



Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Vol. 660

19 June
Junie 2020

No. 43447

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ISSN 1682-5843



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IMPORTANT NOTICE OF OFFICE RELOCATION**government
printing**Department:
Government Printing Works
REPUBLIC OF SOUTH AFRICAPrivate Bag X85, PRETORIA, 0001 149 Bosman Street, PRETORIA
Tel: 012 748 6197, Website: www.gpwonline.co.za**URGENT NOTICE TO OUR VALUED CUSTOMERS: PUBLICATIONS
OFFICE'S RELOCATION HAS BEEN TEMPORARILY SUSPENDED.**

Please be advised that the GPW Publications office will no longer move to 88 Visagie Street as indicated in the previous notices.

The move has been suspended due to the fact that the new building in 88 Visagie Street is not ready for occupation yet.

We will later on issue another notice informing you of the new date of relocation.

We are doing everything possible to ensure that our service to you is not disrupted.

As things stand, we will continue providing you with our normal service from the current location at 196 Paul Kruger Street, Masada building.

Customers who seek further information and or have any questions or concerns are free to contact us through telephone 012 748 6066 or email Ms Maureen Toka at Maureen.Toka@gpw.gov.za or cell phone at 082 859 4910.

Please note that you will still be able to download gazettes free of charge from our website www.gpwonline.co.za.

We apologise for any inconvenience this might have caused.

Issued by GPW Communications

For purposes of reference, all Proclamations, Government Notices, General Notices and Board Notices published are included in the following table of contents which thus forms a weekly index. Let yourself be guided by the gazette numbers in the righthand column:

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THE GOVERNMENT PRINTING WORKS WILL NOT BE HELD RESPONSIBLE FOR ANY ERRORS THAT MIGHT OCCUR DUE TO THE SUBMISSION OF INCOMPLETE / INCORRECT / ILLEGIBLE COPY.

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

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government
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Department:
Government Printing Works
REPUBLIC OF SOUTH AFRICA

HIGH ALERT: SCAM WARNING!!!

TO ALL SUPPLIERS AND SERVICE PROVIDERS OF THE GOVERNMENT PRINTING WORKS

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

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

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

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

Example of e-mails these fraudsters are using:

PROCUREMENT@GPW-GOV.ORG

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

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

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

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

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

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

Fake Tenders

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

How tender scams work

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

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

OR

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

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

Protect yourself from being scammed

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

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

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

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

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

Closing times for **ORDINARY WEEKLY** **GOVERNMENT GAZETTE** **2020**

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

- **24 December 2019**, Tuesday for the issue of Friday **03 January 2020**
- **03 January**, Friday for the issue of Friday **10 January 2020**
- **10 January**, Friday for the issue of Friday **17 January 2020**
- **17 January**, Friday for the issue of Friday **24 January 2020**
- **24 January**, Friday for the issue of Friday **31 January 2020**
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- **21 February**, Friday for the issue of Friday **28 February 2020**
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- **06 March**, Friday for the issue of Friday **13 March 2020**
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- **23 December**, Wednesday for the issue of Friday **31 December 2020**

LIST OF TARIFF RATES FOR PUBLICATION OF NOTICES

COMMENCEMENT: 1 APRIL 2018

NATIONAL AND PROVINCIAL

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

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

EXTRA-ORDINARY

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

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

GOVERNMENT PRINTING WORKS - BUSINESS RULES

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

CLOSING TIMES FOR ACCEPTANCE OF NOTICES

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

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

All notices received after the closing time will be rejected.

