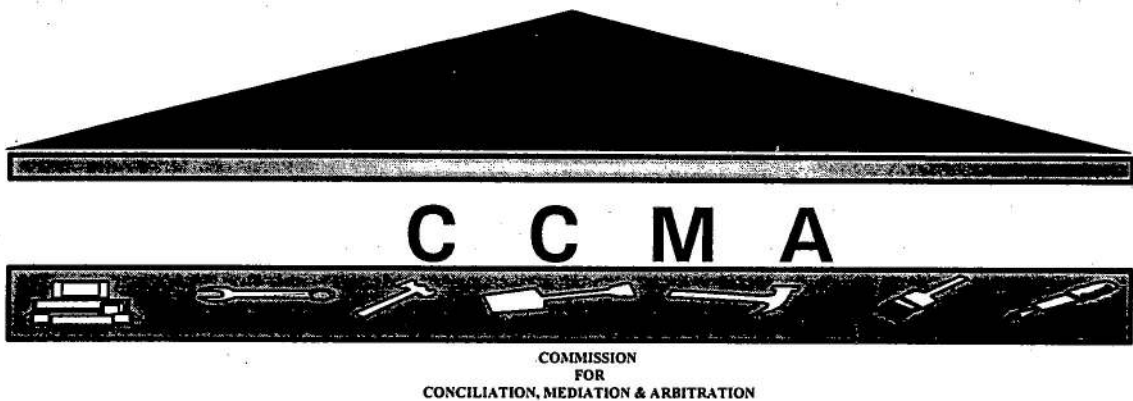
3. Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

**SCHEDULE OF THE NAME OF THE PERSON TO PERFORM THE
CONCILIATION AND ARBITRATION FUNCTIONS ON BEHALF OF THE
CLOTHING INDUSTRY BARGAINING COUNCIL (NATAL)**

CONCILIATION AND ARBITRATION PANEL

1. Mr. Prem Jugdeo



Certificate of Accreditation of Council

This is to certify that
KNITTING INDUSTRY BARGAINING

COUNCIL (NORTHERN AREAS)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

15th FEBRUARY 1999

to

15th FEBRUARY 2000



*Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107*

*Date: 15th FEBRUARY 1999
Reference number: 0009*



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).
- (b) To arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and where the LRA requires a bargaining council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to bargaining councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - ‘Commission’ means the Council.
 - ‘Commissioner’ means a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation; and
 - ‘Director’ means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsection (1)(a);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 136, except for the provisions of subsection (6);
 - (iv) the provisions of sections 138, 140 and 141;
 - (v) the provisions of section 142, except for the provisions of subsection (7);
 - (vi) the provisions of sections 143 to 145;
 - (vii) the provisions of section 146, unless there is a collective agreement that the Arbitration Act, 1965 (Act No. 42 of 1965), applies to any arbitration conducted in terms of its accredited function and this agreement is binding on the parties to the dispute; and
 - (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

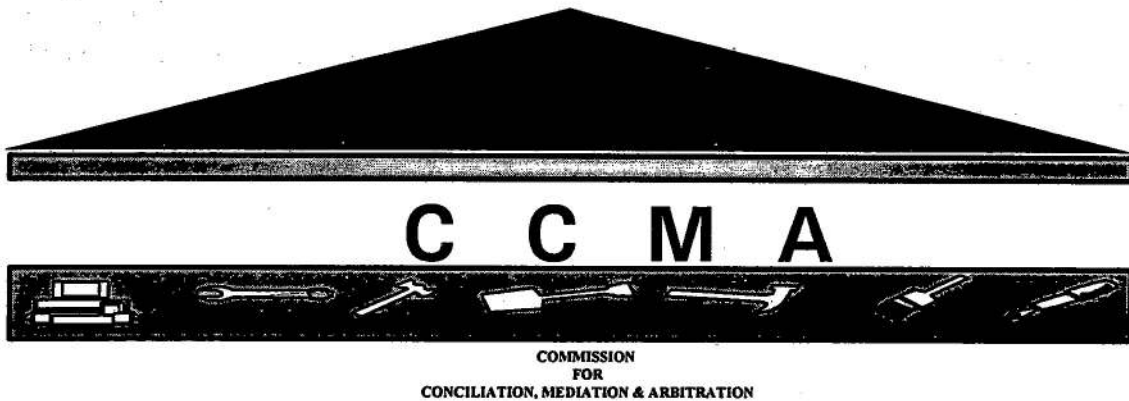
**SCHEDULE OF THE NAMES OF THE PERSONS TO PERFORM THE
CONCILIATION OR ARBITRATION (OR BOTH) FUNCTIONS ON
BEHALF OF THE KNITTING INDUSTRY BARGAINING COUNCIL
(NORTHERN AREAS)**

CONCILIATION PANEL

1. Emmanuel Makwakwa
2. Ivan Scharnick

CONCILIATION AND ARBITRATION PANEL

1. Athol Margolis
2. Madelein Loyson



Certificate of Accreditation of Council

This is to certify that
CLOTHING INDUSTRY BARGAINING

COUNCIL (FREE STATE AND NORTHERN CAPE)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

15th FEBRUARY 1999

15th FEBRUARY 2000

to



*Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107*

*Date: 15th FEBRUARY 1999
Reference number: 0010*



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).
- (b) To arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and where the LRA requires a bargaining council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to bargaining councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - ‘Commission’ means the Council.
 - ‘Commissioner’ means a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation; and
 - ‘Director’ means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsection (1)(a);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 136, except for the provisions of subsection (6);
 - (iv) the provisions of sections 138, 140 and 141;
 - (v) the provisions of section 142, except for the provisions of subsection (7);
 - (vi) the provisions of sections 143 to 145;
 - (vii) the provisions of section 146, unless there is a collective agreement that the Arbitration Act, 1965 (Act No. 42 of 1965), applies to any arbitration conducted in terms of its accredited function and this agreement is binding on the parties to the dispute; and
 - (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

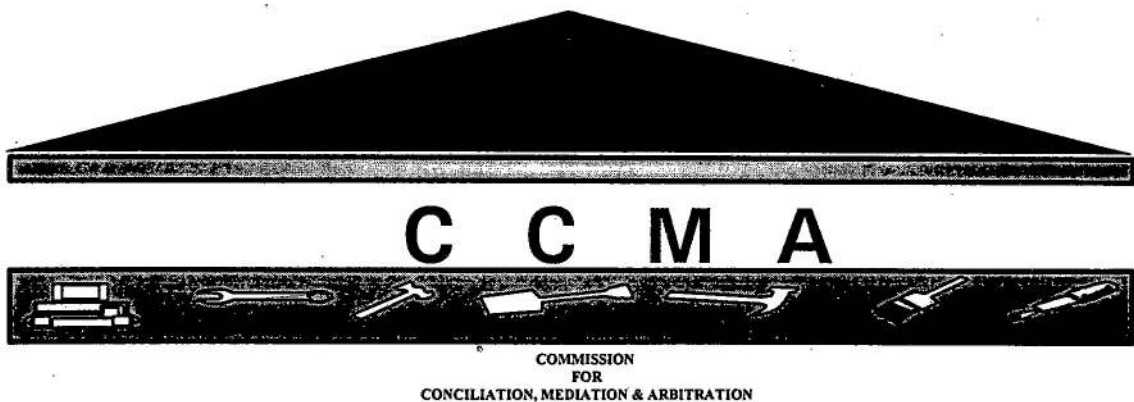
**SCHEDULE OF THE NAMES OF THE PERSONS TO PERFORM THE
CONCILIATION OR ARBITRATION (OR BOTH) FUNCTIONS ON
BEHALF OF THE CLOTHING INDUSTRY BARGAINING COUNCIL (FREE
STATE AND NORTHERN CAPE)**

CONCILIATION ONLY PANEL

1. Emmanuel Makwakwa
2. Ivan Scharnick

CONCILIATION AND ARBITRATION PANEL

1. Athol Margolis
2. Madeleine Loyson



Certificate of Accreditation of Council

This is to certify that
BUILDING INDUSTRY BARGAINING

COUNCIL (KROONSTAD)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

25th MARCH 1999

to

25th MARCH 2000



*Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107*

*Date: 25th MARCH 1999
Reference number: 0011*



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).
- (b) To arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and where the LRA requires a bargaining council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to bargaining councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - 'Commission' means the Council.
 - 'Commissioner' means a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation; and
 - 'Director' means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsection (1)(a);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 136, except for the provisions of subsection (6);
 - (iv) the provisions of sections 138, 140 and 141;
 - (v) the provisions of section 142, except for the provisions of subsection (7);
 - (vi) the provisions of sections 143 to 145;
 - (vii) the provisions of section 146, unless there is a collective agreement that the Arbitration Act, 1965 (Act No. 42 of 1965), applies to any arbitration conducted in terms of its accredited function and this agreement is binding on the parties to the dispute; and
 - (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

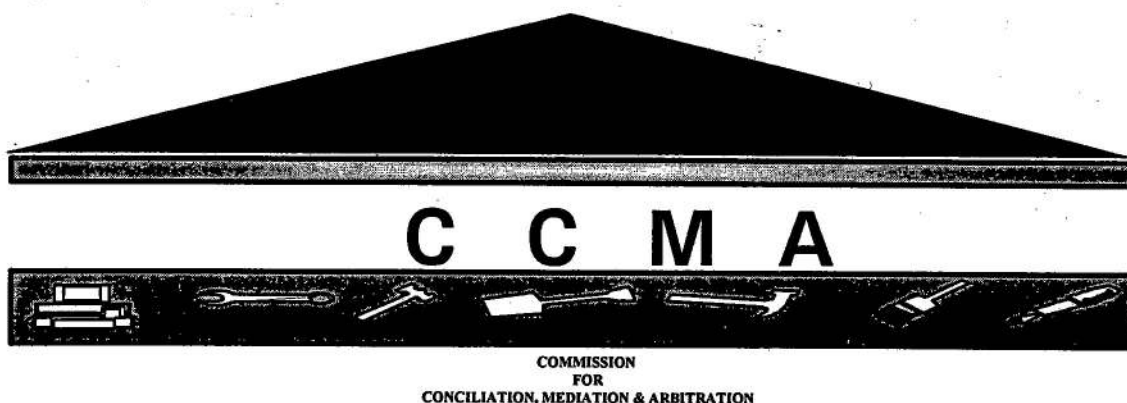
**SCHEDULE OF THE NAMES OF THE PERSONS TO PERFORM THE
CONCILIATION OR ARBITRATION (OR BOTH) FUNCTIONS ON
BEHALF OF THE BUILDING INDUSTRY BARGAINING COUNCIL
(KROONSTAD)**

CONCILIATION ONLY PANEL

1. Willie van Rooyen

CONCILIATION AND ARBITRATION PANEL

1. Tharia Unwin



Certificate of Accreditation of Council

This is to certify that
BUILDING INDUSTRY BARGAINING

COUNCIL (BLOEMFONTEIN)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

25th MARCH 1999

to

25th MARCH 2000



**Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107**

**Date: 25th MARCH 1999
Reference number: 0012**



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).
- (b) To arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and where the LRA requires a bargaining council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to bargaining councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - ‘Commission’ means the Council.
 - ‘Commissioner’ means a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation; and
 - ‘Director’ means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsection (1)(a);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 136, except for the provisions of subsection (6);
 - (iv) the provisions of sections 138, 140 and 141;
 - (v) the provisions of section 142, except for the provisions of subsection (7);
 - (vi) the provisions of sections 143 to 145;
 - (vii) the provisions of section 146, unless there is a collective agreement that the Arbitration Act, 1965 (Act No. 42 of 1965), applies to any arbitration conducted in terms of its accredited function and this agreement is binding on the parties to the dispute; and
 - (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

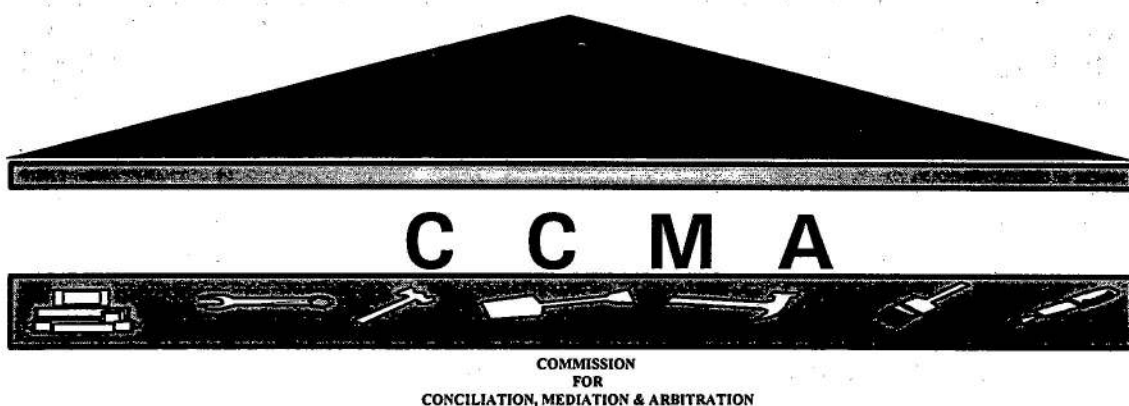
**SCHEDULE OF THE NAMES OF THE PERSONS TO PERFORM THE
CONCILIATION OR ARBITRATION (OR BOTH) FUNCTIONS ON
BEHALF OF THE BUILDING INDUSTRY BARGAINING COUNCIL
(BLOEMFONTEIN)**

CONCILIATION ONLY PANEL

1. ACM van Vuuren

CONCILIATION AND ARBITRATION PANEL

1. Charl Scholtz



Certificate of Accreditation of Council

This is to certify that
BUILDING INDUSTRY BARGAINING

COUNCIL (KIMBERLEY)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

25th MARCH 1999

to

25th MARCH 2000



**Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107**

**Date: 25th MARCH 1999
Reference number: 0013**



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).
- (b) To arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and where the LRA requires a bargaining council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to bargaining councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - 'Commission' means the Council.
 - 'Commissioner' means a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation; and
 - 'Director' means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsection (1)(a);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 136, except for the provisions of subsection (6);
 - (iv) the provisions of sections 138, 140 and 141;
 - (v) the provisions of section 142, except for the provisions of subsection (7);
 - (vi) the provisions of sections 143 to 145;
 - (vii) the provisions of section 146, unless there is a collective agreement that the Arbitration Act, 1965 (Act No. 42 of 1965), applies to any arbitration conducted in terms of its accredited function and this agreement is binding on the parties to the dispute; and
 - (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

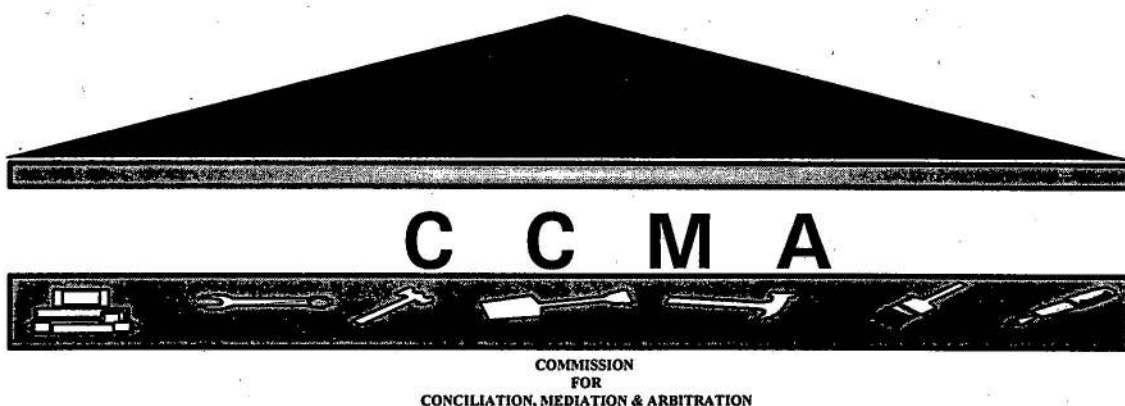
3. Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

**SCHEDULE OF THE NAMES OF THE PERSONS TO PERFORM THE
CONCILIATION AND ARBITRATION FUNCTIONS ON BEHALF OF THE
BUILDING INDUSTRY BARGAINING COUNCIL (KIMBERLEY)**

CONCILIATION AND ARBITRATION PANEL

1. Louwa De Bruyn
2. Pieta Serfontein



Certificate of Accreditation of Council

This is to certify that
FURNITURE INDUSTRY BARGAINING

COUNCIL (FREE STATE)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

25th MARCH 1999

to

25th MARCH 2000



**Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107**

**Date: 25th MARCH 1999
Reference number: 0014**



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).
- (b) To arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and where the LRA requires a bargaining council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to bargaining councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - 'Commission' means the Council.
 - 'Commissioner' means a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation; and
 - 'Director' means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsection (1)(a);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 136, except for the provisions of subsection (6);
 - (iv) the provisions of sections 138, 140 and 141;
 - (v) the provisions of section 142, except for the provisions of subsection (7);
 - (vi) the provisions of sections 143 to 145;
 - (vii) the provisions of section 146, unless there is a collective agreement that the Arbitration Act, 1965 (Act No. 42 of 1965), applies to any arbitration conducted in terms of its accredited function and this agreement is binding on the parties to the dispute; and
 - (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

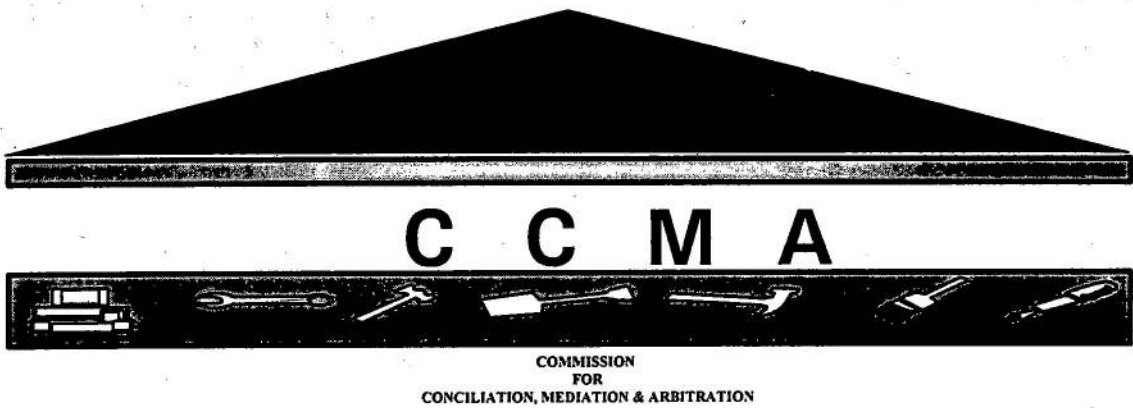
3. Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

**SCHEDULE OF THE NAME OF THE PERSON TO PERFORM THE
CONCILIATION AND ARBITRATION FUNCTIONS ON BEHALF OF THE
BUILDING INDUSTRY BARGAINING COUNCIL (FREE STATE)**

CONCILIATION AND ARBITRATION PANEL

1. Arie Beukes



Certificate of Accreditation of Council

This is to certify that
FURNITURE MANUFACTURING INDUSTRY

BARGAINING COUNCIL (EASTERN CAPE)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

30th MARCH 1999

to

30th MARCH 2000



**Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107**

**Date: 30th MARCH 1999
Reference number: 0016**



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).
- (b) To arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and where the LRA requires a bargaining council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to bargaining councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - ‘Commission’ means the Council.
 - ‘Commissioner’ means a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation; and
 - ‘Director’ means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsection (1)(a);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 136, except for the provisions of subsection (6);
 - (iv) the provisions of sections 138, 140 and 141;
 - (v) the provisions of section 142, except for the provisions of subsection (7);
 - (vi) the provisions of sections 143 to 145;
 - (vii) the provisions of section 146, unless there is a collective agreement that the Arbitration Act, 1965 (Act No. 42 of 1965), applies to any arbitration conducted in terms of its accredited function and this agreement is binding on the parties to the dispute; and
 - (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

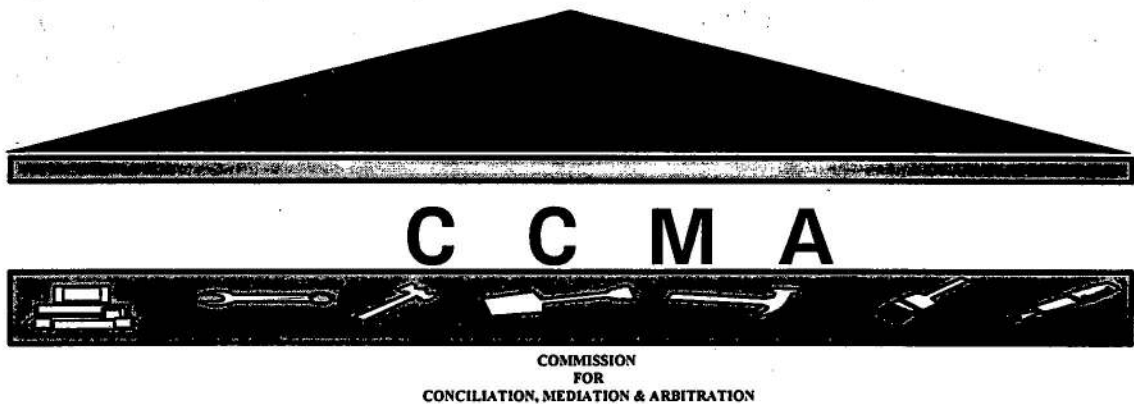
3. Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

**SCHEDULE OF THE NAME OF THE PERSON TO PERFORM THE
CONCILIATION AND ARBITRATION (OR BOTH) FUNCTIONS ON
BEHALF OF THE FURNITURE MANUFACTURING INDUSTRY
BARGAINING COUNCIL (EASTERN CAPE)**

CONCILIATION AND ARBITRATION PANEL

1. Michael Hemsley



Certificate of Accreditation of Council

This is to certify that
BUILDING INDUSTRY BARGAINING

COUNCIL (SOUTHERN & EASTERN CAPE)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

30th MARCH 1999

to

30th MARCH 2000



**Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107**

**Date: 30th MARCH 1999
Reference number: 0019**



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).
- (b) To arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and where the LRA requires a bargaining council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to bargaining councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - ‘Commission’ means the Council.
 - ‘Commissioner’ means a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation; and
 - ‘Director’ means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsection (1)(a);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 136, except for the provisions of subsection (6);
 - (iv) the provisions of sections 138, 140 and 141;
 - (v) the provisions of section 142, except for the provisions of subsection (7);
 - (vi) the provisions of sections 143 to 145;
 - (vii) the provisions of section 146, unless there is a collective agreement that the Arbitration Act, 1965 (Act No. 42 of 1965), applies to any arbitration conducted in terms of its accredited function and this agreement is binding on the parties to the dispute; and
 - (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

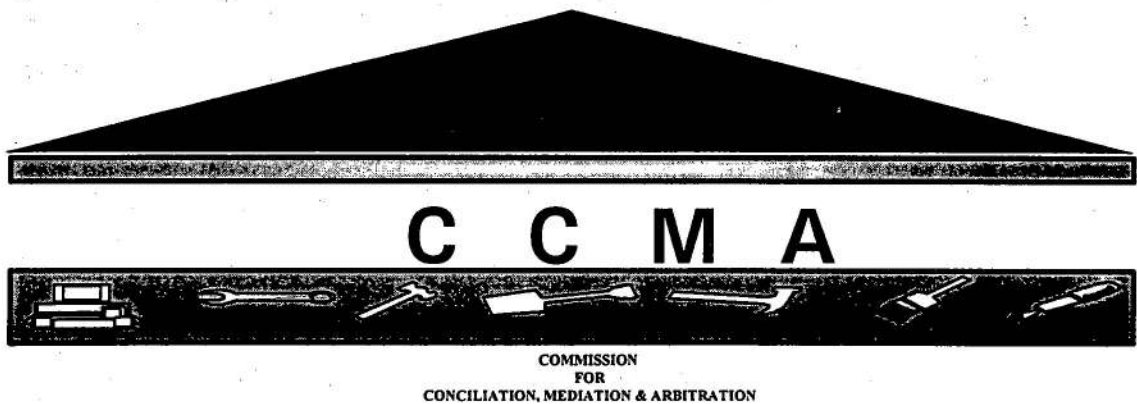
**SCHEDULE OF THE NAMES OF THE PERSONS TO PERFORM THE
CONCILIATION OR ARBITRATION (OR BOTH) FUNCTIONS ON
BEHALF OF THE BUILDING INDUSTRY BARGAINING COUNCIL
(SOUTHERN & EASTERN CAPE)**

CONCILIATION ONLY PANEL

1. Martin Geduld
2. Rollan Mbambosi
3. Eric Mabuto
4. Peter Roberts

CONCILIATION AND ARBITRATION PANEL

1. Cecil Domingo
2. Theodurus Daniel Du Plessis
3. David Kearney
4. Van Heerden Le Roux
5. Theo Verschuur



Certificate of Accreditation of Council

This is to certify that
BUILDING INDUSTRY BARGAINING

COUNCIL (EAST LONDON)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

30th MARCH 1999

to

30th MARCH 2000



Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107

Date: 30th MARCH 1999
Reference number: 0020



TERMS OF ACCREDITATION FOR CONCILIATION AND ARBITRATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).
- (b) To arbitrate disputes referred to in paragraph (a) above, where these disputes remain unresolved after conciliation and where the LRA requires a bargaining council to resolve them by way of arbitration.

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to bargaining councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-

‘Commission’ means the Council.