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

GOVERNMENT PRINTING WORKS - BUSINESS RULES

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

EXTRAORDINARY GAZETTES

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

NOTICE SUBMISSION PROCESS

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

GOVERNMENT PRINTING WORKS - BUSINESS RULES

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

QUOTATIONS

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

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

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

CANCELLATIONS

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

AMENDMENTS TO NOTICES

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

REJECTIONS

24. All notices not meeting the submission rules will be rejected to the customer to be corrected and resubmitted. Assistance will be available through the Contact Centre should help be required when completing the forms. (012-748 6200 or email info.egazette@gpw.gov.za). Reasons for rejections include the following:
- 24.1. Incorrectly completed forms and notices submitted in the wrong format, will be rejected.
- 24.2. Any notice submissions not on the correct *Adobe* electronic form, will be rejected.
- 24.3. Any notice submissions not accompanied by the proof of payment / purchase order will be rejected and the notice will not be processed.
- 24.4. Any submissions or re-submissions that miss the submission cut-off times will be rejected to the customer. The Notice needs to be re-submitted with a new publication date.

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

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

GOVERNMENT PRINTER INDEMNIFIED AGAINST LIABILITY

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

LIABILITY OF ADVERTISER

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

CUSTOMER INQUIRIES

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

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

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

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

GOVERNMENT PRINTING WORKS - BUSINESS RULES

PAYMENT OF COST

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

PROOF OF PUBLICATION

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

GOVERNMENT PRINTING WORKS CONTACT INFORMATION

Physical Address:
Government Printing Works

149 Bosman Street

Pretoria

Postal Address:

Private Bag X85

Pretoria

0001

GPW Banking Details:
Bank: ABSA Bosman Street

Account No.: 405 7114 016

Branch Code: 632-005

For Gazette and Notice submissions: Gazette Submissions:

For queries and quotations, contact: Gazette Contact Centre:

E-mail: submit.egazette@gpw.gov.za
E-mail: info.egazette@gpw.gov.za
Tel: 012-748 6200

Contact person for subscribers: Mrs M. Toka:

E-mail: subscriptions@gpw.gov.za
Tel: 012-748-6066 / 6060 / 6058

Fax: 012-323-9574

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF HEALTH

NO. 679

19 JUNE 2020

MEDICINES AND RELATED SUBSTANCES ACT, (101 OF 1965)**REGULATIONS RELATING TO A TRANSPARENT PRICING SYSTEM FOR
MEDICINES AND SCHEDULED SUBSTANCES: DISPENSING FEE FOR
PHARMACISTS**

The Minister of Health has, on recommendation of the Pricing Committee, in terms of Section 22G (2) (b) of the Medicines and Related Substances Act, (No. 101 of 1965), made the regulations in the Schedule.

SCHEDULE**Definitions**

1. In this schedule, "the Act" means the Medicines and Related Substances Act, 1965 (Act No. 101 of 1965) and any word or expression to which a meaning has been assigned in the Act shall have such meaning, unless the context indicates otherwise-

"**dispense**" means the supply of medicines based on a prescription to a patient or someone on behalf of the patient by a health professional authorized by law to supply medicines and includes-

- (a) the interpretation and evaluation of the prescription;
- (b) the selection, reconstitution, dilution, labelling, recording and the actual supply of the medicine;

- (c) the provision of information and instructions to ensure safe and effective use of a medicine by a patient; and
- (d) the provision of information as contemplated in section 22F (1)(a) of the Act.

“dispensing fee” means a fee determined in terms of these regulations, exclusive of Value Added Tax, that may be charged to dispense a medicine; and

“the Regulations” means the Regulations Relating to the Transparent Pricing System for Medicine and Scheduled Substances published in terms of Government Notice No. R1102 b of November 2005, as amended.