‘Commissioner’ means a conciliator or arbitrator appointed by the Council in terms of these terms of accreditation; and

‘Director’ means the Secretary of the Council.

- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:

- (i) The provisions of section 133, except for the provisions of subsection (1)(a);
- (ii) the provisions of section 135, except for the provisions of subsection (6);
- (iii) the provisions of section 136, except for the provisions of subsection (6);
- (iv) the provisions of sections 138, 140 and 141;
- (v) the provisions of section 142, except for the provisions of subsection (7);
- (vi) the provisions of sections 143 to 145;
- (vii) the provisions of section 146, unless there is a collective agreement that the Arbitration Act, 1965 (Act No. 42 of 1965), applies to any arbitration conducted in terms of its accredited function and this agreement is binding on the parties to the dispute; and
- (viii) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3. Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

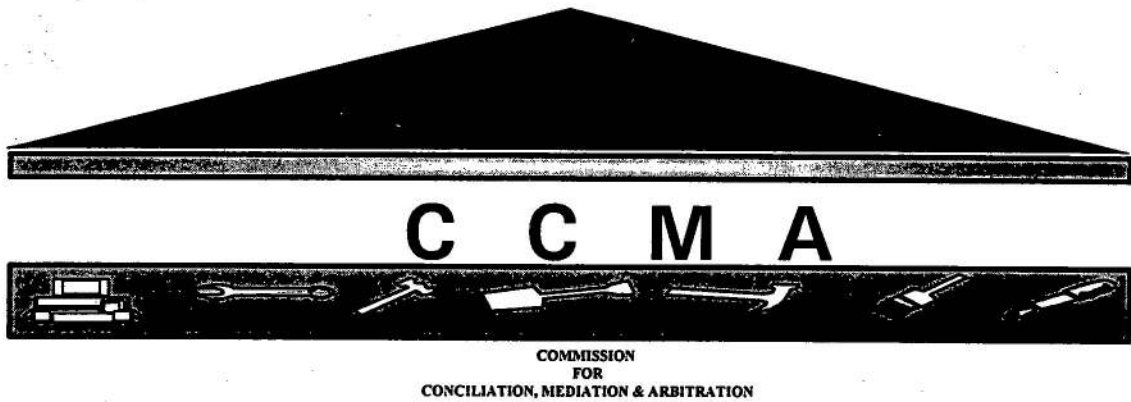
**SCHEDULE OF THE NAMES OF THE PERSONS TO PERFORM THE
CONCILIATION OR ARBITRATION (OR BOTH) FUNCTIONS ON
BEHALF OF THE BUILDING INDUSTRY BARGAINING COUNCIL (EAST
LONDON)**

CONCILIATION ONLY PANEL

1. Johan Brown
2. John Miles
3. Kevin Price

ARBITRATION AND CONCILIATION PANEL

1. Frans Lubbe
2. Frank Knox



Certificate of Accreditation of Council

This is to certify that
BUILDING INDUSTRY BARGAINING

COUNCIL (CAPE OF GOOD HOPE)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

23rd FEBRUARY 1999

23rd FEBRUARY 2000

to



**Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107**

**Date: 23rd FEBRUARY 1999
Reference number: 0004**



TERMS OF ACCREDITATION FOR CONCILIATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the Council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - 'Commission' means the Council;
 - 'Commissioner' means a conciliator appointed by the Council in terms of these terms of accreditation; and
 - 'Director' means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsections (1)(a) and (2);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 142, except for the provisions of subsection (7); and
 - (iv) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3 Provision in respect of accreditation for arbitration

For the purpose of this term of accreditation, any Council for conciliation must within 60 calendar days from the date of accreditation enter into an agreement with the CCMA (Accreditation and Subsidy Sub-committee on behalf of the governing body) on the performance of the arbitration function.

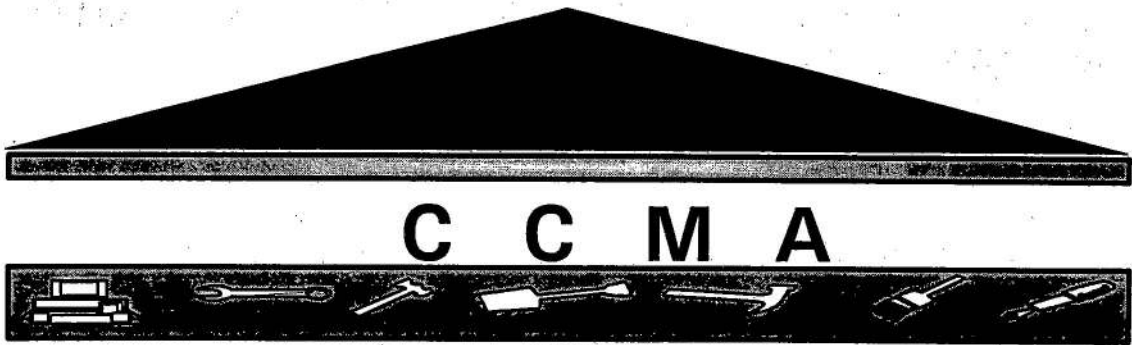
4 Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

**SCHEDULE OF THE NAMES OF THE PERSONS TO PERFORM THE
CONCILIATION FUNCTION ON BEHALF OF THE BUILDING INDUSTRY
BARGAINING COUNCIL (CAPE OF GOOD HOPE)**

CONCILIATION PANEL

1. Ralph Dennis
2. Thami Dyantyi
3. Isaac Fredericks
4. Patience Mshumpela
5. Jacobus Kitshoff
6. Mongameli Mjijwa
7. Johan Rossouw
8. Ashley Thabane
9. Darryl Whitaker
10. Stephan Cloete
11. Hennie Cloete
12. Arnold Williams



COMMISSION
FOR
CONCILIATION, MEDIATION & ARBITRATION

Certificate of Accreditation of Council

This is to certify that
FURNITURE, BEDDING & UPHOLSTERY BARGAINING

COUNCIL (GREATER NORTHERN REGION)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

25th MARCH 1999

25th MARCH 2000

to



**Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107**

**Date: 25th MARCH 1999
Reference number: 0015**



TERMS OF ACCREDITATION FOR CONCILIATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the Council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - 'Commission' means the Council;
 - 'Commissioner' means a conciliator appointed by the Council in terms of these terms of accreditation; and
 - 'Director' means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsections (1)(a) and (2);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 142, except for the provisions of subsection (7); and
 - (iv) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3 Provision in respect of accreditation for arbitration

For the purpose of this term of accreditation, any Council for conciliation must within 60 calendar days from the date of accreditation enter into an agreement with the CCMA (Accreditation and Subsidy Sub-committee on behalf of the governing body) on the performance of the arbitration function.

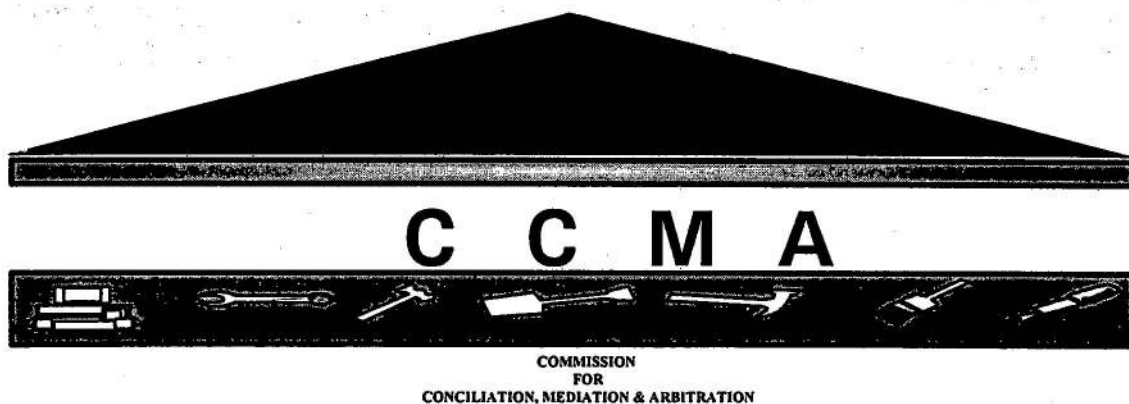
4 Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

**SCHEDULE OF THE NAMES OF THE PERSONS TO PERFORM THE
CONCILIATION FUNCTION ON BEHALF OF THE FURNITURE,
BEDDING & UPHOLSTERY INDUSTRY BARGAINING COUNCIL
(GREATER NORTHERN REGION)**

CONCILIATION ONLY PANEL

1. Jonathan Kekana
2. Andre Badenhorst
3. Jacob Mbatha
4. Wayne Bailakinston
5. Tania Du Bois Jordan
6. Joseph Frieslaar
7. Mary Masters
8. Frederick van Tonder



Certificate of Accreditation of Council

This is to certify that

FURNITURE MANUFACTURING INDUSTRY

BARGAINING COUNCIL (KWA-ZULU NATAL)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

30th MARCH 1999

to

30th MARCH 2000



**Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107**

**Date: 30th MARCH 1999
Reference number: 0017**



TERMS OF ACCREDITATION FOR CONCILIATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the Council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - 'Commission' means the Council;
 - 'Commissioner' means a conciliator appointed by the Council in terms of these terms of accreditation; and
 - 'Director' means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:
 - (i) The provisions of section 133, except for the provisions of subsections (1)(a) and (2);
 - (ii) the provisions of section 135, except for the provisions of subsection (6);
 - (iii) the provisions of section 142, except for the provisions of subsection (7); and
 - (iv) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3 Provision in respect of accreditation for arbitration

For the purpose of this term of accreditation, any Council for conciliation must within 60 calendar days from the date of accreditation enter into an agreement with the CCMA (Accreditation and Subsidy Sub-committee on behalf of the governing body) on the performance of the arbitration function.

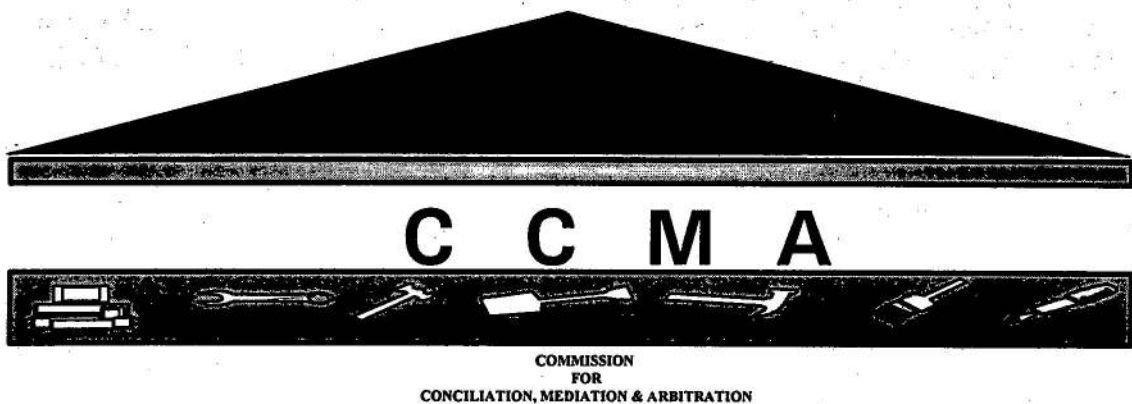
4 Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

**SCHEDULE OF THE NAME OF THE PERSON TO PERFORM THE
CONCILIATION FUNCTION ON BEHALF OF THE FURNITURE
MANUFACTURING INDUSTRY BARGAINING COUNCIL (KWAZULU-
NATAL)**

CONCILIATION ONLY PANEL

1. Muzi Shongwe



Certificate of Accreditation of Council

This is to certify that
CLOTHING INDUSTRY

BARGAINING COUNCIL (EASTERN CAPE)

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

30th MARCH 1999

to

30th MARCH 2000



**Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107**

**Date: 30th MARCH 1999
Reference number: 0018**



TERMS OF ACCREDITATION FOR CONCILIATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the Council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - 'Commission' means the Council;
 - 'Commissioner' means a conciliator appointed by the Council in terms of these terms of accreditation; and
 - 'Director' means the Secretary of the Council.

- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:

- (i) The provisions of section 133, except for the provisions of subsections (1)(a) and (2);
- (ii) the provisions of section 135, except for the provisions of subsection (6);
- (iii) the provisions of section 142, except for the provisions of subsection (7); and
- (iv) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3 Provision in respect of accreditation for arbitration

For the purpose of this term of accreditation, any Council for conciliation must within 60 calendar days from the date of accreditation enter into an agreement with the CCMA (Accreditation and Subsidy Sub-committee on behalf of the governing body) on the performance of the arbitration function.