Amendment of Regulation 10

2. The following regulation is hereby substituted for Regulation 10 of the Regulations:

“10. (1) The appropriate dispensing fee as contemplated in Section 22G (2) (b) of the Act to be charged by a pharmacist, must be calculated as follows:

- (a) where the single exit price of a medicine or scheduled substance is less than one hundred and thirteen rand and seventy two cents (R113.72), the dispensing fee shall not exceed R15.95 plus 46% of the single exit price in respect of that medicine or scheduled substance;
- (b) where the single exit price of a medicine or scheduled substance is greater than or equal to one hundred and thirteen rand and seventy two cents (R113.72), but less than three hundred and three rand and thirty two cents (R303.32), the dispensing fee shall not exceed R29.07 plus 33% of the single exit price in respect of that medicine or scheduled substance;

- (c) where the single exit price of a medicine or scheduled substance is greater than or equal to three hundred and three rand and thirty two cents (R303.32), but less than one thousand and sixty one rand and sixty two cents (R1061.62), the dispensing fee shall not exceed R82.77 plus 15% of the Single Exit Price in respect of that medicine or scheduled substance;
- (d) where the single exit price of a medicine or scheduled substance is greater than or equal to one thousand and sixty one rand and sixty two cents (R1061.62), the dispensing fee shall not exceed R190.68 plus 5% of the Single Exit Price in respect of that medicine or scheduled substance.

This fee which is exclusive of VAT represents a maximum dispensing fee and does not preclude dispensers from charging a lower fee, either of which to be added to the SEP of a medicine or scheduled substance thus resulting in a final price to be paid by the consumer.

- (2) The provision of sub-regulation (1) must be reviewed annually by the Minister after taking into account-
 - (a) the need to ensure the availability and affordability of quality medicines and scheduled substances in the Republic;
 - (b) annual inflation rates published periodically by Statistics South Africa;
 - (c) information supplied by pharmacists in accordance with guidelines determined by the Minister from time to time by Notice in the Gazette; and
 - (d) any other information the Minister may deem necessary to consider.
- (3) A pharmacist dispensing a medicine must-

- (a) by means of a clearly displayed notice in the pharmacy, inform members of the public of the maximum fee structure used by such pharmacist to determine the dispensing fee; and
- (b) provide an invoice in respect of each medicine which clearly indicates the-
 - (i) dispensing fee charged; and
 - (ii) single exit price.



DR ZL MKHIZE, MP
MINISTER OF HEALTH

DATE: 12/12/2019

DEPARTMENT OF HEALTH

NO. 680

19 JUNE 2020

FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT, 1972 (ACT 54 OF 1972)

ENFORCEMENT BY LOCAL AUTHORITY

I, Dr ZL Mkhize, Minister of Health, hereby authorise under section 23 (1) of the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act 54 of 1972), the following local authorities to enforce sections 10 (3) (b), 11 and 24 of the said Act within their area of jurisdiction and through duly authorised officers:

Mangaung Metropolitan Municipality
Harry Gwala District Municipality

The authorization of the local authorities included in the schedule below is hereby withdrawn in terms of section 23 (3) of the Act:

LOCAL AUTHORITY	GOVERNMENT NOTICE
Bainsvlei	R 2704 of 1991
Bloemfontein	R 1754 of 1981
Bloemspruit	R 1440 of 1994
Dewetsdorp	R 1440 of 1994
Wepener	R 1223 of 1975
Edenville	R 3407 of 1992
Ficksburg	R 475 of 1986
Ladybrand	R 485 of 1977
Ondendaalsrus	R 982 of 1973
Viljoenskroon	R 671 of 1983
Sisonke	R 953 of 2006
Amanzimtoti	R 305 of 1990
Ballito Town Board	R 339 of 1983
Empangeni	R 2121 of 1979
Estcourt	R 1225 of 1979
Howick	R 2779 of 1979
Isipingo	R 562 of 1984
Kingsburg	R 214 of 1982
Kokstad	R 2614 of 1981
Marburg	R 510 of 1983
Mtunzini	R 1922 of 1979
Scottsburg	R 562 of 1984
Tongaat Town Board	R 193 of 1983
Umsinto North	R 1925 of 1980
Uvongo	R 3093 of 1991
Weenen Town Board	R 2642 of 1985
Westville	R 1271 of 1981



DR ZL MKHIZE
MINISTER OF HEALTH

DATUM: 19/02/2020.

DEPARTEMENT VAN GESONDHEID

NO. 680

19 JUNIE 2020

WET OP VOEDINGSMIDDELS, SKOONHEIDSMIDDELS EN ONTSMETTINGSMIDDELS, 1972 (WET NO. 54 VAN 1972)

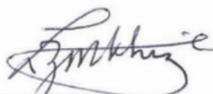
TOEPASSING DEUR PLAASLIKE BESTUUR

Ek, Dr ZL Mkhize, Minister van Gesondheid, magtig hierby kragtens artikel 23 (1) van die Wet op Voedingsmiddels, Skoonheidsmiddels en Ontsmettingsmiddels, 1972 (Wet No. 54 van 1972), die ondergenoemde plaaslike owerhede om binne hulle regsgebiede en deur middel van behoorlik gemagtigde beamptes, artikels 10 (3) (b), 11 en 24 van genoemde Wet uit te voer:

Mangaung Metropolitaanse Munisipaliteit
Harry Gwala Distrik Munisipaliteit

Die magtiging van die plaaslike owerhede soos ingesluit in die ondergenoemde skedule word hiermee ingetrek binne die bepalings van artikel 23 (3) van die Wet:

PLAASLIKE OWERHEID	GOEWERMENT KENNISGEWING
Bainsvlei	R 2704 van 1991
Bloemfontein	R 1754 van 1981
Bloemspruit	R 1440 van 1994
Dewetsdorp	R 1440 van 1994
Wepener	R 1223 van 1975
Edenville	R 3407 van 1992
Ficksburg	R 475 van 1986
Ladybrand	R 485 van 1977
Ondendaalsrus	R 982 van 1973
Viljoenskroon	R 671 van 1983
Sisonke	R 953 van 2006
Amanzimtoti	R 305 van 1990
Ballito Town Board	R 339 van 1983
Empangeni	R 2121 van 1979
Estcourt	R 1225 van 1979
Howick	R 2779 van 1979
Isipingo	R 562 van 1984
Kingsburg	R 214 van 1982
Kokstad	R 2614 van 1981
Marburg	R 510 van 1983
Mtunzini	R 1922 van 1979
Scottburg	R 562 van 1984
Tongaat Town Board	R 193 van 1983
Umzinto North	R 1925 van 1980
Uvongo	R 3093 van 1991
Weenen Town Board	R 2642 van 1985
Westville	R 1271 van 1981



DR ZL MKHIZE
MINISTER VAN GESONDHEID

DATUM: 19/02/2020.

DEPARTMENT OF HEALTH

NO. 681

19 JUNE 2020

**FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT, 1972
(ACT 54 OF 1972)**

REGULATIONS – PRESERVATIVES AND ANTIOXIDANTS: AMENDMENT

The Minister of Health has, in terms of section 15(1) of the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act. No.54 of 1972), made the Regulations set out in the schedule hereto.

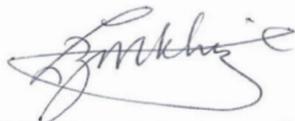
SCHEDULE

In this Schedule, “**the Regulations**” means Regulations published under Government Notice No. R 965 of 3 June 1977.

ANNEXURE A

The Table in Annexure A of the Regulations is hereby amended by addition of the following:

I Foodstuff	II Preservative	III Quantity permitted Mg/kg or mg/L
All bread	Sorbic Acid	1 000



**DR. ZWELINI LAWRENCE MKHIZE, MP
MINISTER OF HEALTH**

26/02/2020

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. 682

19 JUNE 2020

**AMENDED NOTICE OF DIRECTION IN TERMS OF SECTION 27(2) OF THE
OCCUPATIONAL HEALTH AND SAFETY ACT, READ WITH REGULATION 3(4) OF THE
GENERAL SAFETY REGULATIONS**