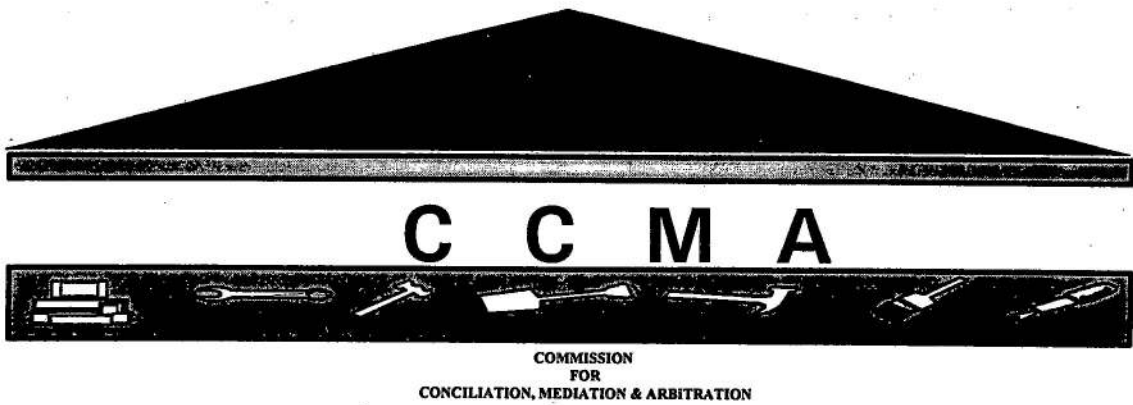
4 Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

**SCHEDULE OF THE NAME OF THE PERSON TO PERFORM THE
CONCILIATION FUNCTION ON BEHALF OF THE CLOTHING INDUSTRY
BARGAINING COUNCIL (EASTERN CAPE)**

CONCILIATION PANEL

1. Julie Shear



Certificate of Accreditation of Council

This is to certify that
**FURNITURE MANUFACTURING INDUSTRY BARGAINING
COUNCIL (SOUTHERN WESTERN DISTRICTS)**

Full name

*has in terms of section 127 of the Labour Relations Act, 1995, been
accredited to perform dispute resolution functions subject to the terms
set out in the accompanying attachment. This certificate is valid from*

30th MARCH 1999

to

30th MARCH 2000



**Ms. T. Orleyn
Director, CCMA
Private Bag X94
Marshalltown 2107**

**Date: 30th MARCH 1999
Reference number: 0021**



TERMS OF ACCREDITATION FOR CONCILIATION

1. Accredited functions

In terms of section 127(5) of the Labour Relations Act, 1995 (Act No. 66 of 1995)(LRA), the Council is accredited to perform the following functions:

- (a) To resolve the following types of dispute through conciliation:
 - (i) Disputes about unfair dismissals (s. 191);
 - (ii) disputes about severance pay; and
 - (iii) disputes about unfair labour practices (item 3 of Schedule 7).

2. Only those persons whose names are listed in the Schedule attached may perform those accredited functions of the Council stated in the Schedule

2.1 Applicability of provisions of the Labour Relations Act to Bargaining Councils

- (a) For the purpose of this paragraph, any reference in Part C of Chapter VII of the LRA to-
 - 'Commission' means the Council;
 - 'Commissioner' means a conciliator appointed by the Council in terms of these terms of accreditation; and
 - 'Director' means the Secretary of the Council.
- (b) In terms of section 127(6) of the LRA the following provisions of the sections contained in Part C of Chapter VII of the LRA apply to the Council in the performance of its accredited functions:

- (i) The provisions of section 133, except for the provisions of subsections (1)(a) and (2);
- (ii) the provisions of section 135, except for the provisions of subsection (6);
- (iii) the provisions of section 142, except for the provisions of subsection (7); and
- (iv) the provisions of section 148.

2.2 Provisions of Bargaining Councils Accreditation Handbook

Each Council must adopt a code of conduct and a disciplinary code and procedure for Bargaining Council Panelists. The Council must also deliver a representative service.

2.3 Extension of period of accreditation

Despite the expiry of the period stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the stated period, but not resolved by the time the period expires, until that dispute is resolved.

3 Provision in respect of accreditation for arbitration

For the purpose of this term of accreditation, any Council for conciliation must within 60 calendar days from the date of accreditation enter into an agreement with the CCMA (Accreditation and Subsidy Sub-committee on behalf of the governing body) on the performance of the arbitration function.

4 Transgression of terms of accreditation

If the accredited Council fails to comply with the terms of its accreditation, the CCMA governing body may withdraw accreditation.

**SCHEDULE OF THE NAMES OF THE PERSONS TO PERFORM THE
CONCILIATION FUNCTION ON BEHALF OF THE FURNITURE
MANUFACTURING INDUSTRY BARGAINING COUNCIL (SOUTHERN
WESTERN DISTRICTS)**

CONCILIATION ONLY

1. Michael Hemsley

KENNISGEWING 1507 VAN 1999**DEPARTEMENT VAN ARBEID****WET OP ARBEIDSVERHOUDINGE, 1995****(WET NO. 66 VAN 1995)****KOMMISSIE VIR VERSOENING, BEMIDDELING EN ARBITRASIE****AKKREDITERING VAN SEKERE BEDINGSGRADE**

Ingevolge artikel 127(5)(a)(iv) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), publiseer die beheerliggaam van die Kommissie vir Versoening, Bemiddeling en Arbitrasie hierby die ondergemelde akkreditering-sertifikate.



Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

BOUNYWERHEID (GAUTENG)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

15de FEBRUARIE 1999

15de FEBRUARIE 2000

tot

*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 15de FEBRUARIE 1999
Verwysingsnommer: 0001*



AKKREDITERINGSVOORWAARDES VIR VERSOENING EN ARBITRASIE

1. Geakkrediteerde werksaamhede

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), (WAV) is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende soorte geskille deur versoening op te los:

- (i) Geskille oor onbillike ontslag (a.191);
- (ii) geskille oor uittreeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

(b) Om geskille bedoel in paragraaf (a) hierbo, te arbitreer as hierdie geskille onbesleg bly na versoening en as die WAV die hulp van 'n bedingingsraad vereis om dit deur arbitrasie te besleg.

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld verrig

2.1 Toepaslikheid van bepalinge van die Wet op Arbeidsverhoudinge op bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken 'n versoeningsbeampte of arbiter deur die Raad aangestel ingevolge hierdie akkrediteringsbepalings; en

'Direkteur' beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van WAV is die volgende bepalinge van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing op die Raad in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepalinge van artikel 133, uitgesonderd subartikel (1)(a);
- (ii) die bepalinge van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepalinge van artikel 136, uitgesonderd subartikel (6);
- (iv) die bepalinge van artikels 138, 140 en 141;
- (v) die bepalinge van artikel 142, uitgesonderd subartikel (7);
- (vi) die bepalinge van artikels 143 tot 145;
- (vii) die bepalinge van artikel 146, tensy daar 'n kollektiewe ooreenkoms is dat die Wet op Arbitrasie, 1965 (Wet No. 42 van 1965), van toepassing is op 'n arbitrasie gevoer ingevolge sy geakkrediteerde werksaamhede en hierdie ooreenkoms is bindend vir die partye by die geskil; en
- (viii) die bepalinge van artikel 148.

2.2 Die bepalinge van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

3. Oortreding van die akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om te voldoen aan die akkrediteringsvoorwaardes, kan die KVBA-beheerliggaam die akkreditering intrek.

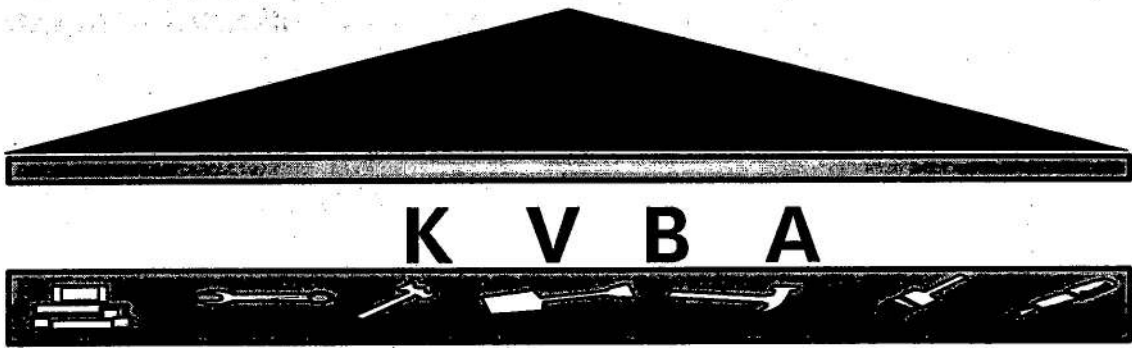
**BYLAE VAN DIE NAME VAN PERSONE OM DIE VERSOENING EN
ARBITRASIE (OF BEIDE) FUNKSIES NAMENS DIE BEDINGINGSRAAD
VIR DIE BOUNYWERHEID (GAUTENG) TE VERRIG.**

VERSOENINGSPANEEL

1. Martie Anderson
2. Obed Bogopa
3. Peet Booysen
4. Leonie Botes
5. Hannie Botha
6. Colin De Kock
7. Louis de Koker
8. Jose de Oliveira
9. Etresia Joubert
10. Tammy Groenewald
11. Koos Kok
12. Emmanuel Koji
13. Phineas Mothibi
14. Ike Motsusi
15. Benny Nhlapo
16. Roland Stokhof
17. Cliff Tintinger
18. Eugene Wessels
19. Mano van der Linde
20. Josia Mpe

VERSOENING- EN ARBITRASIE PANEEL

1. Pieter Griessel
2. Wynand Stapelberg
3. Japhta Rabothata
4. Willie van Rensburg
5. Nesta van Tonder



KOMMISSIE
VIR
VERSOENING, BEMIDDELING & ARBITRASIE

Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

KLERASIENYWERHEID (NOORDELIKE GEBIEDE)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

15de FEBRUARIE 1999

tot

15de FEBRUARIE 2000

*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 15de FEBRUARIE 1999
Verwysingsnommer: 0002*



AKKREDITERINGSVOORWAARDES VIR VERSOENING EN ARBITRASIE

1. Geakkrediteerde werksaamhede

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), (WAV) is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende soorte geskille deur versoening op te los:

- (i) Geskille oor onbillike ontslag (a.191);
- (ii) geskille oor uittreeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

(b) Om geskille bedoel in paragraaf (a) hierbo, te arbitreer as hierdie geskille onbesleg bly na versoening en as die WAV die hulp van 'n bedingingsraad vereis om dit deur arbitrasie te besleg.

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld verrig

2.1 Toepaslikheid van bepalings van die Wet op Arbeidsverhoudinge op bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken 'n versoeningsbeampte of arbiter deur die Raad aangestel ingevolge hierdie akkrediteringsbepalings; en

'Direkteur' beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van WAV is die volgende bepaling van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing op die Raad in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepaling van artikel 133, uitgesonderd subartikel (1)(a);
- (ii) die bepaling van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepaling van artikel 136, uitgesonderd subartikel (6);
- (iv) die bepaling van artikels 138, 140 en 141;
- (v) die bepaling van artikel 142, uitgesonderd subartikel (7);
- (vi) die bepaling van artikels 143 tot 145;
- (vii) die bepaling van artikel 146, tensy daar 'n kollektiewe ooreenkoms is dat die Wet op Arbitrasie, 1965 (Wet No. 42 van 1965), van toepassing is op 'n arbitrasie gevoer ingevolge sy geakkrediteerde werksaamhede en hierdie ooreenkoms is bindend vir die partye by die geskil; en
- (viii) die bepaling van artikel 148.

2.2 Die bepaling van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragkode en dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

3. Oortreding van die akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om te voldoen aan die akkrediteringsvoorwaardes, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAME VAN PERSONE OM DIE VERSOENING EN
ARBITRASIE (OF BEIDE) FUNKSIES NAMENS DIE BEDINGINGSRAAD
VIR DIE KLERASIENYWERHEID (NOORDELIKE GEBIEDE) TE VERRIG.**

VERSOENINGSPANEEL

1. E. Makwakwa
2. I Schamick

VERSOENING- EN ARBITRASIE PANEEL

1. Athol Margolis
2. Madelein Loyson



Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

BOUNYWERHEID (NOORD- EN WES-BOLAND)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

23ste FEBRUARIE 1999

tot

23ste FEBRUARIE 2000



(Amptelike stempel van KVBA)

*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 23ste FEBRUARIE 1999
Verwysingsnommer: 0005*



AKKREDITERINGSVOORWAARDES VIR VERSOENING EN ARBITRASIE

1. Geakkrediteerde werksaamhede

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), (WAV) is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende soorte geskille deur versoening op te los:

- (i) Geskille oor onbillike ontslag (a.191);
- (ii) geskille oor uitreeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

(b) Om geskille bedoel in paragraaf (a) hierbo, te arbitreer as hierdie geskille onbesleg bly na versoening en as die WAV die hulp van 'n bedingingsraad vereis om dit deur arbitrasie te besleg.