I, Tibor Szana, duly designated by Minister of Employment and Labour in terms of section 27(1) of the Occupational Health and Safety Act, Act No. 85 of 1993 as Chief Inspector for the purposes of the aforementioned Act, and acting in terms of the powers and functions conferred upon me by section 27(2), and those assigned to me by provisions of the Act, hereby give notice that as from the date of this notice, all applications for approval from a person or organization who wants to provide First Aid Training approved by the Chief Inspector, as referred to in Regulation 3(4) of the General Safety Regulation published under Government Notice R1031 of 30 May 1986, will only be considered if it is accompanied by a valid accreditation document issued by the **Quality Assurance Body that has been delegated the quality assurance responsibilities for First Aid unit standards by the Quality Council for Trades and Occupations (QCTO)**, established in terms of section 261 (1) of the Skills Development Amendment Act, 2008, and has been authorized by the Chief Inspector to carry out such accreditation

Compliance in relation to the Accreditation with the Quality Assurance Bodies as mentioned above is extended until 31 March 2021. This notice is an extension of the previous notice which expired on 31 March 2020.



Tibor Szana

Chief Inspector: OHS

19/5/2020

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. 683

19 JUNE 2020

NOTICE REGARDING IMPLEMENTATION OF ERGONOMICS RISK ASSESSMENT AND MEDICAL SURVEILLANCE IN TERMS OF REGULATIONS 6 AND 8 OF THE ERGONOMICS REGULATIONS OF 2019, RESPECTIVELY

Under section 40(3)(b) of the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993, as amended), I, Tibor Szana, appointed as chief inspector in terms of section 27(1) of the said Act, and by virtue of the powers delegated to me by the Minister of Employment and Labour, in terms of section 42(1) of the said Act, hereby grant the following temporary exemption from Regulations 6 and 8 of the Ergonomics Regulation of 2019 in terms of section 40 of the said Act:

For an employer to perform an ergonomics risk assessment and place an employee under medical surveillance, until the 30th June 2021.



Tibor Szana (Mr)

Chief Inspector: Occupational Health and Safety

Date:

19/5/2020.

ITEM	CURRENT WORDING	PROPOSED WORDING
		<p>iii) <u>the operation or management of a close corporation, as defined in the Close Corporations Act, 1984 (Act 69 of 1984); or</u></p> <p>iv) <u>the creation, operation or management of a trust or of a similar structure outside the Republic, except for a trust established by virtue of a testamentary writing or court order;</u></p> <p><u>or</u></p> <p>b) <u>a client is assisted in acting as or arranging for another person to act as a nominee, as defined in the Companies Act, 2008 (Act 71 of 2008).</u></p>
3	An estate agent as defined in the Estate Agency Affairs Act, 1976 (Act 112 of 1976).	An estate agent as defined in the Estate Agency Affairs Act, 1976 (Act 112 of 1976).
4	An authorised user of an exchange as defined in the Securities Service Act, 2004 (Act 36 of 2004).	An authorised user of an exchange as defined in the [Securities Service Act, 2004 (Act 36 of 2004)] Financial Markets Act, 2012 (Act 19 of 2012).
5	A manager registered in terms of the Collective Investment Schemes Control Act, 2002 (Act 45 of 2002), but excludes managers who only conduct business in Part VI of the Collective Investment Schemes Control Act (Act 45 of 2002).	A manager registered in terms of the Collective Investment Schemes Control Act, 2002 (Act 45 of 2002), but excludes managers who only conduct business in Part VI of the Collective Investment Schemes Control Act (Act 45 of 2002).
6	A person who carries on the 'business of a bank' as defined in the Banks Act, 1990 (Act 94 of 1990).	A person who carries on the 'business of a bank' as defined in the Banks Act, 1990 (Act 94 of 1990).
7	A mutual bank as defined in the Mutual Banks Act, 1993 (Act 124 of 1993).	A mutual bank as defined in the Mutual Banks Act, 1993 (Act 124 of 1993).
7A		A co-operative bank as defined in the Co-operative Banks Act, 2007 (Act 40 of 2007).
8	A person who carries on a 'long-term insurance business' as defined in the Long-Term Insurance Act, 1998 (Act 52 of 1998).	<p>[A person who carries on a 'long-term insurance business' as defined in the Long-Term Insurance Act, 1998 (Act 52 of 1998).]</p> <p><u>A person who carries on life insurance business in the "Life Annuities" class, "Individual Investments" class or "Income drawdown" class as described in Table 1 of Schedule 2 to the Insurance Act, 2017 (Act 18 of 2017) or provide rider benefits, as defined in that Act, relating to these classes, but excludes reinsurance business as defined in that Act.</u></p>
9	A person who carries on the business of making available a gambling activity as contemplated in section 3 of the National Gambling Act, 2004 (Act 7 of 2004) in respect of which a license is required to be issued by the National Gambling Board or a provincial licensing authority.	A person who carries on the business of making available a gambling activity as contemplated in section 3 of the National Gambling Act, 2004 (Act 7 of 2004) in respect of which a license is required to be issued by the National Gambling Board or a provincial licensing authority.
10	A person who carries on the business of dealing in foreign exchange.	A person who carries on the business of dealing in foreign exchange.
11	A person who carries on the business of lending money against the security of securities.	<p>[A person who carries on the business of lending money against the security of securities.]</p> <p><u>A person who carries on the business of a credit provider as defined in the National Credit Act, 2005 (Act 34 of 2005), excluding credit providers who</u></p>