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld verrig

2.1 Toepaslikheid van bepalings van die Wet op Arbeidsverhoudinge op bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken 'n versoeningsbeampte of arbiter deur die Raad aangestel ingevolge hierdie akkrediteringsbepalings; en

'Direkteur' beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van WAV is die volgende bepaling van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing op die Raad in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepaling van artikel 133, uitgesonderd subartikel (1)(a);
- (ii) die bepaling van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepaling van artikel 136, uitgesonderd subartikel (6);
- (iv) die bepaling van artikels 138, 140 en 141;
- (v) die bepaling van artikel 142, uitgesonderd subartikel (7);
- (vi) die bepaling van artikels 143 tot 145;
- (vii) die bepaling van artikel 146, tensy daar 'n kollektiewe ooreenkoms is dat die Wet op Arbitrasie, 1965 (Wet No. 42 van 1965), van toepassing is op 'n arbitrasie gevoer ingevolge sy geakkrediteerde werksaamhede en hierdie ooreenkoms is bindend vir die partye by die geskil; en
- (viii) die bepaling van artikel 148.

2.2 Die bepaling van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

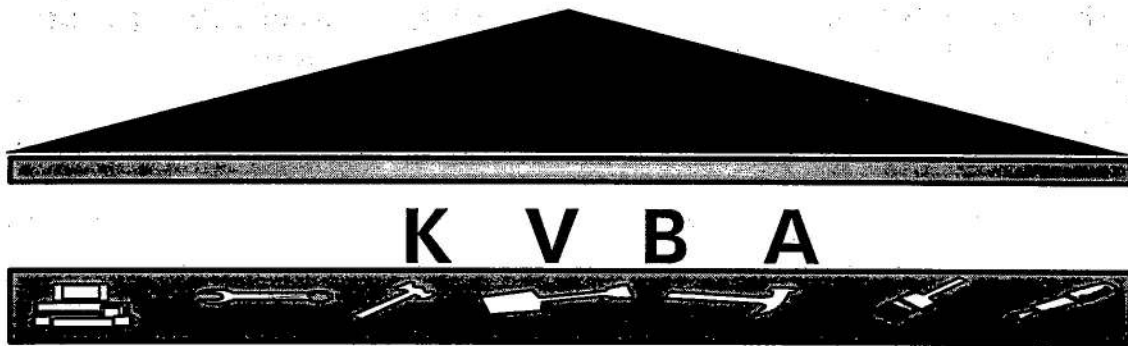
3. Oortreding van die akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om te voldoen aan die akkrediteringsvoorwaardes, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAAM VAN DIE PERSOON OM DIE VERSOENING EN
ARBITRASIE FUNKSIES NAMENS DIE BEDINGINGSRAAD VIR DIE
BOUNYWERHEID (NOORD- EN WES-BOLAND) TE VERRIG.**

VERSOENING- EN ARBITRASIE PANEEL

1. Nicolas Kruger



KOMMISSIE
VIR
VERSOENING, BEMIDDELING & ARBITRASIE

Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

MEUBELNYWERHEID (WES-KAAP)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

23ste FEBRUARIE 1999

tot

23ste FEBRUARIE 2000



COMMISSION
FOR
CONCILIATION, MEDIATION
& ARBITRATION

(Amptelike stempel van KVBA)

*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 23ste FEBRUARIE 1999
Verwysingsnommer: 0006*



AKKREDITERINGSVOORWAARDES VIR VERSOENING EN ARBITRASIE

1. Geakkrediteerde werksaamhede

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), (WAV) is die Raad geakkrediteer om die volgende werksaamhede te verrig:

- (a) Om die volgende soorte geskille deur versoening op te los:
 - (i) Geskille oor onbillike ontslag (a.191);
 - (ii) geskille oor uittreeloon ; en
 - (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).
- (b) Om geskille bedoel in paragraaf (a) hierbo, te arbitreer as hierdie geskille onbesleg bly na versoening en as die WAV die hulp van 'n bedingingsraad vereis om dit deur arbitrasie te besleg.

- 2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld verrig**

2.1 Toepaslikheid van bepalings van die Wet op Arbeidsverhoudinge op bedingingsrade

- (a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken 'n versoeningsbeampte of arbiter deur die Raad aangestel ingevolge hierdie akkrediteringsbepalings; en

'Direkteur" beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van WAV is die volgende bepalinge van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing op die Raad in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepalinge van artikel 133, uitgesonderd subartikel (1)(a);
- (ii) die bepalinge van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepalinge van artikel 136, uitgesonderd subartikel (6);
- (iv) die bepalinge van artikels 138, 140 en 141;
- (v) die bepalinge van artikel 142, uitgesonderd subartikel (7);
- (vi) die bepalinge van artikels 143 tot 145;
- (vii) die bepalinge van artikel 146, tensy daar 'n kollektiewe ooreenkoms is dat die Wet op Arbitrasie, 1965 (Wet No. 42 van 1965), van toepassing is op 'n arbitrasie gevoer ingevolge sy geakkrediteerde werksaamhede en hierdie ooreenkoms is bindend vir die partye by die geskil; en
- (viii) die bepalinge van artikel 148.

2.2 Die bepalinge van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

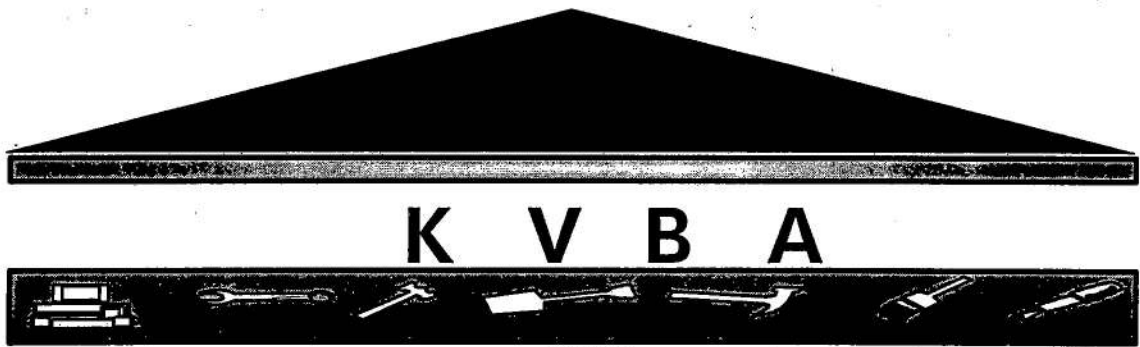
3. Oortreding van die akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om te voldoen aan die akkrediteringsvoorwaardes, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAME VAN PERSONE OM DIE VERSOENING EN
ARBITRASIE FUNKSIES NAMENS DIE BEDINGINGSRAAD VIR DIE
MEUBELNYWERHEID (WES-KAAP) TE VERRIG.**

VERSOENING- EN ARBITRASIE PANEEL

1. Terry Miles
2. Martinus van Rensburg



KOMMISSIE
VIR
VERSOENING, BEMIDDELING & ARBITRASIE

Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

KLERASIENYWERHEID (WES-KAAP)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

23ste FEBRUARIE 1999

tot

23ste FEBRUARIE 2000



(Amptelike stempel van KVBA)

*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 23ste FEBRUARIE 1999
Verwysingsnommer: 0007*



AKKREDITERINGSVOORWAARDES VIR VERSOENING EN ARBITRASIE

1. Geakkrediteerde werksaamhede

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), (WAV) is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende soorte geskille deur versoening op te los:

- (i) Geskille oor onbillike ontslag (a.191);
- (ii) geskille oor uitteeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

(b) Om geskille bedoel in paragraaf (a) hierbo, te arbitreer as hierdie geskille onbesleg bly na versoening en as die WAV die hulp van 'n bedingingsraad vereis om dit deur arbitrasie te besleg.

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld verrig

2.1 Toepaslikheid van bepalinge van die Wet op Arbeidsverhoudinge op bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken 'n versoeningsbeampte of arbiter deur die Raad aangestel ingevolge hierdie akkrediteringsbepalings; en

'Direkteur' beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van WAV is die volgende bepalinge van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing op die Raad in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepalinge van artikel 133, uitgesonderd subartikel (1)(a);
- (ii) die bepalinge van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepalinge van artikel 136, uitgesonderd subartikel (6);
- (iv) die bepalinge van artikels 138, 140 en 141;
- (v) die bepalinge van artikel 142, uitgesonderd subartikel (7);
- (vi) die bepalinge van artikels 143 tot 145;
- (vii) die bepalinge van artikel 146, tensy daar 'n kollektiewe ooreenkoms is dat die Wet op Arbitrasie, 1965 (Wet No. 42 van 1965), van toepassing is op 'n arbitrasie gevoer ingevolge sy geakkrediteerde werksaamhede en hierdie ooreenkoms is bindend vir die partye by die geskil; en
- (viii) die bepalinge van artikel 148.

2.2 Die bepalinge van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

3. Oortreding van die akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om te voldoen aan die akkrediteringsvoorwaardes, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAME VAN PERSONE OM DIE VERSOENING EN
ARBITRASIE FUNKSIES NAMENS DIE BEDINGINGSRAAD VIR DIE
KLERASIENYWERHEID (WES-KAAP) TE VERRIG.**

VERSOENING- EN ARBITRASIE PANEEL

1. Jenny Adams
2. Ronald Bernikow
3. Charmaine Ryan
4. Gregory Smith
5. Roy Dalle Vedove



Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

KLERASIENYWERHEID (NATAL)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

23ste FEBRUARIE 1999

tot

23ste FEBRUARIE 2000



COMMISSION
FOR
CONCILIATION, MEDIATION
& ARBITRATION

(Amptelike stempel van KVBA)

*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 23ste FEBRUARIE 1999
Verwysingsnommer: 0008*



AKKREDITERINGSVOORWAARDES VIR VERSOENING EN ARBITRASIE

1. Geakkrediteerde werksaamhede

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), (WAV) is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende soorte geskille deur versoening op te los:

- (i) Geskille oor onbillike ontslag (a.191);
- (ii) geskille oor uittreeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

(b) Om geskille bedoel in paragraaf (a) hierbo, te arbitreer as hierdie geskille onbesleg bly na versoening en as die WAV die hulp van 'n bedingingsraad vereis om dit deur arbitrasie te besleg.

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld verrig

2.1 Toepaslikheid van bepalings van die Wet op Arbeidsverhoudinge op bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken 'n versoeningsbeampte of arbiter deur die Raad aangestel ingevolge hierdie akkrediteringsbepalings; en

'Direkteur' beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van WAV is die volgende bepaling van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing op die Raad in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepaling van artikel 133, uitgesonderd subartikel (1)(a);
- (ii) die bepaling van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepaling van artikel 136, uitgesonderd subartikel (6);
- (iv) die bepaling van artikels 138, 140 en 141;
- (v) die bepaling van artikel 142, uitgesonderd subartikel (7);
- (vi) die bepaling van artikels 143 tot 145;
- (vii) die bepaling van artikel 146, tensy daar 'n kollektiewe ooreenkoms is dat die Wet op Arbitrasie, 1965 (Wet No. 42 van 1965), van toepassing is op 'n arbitrasie gevoer ingevolge sy geakkrediteerde werksaamhede en hierdie ooreenkoms is bindend vir die partye by die geskil; en
- (viii) die bepaling van artikel 148.

2.2 Die bepaling van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

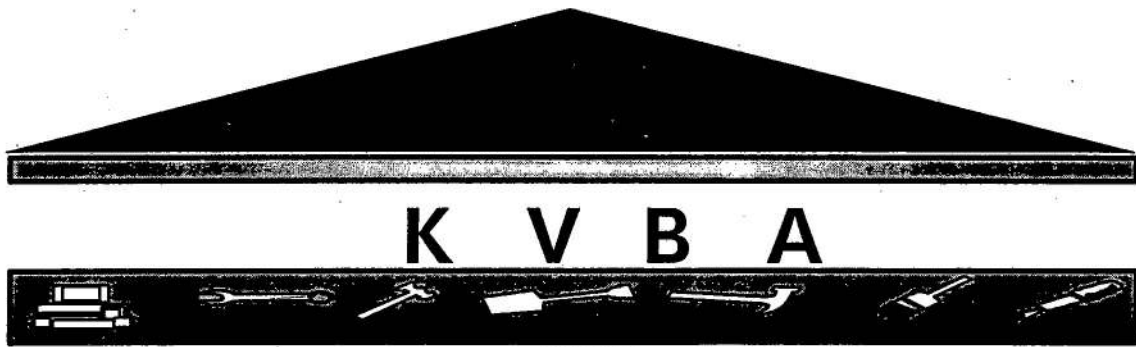
3. Oortreding van die akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om te voldoen aan die akkrediteringsvoorwaardes, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAAM VAN DIE PERSOON OM DIE VERSOENING EN
ARBITRASIE FUNKSIES NAMENS DIE BEDINGINGSRAAD VIR DIE
KLERASIENYWERHEID (NATAL) TE VERRIG.**

VERSOENING- EN ARBITRASIE PANEEL

1. Prem Jugdeo



KOMMISSIE
VIR
VERSOENING, BEMIDDELING & ARBITRASIE

Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

BREINYWERHEID (NOORDELIKE GEBIEDE)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

15de FEBRUARIE 1999

tot

15de FEBRUARIE 2000



*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 15de FEBRUARIE 1999
Verwysingsnommer: 0009*



AKKREDITERINGSVOORWAARDES VIR VERSOENING EN ARBITRASIE

1. Geakkrediteerde werksaamhede

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), (WAV) is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende soorte geskille deur versoening op te los:

- (i) Geskille oor onbillike ontslag (a.191);
- (ii) geskille oor uittreeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

(b) Om geskille bedoel in paragraaf (a) hierbo, te arbitreer as hierdie geskille onbesleg bly na versoening en as die WAV die hulp van 'n bedingingsraad vereis om dit deur arbitrasie te besleg.

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld verrig

2.1 Toepaslikheid van bepalinge van die Wet op Arbeidsverhoudinge op bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken 'n versoeningsbeampte of arbiter deur die Raad aangestel ingevolge hierdie akkrediteringsbepalings; en

'Direkteur" beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van WAV is die volgende bepalinge van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing op die Raad in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepalinge van artikel 133, uitgesonderd subartikel (1)(a);
- (ii) die bepalinge van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepalinge van artikel 136, uitgesonderd subartikel (6);
- (iv) die bepalinge van artikels 138, 140 en 141;
- (v) die bepalinge van artikel 142, uitgesonderd subartikel (7);
- (vi) die bepalinge van artikels 143 tot 145;
- (vii) die bepalinge van artikel 146, tensy daar 'n kollektiewe ooreenkoms is dat die Wet op Arbitrasie, 1965 (Wet No. 42 van 1965), van toepassing is op 'n arbitrasie gevoer ingevolge sy geakkrediteerde werksaamhede en hierdie ooreenkoms is bindend vir die partye by die geskil; en
- (viii) die bepalinge van artikel 148.

2.2 Die bepalinge van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

3. Oortreding van die akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om te voldoen aan die akkrediteringsvoorwaardes, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAME VAN PERSONE OM DIE VERSOENING EN
ARBITRASIE (OF BEIDE) FUNKSIES NAMENS DIE BEDINGINGSRAAD
VIR DIE BREINYWERHEID (NOORDELIKE GEBIEDE) TE VERRIG.**

VERSOENINGSPANEEL

1. Emmanuel Makwakwa
2. Ivan Scharnick

VERSOENING- EN ARBITRASIE PANEEL

1. Athol Margolis
2. Madelein Loyson



Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

KLERASIENYWERHEID (VRYSTAAT EN NOORD-KAAP)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

15de FEBRUARIE 1999

15de FEBRUARIE 2000

tot



*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 15de FEBRUARIE 1999
Verwysingsnommer: 0010*



AKKREDITERINGSVOORWAARDES VIR VERSOENING EN ARBITRASIE

1. Geakkrediteerde werksaamhede

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), (WAV) is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende soorte geskille deur versoening op te los:

- (i) Geskille oor onbillike ontslag (a.191);
- (ii) geskille oor uitteeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

(b) Om geskille bedoel in paragraaf (a) hierbo, te arbitreer as hierdie geskille onbesleg bly na versoening en as die WAV die hulp van 'n bedingingsraad vereis om dit deur arbitrasie te besleg.

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld verrig

2.1 Toepaslikheid van bepalings van die Wet op Arbeidsverhoudinge op bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken 'n versoeningsbeampte of arbiter deur die Raad aangestel ingevolge hierdie akkrediteringsbepalings; en

'Direkteur" beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van WAV is die volgende bepalinge van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing op die Raad in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepalinge van artikel 133, uitgesonderd subartikel (1)(a);
- (ii) die bepalinge van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepalinge van artikel 136, uitgesonderd subartikel (6);
- (iv) die bepalinge van artikels 138, 140 en 141;
- (v) die bepalinge van artikel 142, uitgesonderd subartikel (7);
- (vi) die bepalinge van artikels 143 tot 145;
- (vii) die bepalinge van artikel 146, tensy daar 'n kollektiewe ooreenkoms is dat die Wet op Arbitrasie, 1965 (Wet No. 42 van 1965), van toepassing is op 'n arbitrasie gevoer ingevolge sy geakkrediteerde werksaamhede en hierdie ooreenkoms is bindend vir die partye by die geskil; en
- (viii) die bepalinge van artikel 148.

2.2 Die bepalinge van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

3. Oortreding van die akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om te voldoen aan die akkrediteringsvoorwaardes, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAME VAN PERSONE OM DIE VERSOENING EN
ARBITRASIE (OF BEIDE) FUNKSIES NAMENS DIE BEDINGINGSRAAD
VIR DIE KLERASIENYWERHEID (VRYSTAAT EN NOORD-KAAP) TE
VERRIG.**

VERSOENINGSPANEEL

1. Emmanuel Makwakwa
2. Ivan Scharnick

VERSOENING- EN ARBITRASIE PANEEL

1. Athol Margolis
2. Madeleine Loyson



Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

BOUNYWERHEID (KROONSTAD)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

25ste MAART 1999

25ste MAART 2000

tot



*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 25ste MAART 1999
Verwysingsnommer: 0011*



AKKREDITERINGSVOORWAARDES VIR VERSOENING EN ARBITRASIE

1. Geakkrediteerde werksaamhede

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), (WAV) is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende soorte geskille deur versoening op te los:

- (i) Geskille oor onbillike ontslag (a.191);
- (ii) geskille oor uittreeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

(b) Om geskille bedoel in paragraaf (a) hierbo, te arbitreer as hierdie geskille onbesleg bly na versoening en as die WAV die hulp van 'n bedingingsraad vereis om dit deur arbitrasie te besleg.

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld verrig

2.1 Toepaslikheid van bepalinge van die Wet op Arbeidsverhoudinge op bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken 'n versoeningsbeampte of arbiter deur die Raad aangestel ingevolge hierdie akkrediteringsbepalings; en

'Direkteur' beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van WAV is die volgende bepalinge van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing op die Raad in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepalinge van artikel 133, uitgesonderd subartikel (1)(a);
- (ii) die bepalinge van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepalinge van artikel 136, uitgesonderd subartikel (6);
- (iv) die bepalinge van artikels 138, 140 en 141;
- (v) die bepalinge van artikel 142, uitgesonderd subartikel (7);
- (vi) die bepalinge van artikels 143 tot 145;
- (vii) die bepalinge van artikel 146, tensy daar 'n kollektiewe ooreenkoms is dat die Wet op Arbitrasie, 1965 (Wet No. 42 van 1965), van toepassing is op 'n arbitrasie gevoer ingevolge sy geakkrediteerde werksaamhede en hierdie ooreenkoms is bindend vir die partye by die geskil; en
- (viii) die bepalinge van artikel 148.

2.2 Die bepalinge van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

3. Oortreding van die akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om te voldoen aan die akkrediteringsvoorwaardes, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAME VAN PERSONE OM DIE VERSOENING EN
ARBITRASIE (OF BEIDE) FUNKSIES NAMENS DIE BEDINGINGSRAAD
VIR DIE BOUNYWERHEID (KROONSTAD) TE VERRIG.**

VERSOENINGSPANEEL

1. Willie van Rooyen

VERSOENING- EN ARBITRASIE PANEEL

1. Tharia Unwin



Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

BOUNYWERHEID (BLOEMFONTEIN)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

25ste MAART 1999

tot

25ste MAART 2000



*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 25ste MAART 1999
Verwysingsnommer: 0012*



AKKREDITERINGSVOORWAARDES VIR VERSOENING EN ARBITRASIE

1. Geakkrediteerde werksaamhede

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), (WAV) is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende soorte geskille deur versoening op te los:

- (i) Geskille oor onbillike ontslag (a.191);
- (ii) geskille oor uittreeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

(b) Om geskille bedoel in paragraaf (a) hierbo, te arbitreer as hierdie geskille onbesleg bly na versoening en as die WAV die hulp van 'n bedingingsraad vereis om dit deur arbitrasie te besleg.

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld verrig

2.1 Toepaslikheid van bepalinge van die Wet op Arbeidsverhoudinge op bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken 'n versoeningsbeampte of arbiter deur die Raad aangestel ingevolge hierdie akkrediteringsbepalings; en

'Direkteur' beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van WAV is die volgende bepalinge van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing op die Raad in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepalinge van artikel 133, uitgesonderd subartikel (1)(a);
- (ii) die bepalinge van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepalinge van artikel 136, uitgesonderd subartikel (6);
- (iv) die bepalinge van artikels 138, 140 en 141;
- (v) die bepalinge van artikel 142, uitgesonderd subartikel (7);
- (vi) die bepalinge van artikels 143 tot 145;
- (vii) die bepalinge van artikel 146, tensy daar 'n kollektiewe ooreenkoms is dat die Wet op Arbitrasie, 1965 (Wet No. 42 van 1965), van toepassing is op 'n arbitrasie gevoer ingevolge sy geakkrediteerde werksaamhede en hierdie ooreenkoms is bindend vir die partye by die geskil; en
- (viii) die bepalinge van artikel 148.

2.2 Die bepalinge van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

3. Oortreding van die akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om te voldoen aan die akkrediteringsvoorwaardes, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAME VAN PERSONE OM DIE VERSOENING EN
ARBITRASIE (OF BEIDE) FUNKSIES NAMENS DIE BEDINGINGSRAAD
VIR DIE BOUNYWERHEID (BLOEMFONTEIN) TE VERRIG.**

VERSOENINGSPANEEL

1. ACM van Vuuren

VERSOENING- EN ARBITRASIE PANEEL

1. Charl Scholtz



Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

BOUNYWERHEID (KIMBERLEY)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

25ste MAART 1999

tot

25ste MAART 2000



*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 25ste MAART 1999
Verwysingsnommer: 0013*



AKKREDITERINGSVOORWAARDES VIR VERSOENING EN ARBITRASIE

1. Geakkrediteerde werksaamhede

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), (WAV) is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende soorte geskille deur versoening op te los:

- (i) Geskille oor onbillike ontslag (a.191);
- (ii) geskille oor uittreeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

(b) Om geskille bedoel in paragraaf (a) hierbo, te arbitreer as hierdie geskille onbesleg bly na versoening en as die WAV die hulp van 'n bedingingsraad vereis om dit deur arbitrasie te besleg.

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld verrig

2.1 Toepaslikheid van bepalings van die Wet op Arbeidsverhoudinge op bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken 'n versoeningsbeampte of arbiter deur die Raad aangestel ingevolge hierdie akkrediteringsbepalings; en

'Direkteur' beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van WAV is die volgende bepaling van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing op die Raad in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepaling van artikel 133, uitgesonderd subartikel (1)(a);
- (ii) die bepaling van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepaling van artikel 136, uitgesonderd subartikel (6);
- (iv) die bepaling van artikels 138, 140 en 141;
- (v) die bepaling van artikel 142, uitgesonderd subartikel (7);
- (vi) die bepaling van artikels 143 tot 145;
- (vii) die bepaling van artikel 146, tensy daar 'n kollektiewe ooreenkoms is dat die Wet op Arbitrasie, 1965 (Wet No. 42 van 1965), van toepassing is op 'n arbitrasie gevoer ingevolge sy geakkrediteerde werksaamhede en hierdie ooreenkoms is bindend vir die partye by die geskil; en
- (viii) die bepaling van artikel 148.

2.2 Die bepaling van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

3. Oortreding van die akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om te voldoen aan die akkrediteringsvoorwaardes, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAME VAN PERSONE OM DIE VERSOENING EN
ARBITRASIE FUNKSIES NAMENS DIE BEDINGINGSRAAD VIR DIE
BOUNYWERHEID (KIMBERLEY) TE VERRIG.**

VERSOENING- EN ARBITRASIE PANEEL

1. Louwa De Bruyn
2. Pieta Serfontein



Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

MEUBELNYWERHEID (VRYSTAAT)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

25ste MAART 1999

tot

25ste MAART 2000



Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107

Datum: 25ste MAART 1999
Verwysingsnommer: 0014



AKKREDITERINGSVOORWAARDES VIR VERSOENING EN ARBITRASIE

1. Geakkrediteerde werksaamhede

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), (WAV) is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende soorte geskille deur versoening op te los:

- (i) Geskille oor onbillike ontslag (a.191);
- (ii) geskille oor uittreeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

(b) Om geskille bedoel in paragraaf (a) hierbo, te arbitreer as hierdie geskille onbesleg bly na versoening en as die WAV die hulp van 'n bedingingsraad vereis om dit deur arbitrasie te besleg.