ITEM	CURRENT WORDING	PROPOSED WORDING
		<u>extend credit under a credit facility as provided for in section 8(3) of that Act.</u>
12	A person who carries on the business of a financial services provider requiring authorisation in terms of the Financial Advisory and Intermediary services Act, 2002 (Act 37 of 2002), to provide advice and intermediary services in respect of the investment of any financial product (but excluding a short term insurance contract or policy referred to in the Short-term Insurance Act, 1998 (Act 53 of 1998) and a health service benefit provided by a medical scheme as defined in section 1(1) of the Medical Schemes Act, 1998 (Act 131 of 1998).	A person who carries on the business of a financial services provider requiring authorisation in terms of the Financial Advisory and Intermediary services Act, 2002 (Act 37 of 2002), to provide advice [and] or intermediary services in respect of the investment of any financial product (but excluding a [short term insurance contract or policy referred to in the Short-term Insurance Act, 1998 (Act 53 of 1998)] non-life insurance policy as defined in the Insurance Act, 2017 (Act 18 of 2017), a life insurance policy in the "Risk" class, "Fund Risk" class, "Credit Life" class, "Funeral" class, "Fund Investment" class and "Reinsurance" class as described in Table 1 of Schedule 2 to the Insurance Act, 2017 and a health service benefit provided by a medical scheme as defined in section 1(1) of the Medical Schemes Act, 1998 (Act 131 of 1998)).
13	A person who issues, sells or redeems travellers' cheques, money orders or similar instruments.	A person who issues, sells or redeems travellers' cheques, money orders or similar instruments.
14	The Postbank referred to in section 51 of the Postal Services Act, 1998 (Act 124 of 1998).	The Postbank referred to in section 51 of the Postal Services Act, 1998 (Act 124 of 1998).
15
16	The Ithala Development Finance Corporation Limited.	[The Ithala Development Finance Corporation Limited.]
17
18
19	A person who carries on the business of a money remitter.	A person who carries on the business of a money [remitter] or value transfer provider.
<u>20</u>		<u>A person who carries on the business of dealing in high value goods in respect of any transaction where such a business receives a payment or payments in any form of R100 000,00 or more, whether the transaction is executed in a single operation or in several operations that appear to be linked.</u>
<u>21</u>		<u>South African Mint Company (RF) Propriety Limited, only to the extent that it distributes non-circulation coins in retail trade and where in respect of such transaction it receives a payment or payments in any form of R100 000,00 or more, whether the transaction is executed in a single operation or in several operations that appear to be linked.</u>
<u>22</u>		<u>A person who carries on the business of one or more of the following activities or operations for or on behalf of a client:</u> <u>a) exchanging a crypto asset for a fiat currency or vice versa;</u> <u>b) exchanging one form of crypto asset for another;</u> <u>c) conducting a transaction that moves a crypto asset from one crypto asset address or account to another;</u>

ITEM	CURRENT WORDING	PROPOSED WORDING
		<p><u>d) safekeeping or administration of a crypto asset or an instrument enabling control over a crypto asset, and</u></p> <p><u>e) participation in and provision of financial services related to an issuer's offer or sale of a crypto asset.</u></p> <p>where "crypto asset" means a digital representation of perceived value that can be traded or transferred electronically within a community of users of the internet who consider it as a medium of exchange, unit of account or store of value and use it for payment or investment purposes, but does not include a digital representation of a fiat currency or a security as defined in the Financial Markets Act, 2012 (Act 19 of 2012).</p>
23		<p><u>A clearing system participant as defined in section 1 of the National Payment System Act, 1998 (Act 78 of 1998) that facilitates or enables the origination or receipt of any electronic funds transfer and or acts as an intermediary in receiving or transmitting the electronic funds transfer.</u></p>

**PROPOSED WORDING FOR SCHEDULE 2
LIST OF SUPERVISORY BODIES**

ITEM	CURRENT WORDING	PROPOSED WORDING
1	The Financial Services Board established by the Financial Services Board Act, 1990 (Act 97 of 1990).	<p>[The Financial Services Board established by the Financial Services Board Act, 1990 (Act 97 of 1990).]</p> <p><u>The Financial Sector Conduct Authority established by the Financial Sector Regulation Act, 2017 (Act 9 of 2017) in respect of accountable institutions referred to in items 4, 5 and 12 of Schedule 1.</u></p>
2	The South African Reserve Bank in respect of the powers and duties contemplated in section 10(1)(c) in the South African Reserve Bank Act, 1989, (Act 90 of 1989) and the Registrar as defined in sections 3 and 4 of the Banks Act, 1990, (Act 94 of 1990) and the Financial Surveillance Department in terms of Regulation 22.E of the Exchange Control Regulations, 1961.	<p>The South African Reserve Bank in [respect] <u>the performance of-</u></p> <p><u>(a) the powers and duties contemplated in section 10(1)(c) in the South African Reserve Bank Act, 1989 (Act 90 of 1989) in respect of accountable institutions referred to in items 6 and 23 of Schedule 1; [and]</u></p> <p><u>(b) [the Registrar as defined in sections 3 and 4 of the Banks Act, 1990, (Act 94 of 1990)] the Prudential Authority established by the Financial Sector Regulation Act, 2017 (Act 9 of 2017) in respect of accountable institutions referred to in items 6, 7, 7A and 8 of Schedule 1; and</u></p> <p><u>(c) the Financial Surveillance Department in terms of Regulation 22.E of the Exchange Control Regulations, 1961, in respect of accountable institutions referred to in items 10, 13 and 19 of Schedule 1.</u></p>
3	...	
4	The Estate Agency Affairs Board established in terms of the Estate Agency Affairs Act, 1976 (Act 112 of 1976).	[The Estate Agency Affairs Board established in terms of the Estate Agency Affairs Act, 1976 (Act 112 of 1976).]

5	The Independent Regulatory Board for Auditors established in terms of the Auditing Professions Act, 2005 (Act 26 of 2005).	[The Independent Regulatory Board for Auditors established in terms of the Auditing Professions Act, 2005 (Act 26 of 2005).]
6	The National Gambling Board established in terms of the National Gambling Act, and retained in terms of the National Gambling Act, 2004 (Act 7 of 2004).	[The National Gambling Board established in terms of the National Gambling Act, and retained in terms of the National Gambling Act, 2004 (Act 7 of 2004).]
7	...	
8	A law society as contemplated in section 56 of the Attorneys Act, 1979 (Act 53 of 1979).	[A law society as contemplated in section 56 of the Attorneys Act, 1979 (Act 53 of 1979).]
9	A provincial licensing authority as defined in section 1 the National Gambling Act, 2004 (Act 7 of 2004).	[A provincial licensing authority as defined in section 1 the National Gambling Act, 2004 (Act 7 of 2004).]