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld verrig

2.1 Toepaslikheid van bepalinge van die Wet op Arbeidsverhoudinge op bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken 'n versoeningsbeampte of arbiter deur die Raad aangestel ingevolge hierdie akkrediteringsbepalings; en

'Direkteur" beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van WAV is die volgende bepaling van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing op die Raad in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepaling van artikel 133, uitgesonderd subartikel (1)(a);
- (ii) die bepaling van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepaling van artikel 136, uitgesonderd subartikel (6);
- (iv) die bepaling van artikels 138, 140 en 141;
- (v) die bepaling van artikel 142, uitgesonderd subartikel (7);
- (vi) die bepaling van artikels 143 tot 145;
- (vii) die bepaling van artikel 146, tensy daar 'n kollektiewe ooreenkoms is dat die Wet op Arbitrasie, 1965 (Wet No. 42 van 1965), van toepassing is op 'n arbitrasie gevoer ingevolge sy geakkrediteerde werksaamhede en hierdie ooreenkoms is bindend vir die partye by die geskil; en
- (viii) die bepaling van artikel 148.

2.2 Die bepaling van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

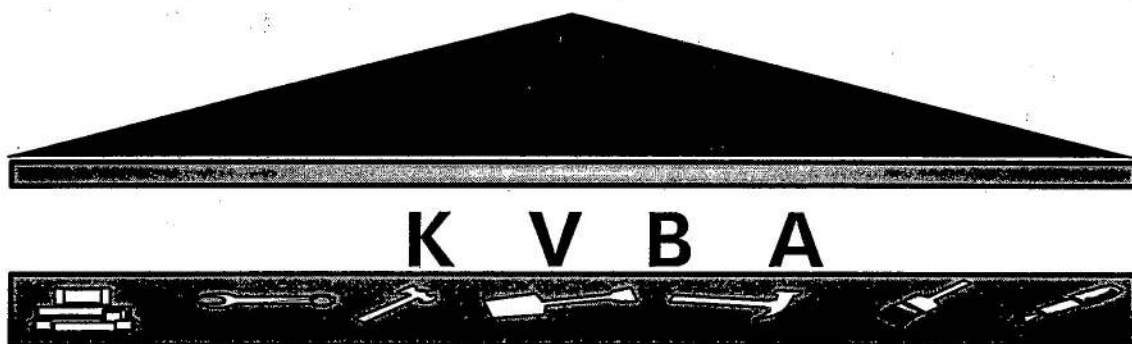
3. Oortreding van die akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om te voldoen aan die akkrediteringsvoorwaardes, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAAM VAN DIE PERSOON OM DIE VERSOENING EN
ARBITRASIE FUNKSIES NAMENS DIE BEDINGINGSRAAD VIR DIE
MEUBELNYWERHEID (VRYSTAAT) TE VERRIG.**

VERSOENING- EN ARBITRASIE PANEEL

1. Arie Beukes



KOMMISSIE
VIR
VERSOENING, BEMIDDELING & ARBITRASIE

Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

MEUBELNYWERHEID (OOS-KAAP)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

30ste MAART 1999

tot

30ste MAART 2000



*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 30ste MAART 1999
Verwysingsnommer: 0016*



AKKREDITERINGSVOORWAARDES VIR VERSOENING EN ARBITRASIE

1. Geakkrediteerde werksaamhede

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), (WAV) is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende soorte geskille deur versoening op te los:

- (i) Geskille oor onbillike ontslag (a.191);
- (ii) geskille oor uittreeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

(b) Om geskille bedoel in paragraaf (a) hierbo, te arbitreer as hierdie geskille onbesleg bly na versoening en as die WAV die hulp van 'n bedingingsraad vereis om dit deur arbitrasie te besleg.

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld verrig

2.1 Toepaslikheid van bepalinge van die Wet op Arbeidsverhoudinge op bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken 'n versoeningsbeampte of arbiter deur die Raad aangestel ingevolge hierdie akkrediteringsbepalings; en

'Direkteur" beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van WAV is die volgende bepalinge van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing op die Raad in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepalinge van artikel 133, uitgesonderd subartikel (1)(a);
- (ii) die bepalinge van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepalinge van artikel 136, uitgesonderd subartikel (6);
- (iv) die bepalinge van artikels 138, 140 en 141;
- (v) die bepalinge van artikel 142, uitgesonderd subartikel (7);
- (vi) die bepalinge van artikels 143 tot 145;
- (vii) die bepalinge van artikel 146, tensy daar 'n kollektiewe ooreenkoms is dat die Wet op Arbitrasie, 1965 (Wet No. 42 van 1965), van toepassing is op 'n arbitrasie gevoer ingevolge sy geakkrediteerde werksaamhede en hierdie ooreenkoms is bindend vir die partye by die geskil; en
- (viii) die bepalinge van artikel 148.

2.2 Die bepalinge van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

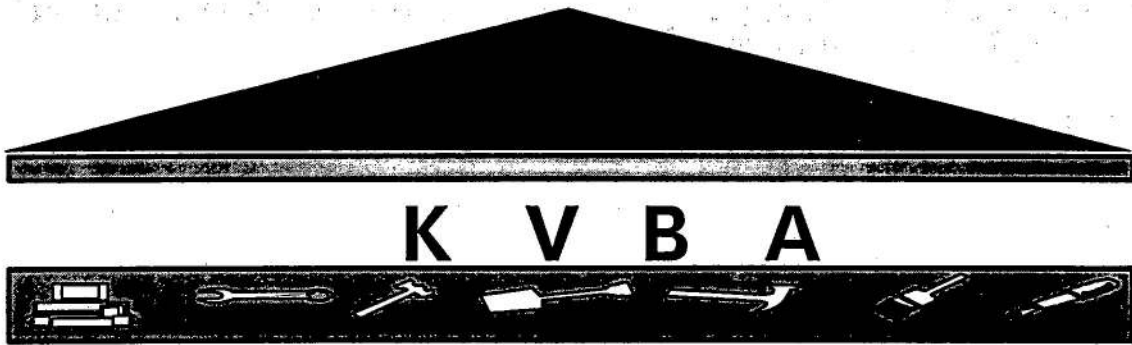
3. Oortreding van die akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om te voldoen aan die akkrediteringsvoorwaardes, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAAM VAN DIE PERSOON OM DIE VERSOENING EN
ARBITRASIE FUNKSIES NAMENS DIE BEDINGINGSRAAD VIR DIE
MEUBELNYWERHEID (OOS-KAAP) TE VERRIG.**

VERSOENING- EN ARBITRASIE PANEEL

1. Michael Hemsley



KOMMISSIE
VIR
VERSOENING, BEMIDDELING & ARBITRASIE

Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

BOUNYWERHEID (SUID- EN OOS-KAAP)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

30ste MAART 1999

30ste MAART 2000

tot



COMMISSION
FOR
CONCILIATION, MEDIATION
& ARBITRATION
(Amptelike stempel van KVBA)

*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 30ste MAART 1999
Verwysingsnommer: 0019*



AKKREDITERINGSVOORWAARDES VIR VERSOENING EN ARBITRASIE

1. Geakkrediteerde werksaamhede

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), (WAV) is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende soorte geskille deur versoening op te los:

- (i) Geskille oor onbillike ontslag (a.191);
- (ii) geskille oor uittreeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

(b) Om geskille bedoel in paragraaf (a) hierbo, te arbitreer as hierdie geskille onbesleg bly na versoening en as die WAV die hulp van 'n bedingingsraad vereis om dit deur arbitrasie te besleg.

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld verrig

2.1 Toepaslikheid van bepalinge van die Wet op Arbeidsverhoudinge op bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken 'n versoeningsbeampte of arbiter deur die Raad aangestel ingevolge hierdie akkrediteringsbepalings; en

'Direkteur' beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van WAV is die volgende bepaling van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing op die Raad in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepaling van artikel 133, uitgesonderd subartikel (1)(a);
- (ii) die bepaling van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepaling van artikel 136, uitgesonderd subartikel (6);
- (iv) die bepaling van artikels 138, 140 en 141;
- (v) die bepaling van artikel 142, uitgesonderd subartikel (7);
- (vi) die bepaling van artikels 143 tot 145;
- (vii) die bepaling van artikel 146, tensy daar 'n kollektiewe ooreenkoms is dat die Wet op Arbitrasie, 1965 (Wet No. 42 van 1965), van toepassing is op 'n arbitrasie gevoer ingevolge sy geakkrediteerde werksaamhede en hierdie ooreenkoms is bindend vir die partye by die geskil; en
- (viii) die bepaling van artikel 148.

2.2 Die bepaling van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

3. Oortreding van die akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om te voldoen aan die akkrediteringsvoorwaardes, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAME VAN PERSONE OM DIE VERSOENING EN
ARBITRASIE (OF BEIDE) FUNKSIES NAMENS DIE BEDINGINGSRAAD
VIR DIE BOUNYWERHEID (SUID- EN OOS-KAAP) TE VERRIG.**

VERSOENINGSPANEEL

1. Martin Geduld
2. Rollan Mbambosi
3. Eric Mabuto
4. Peter Roberts

VERSOENING- EN ARBITRASIE PANEEL

1. Cecil Domingo
2. Theodurus Daniel Du Plessis
3. David Kearney
4. Van Heerden Le Roux
5. Theo Verschuur



KOMMISSIE
VIR
VERSOENING, BEMIDDELING & ARBITRASIE

Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

BOUNYWERHEID (OOS-LONDEN)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

30ste MAART 1999

30ste MAART 2000

tot



COMMISSION
FOR
CONCILIATION, MEDIATION
& ARBITRATION
(Amptelike stempel van KVBA)

*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 30ste MAART 1999
Verwysingsnommer: 0020*



AKKREDITERINGSVOORWAARDES VIR VERSOENING EN ARBITRASIE

1. Geakkrediteerde werksaamhede

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), (WAV) is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende soorte geskille deur versoening op te los:

- (i) Geskille oor onbillike ontslag (a.191);
- (ii) geskille oor uittreeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

(b) Om geskille bedoel in paragraaf (a) hierbo, te arbitreer as hierdie geskille onbesleg bly na versoening en as die WAV die hulp van 'n bedingingsraad vereis om dit deur arbitrasie te besleg.

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld verrig

2.1 Toepaslikheid van bepalings van die Wet op Arbeidsverhoudinge op bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken 'n versoeningsbeampte of arbiter deur die Raad aangestel ingevolge hierdie akkrediteringsbepalings; en

'Direkteur' beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van WAV is die volgende bepalinge van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing op die Raad in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepalinge van artikel 133, uitgesonderd subartikel (1)(a);
- (ii) die bepalinge van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepalinge van artikel 136, uitgesonderd subartikel (6);
- (iv) die bepalinge van artikels 138, 140 en 141;
- (v) die bepalinge van artikel 142, uitgesonderd subartikel (7);
- (vi) die bepalinge van artikels 143 tot 145;
- (vii) die bepalinge van artikel 146, tensy daar 'n kollektiewe ooreenkoms is dat die Wet op Arbitrasie, 1965 (Wet No. 42 van 1965), van toepassing is op 'n arbitrasie gevoer ingevolge sy geakkrediteerde werksaamhede en hierdie ooreenkoms is bindend vir die partye by die geskil; en
- (viii) die bepalinge van artikel 148.

2.2 Die bepalinge van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

3. Oortreding van die akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om te voldoen aan die akkrediteringsvoorwaardes, kan die KVBA-beheerliggaam die akkreditering intrek.

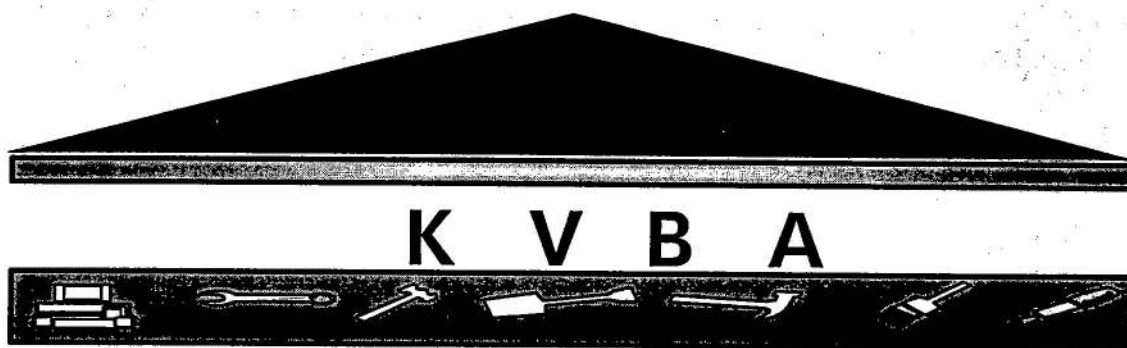
**BYLAE VAN DIE NAME VAN PERSONE OM DIE VERSOENING EN
ARBITRASIE (OF BEIDE) FUNKSIES NAMENS DIE BEDINGINGSRAAD
VIR DIE BOUNYWERHEID (OOS-LONDEN) TE VERRIG.**

VERSOENINGSPANEEL

1. Johan Brown
2. John Miles
3. Kevin Price

VERSOENING- EN ARBITRASIE PANEEL

1. Frans Lubbe
2. Frank Knox



KOMMISSIE
VIR
VERSOENING, BEMIDDELING & ARBITRASIE

Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

BOUNYWERHEID (KAAP DIE GOEIE HOOP)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

23ste FEBRUARIE 1999

23ste FEBRUARIE 2000

tot



COMMISSION
FOR
CONCILIATION, MEDIATION
& ARBITRATION
(Amptelike stempel van KVBA)

*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 23ste FEBRUARIE 1999
Verwysingsnommer: 0004*



AKKREDITERINGSVOORWAARDES VIR VERSOENING**1. Geakkrediteerde werksaamhede**

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende tipes geskille deur versoening te bemiddel:

- (i) Geskille oor onbillike ontslag (a. 191);
- (ii) geskille oor uittreeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld, verrig

2.1 Toepaslikheid van die bepalings van die Wet op Arbeidsverhoudinge op Bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken bemiddelaar deur die Raad aangestel ingevolge hierdie akkrediteringsvoorwaardes; en

'Direkteur' beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van die WAV is die volgende bepalings van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepalings van artikel 133, uitgesonderd subartikels (1)(a) en (2);
- (ii) die bepalings van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepalings van artikel 142, uitgesonderd subartikel (7);
- (iv) die bepalings van artikel 148.

2.2 Bepalings van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en 'n dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys

is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

3. Akkrediteringsbepalings vir arbitrasie

Vir die doel van hierdie akkrediteringsvoorwaarde moet elke Raad vir versoening binne 60 kalenderdae vanaf die datum van akkreditering 'n ooreenkoms aangaan met die KVBA [Subkomitee vir Akkreditering en Subsiëring namens die bestuursliggaam] oor die verrigting van die arbitrasiewerksaamheid.

4. Oortreding van akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om aan die voorwaardes vir sy akkreditering te voldoen, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAME VAN PERSONE OM DIE
VERSOENINGSFUNKSIES NAMENS DIE BEDINGINGSRAAD VIR DIE
BOUNYWERHEID (KAAP DIE GOEIE HOOP) TE VERRIG.**

VERSOENINGSPANEEL

1. Ralph Dennis
2. Thami Dyantyi
3. Isaac Fredericks
4. Patience Mshumpela
5. Jacobus Kitshoff
6. Mongameli Mjijwa
7. Johan Rossouw
8. Ashley Thabane
9. Darryl Whitaker
10. Stephan Cloete
11. Hennie Cloete
12. Arnold Williams



Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
**DIE BEDINGINGSRAAD VIR DIE MEUBEL-, BEDDEGOED-
EN STOFFEERNYWERHEID (GROTER NOORDELIKE
STREEK)**

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

25ste MAART 1999

25ste MAART 2000

tot



*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 25ste MAART 1999
Verwysingsnommer: 0015*



AKKREDITERINGSVOORWAARDES VIR VERSOENING**1. Geakkrediteerde werksaamhede**

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende tipes geskille deur versoening te bemiddel:

- (i) Geskille oor onbillike ontslag (a. 191);
- (ii) geskille oor uittreeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld, verrig

2.1 Toepaslikheid van die bepalings van die Wet op Arbeidsverhoudinge op Bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenisse:

'Kommissie' beteken die Raad;

'Kommissaris' beteken bemiddelaar deur die Raad aangestel ingevolge hierdie akkrediteringsvoorwaardes; en

'Direkteur' beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van die WAV is die volgende bepalings van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepalings van artikel 133, uitgesonderd subartikels (1)(a) en (2);
- (ii) die bepalings van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepalings van artikel 142, uitgesonderd subartikel (7);
- (iv) die bepalings van artikel 148.

2.2 Bepalings van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en 'n dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys

is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

3. Akkrediteringsbepalings vir arbitrasie

Vir die doel van hierdie akkrediteringsvoorwaarde moet elke Raad vir versoening binne 60 kalenderdae vanaf die datum van akkreditering 'n ooreenkoms aangaan met die KVBA [Subkomitee vir Akkreditering en Subsiëring namens die bestuursliggaam] oor die verrigting van die arbitrasiewerksaamheid.

4. Oortreding van akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om aan die voorwaardes vir sy akkreditering te voldoen, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAME VAN PERSONE OM DIE
VERSOENINGSFUNKSIES NAMENS DIE BEDINGINGSRAAD VIR DIE
MEUBEL-, BEDDEGOED- EN STOFFEERNYWERHEID (GROTER
NOORDELIKE STREEK) TE VERRIG.**

VERSOENINGSPANEEL

1. Jonathan Kekana
2. Andre Badenhorst
3. Jacob Mbatha
4. Wayne Bailakinston
5. Tania Du Bois Jordan
6. Joseph Frieslaar
7. Mary Masters
8. Frederick van Tonder



KOMMISSIE
VIR
VERSOENING, BEMIDDELING & ARBITRASIE

Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

MEUBELNYWERHEID (KWAZULU-NATAL)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

30ste MAART 1999

tot

30ste MAART 2000



COMMISSION
FOR
CONCILIATION, MEDIATION
& ARBITRATION
(Amptelike stempel van KVBA)

*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 30ste MAART 1999
Verwysingsnommer: 0017*



AKKREDITERINGSVOORWAARDES VIR VERSOENING**1. Geakkrediteerde werksaamhede**

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende tipes geskille deur versoening te bemiddel:

- (i) Geskille oor onbillike ontslag (a. 191);
- (ii) geskille oor uittreeloon ; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld, verrig

2.1 Toepaslikheid van die bepalings van die Wet op Arbeidsverhoudinge op Bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenis:

'Kommissie' beteken die Raad;

'Kommissaris' beteken bemiddelaar deur die Raad aangestel ingevolge hierdie akkrediteringsvoorwaardes; en

'Direkteur' beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van die WAV is die volgende bepalings van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepalings van artikel 133, uitgesonderd subartikels (1)(a) en (2);
- (ii) die bepalings van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepalings van artikel 142, uitgesonderd subartikel (7);
- (iv) die bepalings van artikel 148.

2.2 Bepalings van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en 'n dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys

is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

3. Akkrediteringsbepalings vir arbitrasie

Vir die doel van hierdie akkrediteringsvoorwaarde moet elke Raad vir versoening binne 60 kalenderdae vanaf die datum van akkreditering 'n ooreenkoms aangaan met die KVBA [Subkomitee vir Akkreditering en Subsiëring namens die bestuursliggaam] oor die verrigting van die arbitrasiewerksaamheid.

4. Oortreding van akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om aan die voorwaardes vir sy akkreditering te voldoen, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAAM VAN DIE PERSOON OM DIE
VERSOENINGSFUNKSIES NAMENS DIE BEDINGINGSRAAD VIR DIE
MEUBELNYWERHEID (KWAZULU-NATAL) TE VERRIG.**

VERSOENINGSPANEEL

1. Muzi Shongwe

'Direkteur' beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van die WAV is die volgende bepalings van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepalings van artikel 133, uitgesonderd subartikels (1)(a) en (2);
- (ii) die bepalings van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepalings van artikel 142, uitgesonderd subartikel (7);
- (iv) die bepalings van artikel 148.

2.2 Bepalings van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en 'n dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys

is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

3. Akkrediteringsbepalings vir arbitrasie

Vir die doel van hierdie akkrediteringsvoorwaarde moet elke Raad vir versoening binne 60 kalenderdae vanaf die datum van akkreditering 'n ooreenkoms aangaan met die KVBA [Subkomitee vir Akkreditering en Subsiëring namens die bestuursliggaam] oor die verrigting van die arbitrasiewerksaamheid.

4. Oortreding van akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om aan die voorwaardes vir sy akkreditering te voldoen, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAAM VAN DIE PERSOON OM DIE
VERSOENINGSFUNKSIES NAMENS DIE BEDINGINGSRAAD VIR DIE
KLERASIENYWERHEID (OOS-KAAP) TE VERRIG.**

VERSOENINGSPANEEL

1. Julie Shear



Akkrediteringsertifikaat van Raad

Hiermee word verklaar dat
DIE BEDINGINGSRAAD VIR DIE

MEUBELNYWERHEID (SUIDWESTELIKE DISTRIKTE)

Naam van aansoeker

*ingevolge artikel 127 van die Wet op Arbeidsverhoudinge, 1995,
geakkrediteer is om geskilbeslegtingswerkzaamhede te verrig
behoudens die voorwaardes uiteengesit in die bygaande byvoegsel.
Hierdie sertifikaat is van krag vanaf*

30ste MAART 1999

tot

30ste MAART 2000



COMMISSION
FOR
CONCILIATION, MEDIATION
& ARBITRATION
(Ampelike stempel van KVBA)

*Me. T. Orleyn
Direkteur, KVBA
Privaatsak X94
Marshalltown 2107*

*Datum: 30ste MAART 1999
Verwysingsnommer: 0021*



AKKREDITERINGSVOORWAARDES VIR VERSOENING**1. Geakkrediteerde werksaamhede**

Ingevolge artikel 127(5) van die Wet op Arbeidsverhoudinge, 1995 (Wet No. 66 van 1995), is die Raad geakkrediteer om die volgende werksaamhede te verrig:

(a) Om die volgende tipes geskille deur versoening te bemiddel:

- (i) Geskille oor onbillike ontslag (a. 191);
- (ii) geskille oor uittreeloon; en
- (iii) geskille oor onbillike arbeidspraktyke (item 3 van Bylae 7).

2. Slegs diegene wie se name op die lys in die Bylae aangeheg verskyn, kan die Raad se geakkrediteerde werksaamhede soos in die Bylae vermeld, verrig

2.1 Toepaslikheid van die bepalings van die Wet op Arbeidsverhoudinge op Bedingingsrade

(a) Vir die doeleindes van hierdie paragraaf het die volgende verwysings in Deel C van Hoofstuk VII van die WAV die volgende betekenisse:

'Kommissie' beteken die Raad;

'Kommissaris' beteken bemiddelaar deur die Raad aangestel ingevolge hierdie akkrediteringsvoorwaardes; en

'Direkteur' beteken die Sekretaris van die Raad.

(b) Ingevolge artikel 127(6) van die WAV is die volgende bepalings van die artikels vervat in Deel C van Hoofstuk VII van die WAV van toepassing in die verrigting van sy geakkrediteerde werksaamhede:

- (i) Die bepalings van artikel 133, uitgesonderd subartikels (1)(a) en (2);
- (ii) die bepalings van artikel 135, uitgesonderd subartikel (6);
- (iii) die bepalings van artikel 142, uitgesonderd subartikel (7);
- (iv) die bepalings van artikel 148.

2.2 Bepalings van die Akkrediteringshandleiding van Bedingingsrade

Elke Raad moet 'n gedragskode en 'n dissiplinêre kode en prosedure vir lede van die Raad aanvaar. Die Raad moet ook 'n verteenwoordigende diens lewer.

2.3 Verlenging van akkrediteringstydperk

Ten spyte van die verstryking van die tydperk vermeld in die Akkrediteringsertifikaat, kan die Raad voortgaan om sy geakkrediteerde werksaamhede te verrig ten opsigte van 'n geskil wat na die Raad gedurende die vermelde tydperk verwys

is, maar nie besleg is teen die tyd wat die tydperk verstryk nie, totdat daardie geskil besleg is.

3. Akkrediteringsbepalings vir arbitrasie

Vir die doel van hierdie akkrediteringsvoorwaarde moet elke Raad vir versoening binne 60 kalenderdae vanaf die datum van akkreditering 'n ooreenkoms aangaan met die KVBA [Subkomitee vir Akkreditering en Subsidiëring namens die bestuursliggaam] oor die verrigting van die arbitrasiewerksaamheid.

4. Oortreding van akkrediteringsvoorwaardes

Indien die geakkrediteerde Raad in gebreke bly om aan die voorwaardes vir sy akkreditering te voldoen, kan die KVBA-beheerliggaam die akkreditering intrek.

**BYLAE VAN DIE NAAM VAN PERSOON OM DIE
VERSOENINGSFUNKSIES NAMENS DIE BEDINGINGSRAAD VIR DIE
MEUBELNYWERHEID (SUIDWESTELIKE DISTRIKTE) TE VERRIG.**

VERSOENINGSPANEEL

1. Michael Hemsley

CONTENTS**INHOUD**

No.	Page No.	Gazette No.	No.	Bladsy No.	Koerant No.
GENERAL NOTICE			ALGEMENE KENNISGEWING		
Labour, Department of			Arbeid, Departement van		
<i>General Notice</i>			<i>Algemene Kennisgewing</i>		
1507			1507		
Labour Relations Act (66/1995):			Wet op Arbeidsverhoudinge (66/1995):		
Commission for Conciliation, Mediation			Kommissie vir Versoening, Bemiddeling		
and Arbitration: Accreditation of certain			en Arbitrasie: Akkreditering van sekere		
bargaining councils	1	20291	bedingingsrade.....	83	20291