**PRPOSED WORDING FOR SCHEDULE 3
LIST OF REPORTING INSTITUTIONS**

ITEM	CURRENT WORDING	PROPOSED WORDING
1	A person who carries on the business of dealing in motor vehicles.	[A person who carries on the business of dealing in motor vehicles.]
2	A person who carries on the business of dealing in Kruger rands.	[A person who carries on the business of dealing in Kruger rands.]

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 685

19 JUNE 2020

GENERAL NOTICE IN TERMS OF SECTION 11 (1) OF THE RESTITUTION OF LAND RIGHTS ACT, 1994 (ACT NO. 22 OF 1994), AS AMENDED

Notice is hereby given in terms of section 11(1) of the Restitution of Land Rights Act, 1994 (Act No. 22 of 1994) as amended, that a claim for Restitution of Land Rights has been lodged on Tengwe village which is part of the farm Tengwe's Location 255 MT, situated within the Thulamela Local Municipality, Vhembe District of the Limpopo.

This land claim was lodged by the late Ms. Ndlovu Nyanisi on the 22nd of December 1997. The claimants lost rights on the land which is approximately 1.5576 ha

Detailed information of the property under claim is as follows:

KRP NO	NAMES	ID NUMBER	CLAIMED PROPERTY
3717	Ndlovu Nyanisi	280101 3327 084	Portion 0 (R/E) of the farm Tengwe's Location 255 MT measuring 7229.5509 ha. (Affected extent 1.5576 ha)

All interested parties should take note that the office of the Regional Land Claims Commissioner: Limpopo is investigating this land claim. Any party that has an interest in the above-mentioned property is hereby invited to submit in writing within **30** days of publication of this notice, any comment, and / or objection to this land claim to the Office of the Regional Land Claims Commissioner: Limpopo at the addresses set out below under **KRP number 3717**.

The Regional Land Claims Commissioner: Limpopo
Private Bag X9552
Polokwane
0700

Submissions can also be hand delivered to:
First Floor, 96 Kagiso House
96 Kagiso House
Corner Rissik & Schoeman Streets
Polokwane
0700


MR. L.H MAPHUTHA
REGIONAL LAND CLAIMS COMMISSIONER
DATE: 2020/06/23

DEPARTMENT OF AGRICULTURE, LAND REFORM AND RURAL DEVELOPMENT

NO. 686

19 JUNE 2020

NOTICE OF INTENTION TO AMEND THE GAZETTE NOTICE IN TERMS OF SECTION 11A (2) OF THE RESTITUTION OF LAND RIGHTS ACT, NO. 22 OF 1994 (AS AMENDED).

WHEREAS a land claim was lodged by Mr. Ezekiel Vusumzi Skhosana, which claim was published in terms of Section 11(1) of the Restitution of Land Rights Act, No. 22 of 1994 (as amended), hereinafter referred to as "the Act".

and

WHEREAS during further investigation of the land claim in so far as it relates to the properties referred to below, the Regional Land Claims Commissioner, has reason to believe that the criteria set out in Section 11(1) (b) of the Act, has not been met.

NOW THEREFORE NOTICE is hereby given in terms of Section 11A (2) of the Act that at the expiry of 90 days from the date of the publication of this notice in the Government Gazette, the notice of the claim previously published in terms of section 11(1) of the Act in Gazette No. 40166, under Notice 870 of 2016, dated 29 July 2016, to the extent that it relates to the properties listed below, will be withdrawn unless cause to the contrary is shown to the satisfaction of the Regional Land Claims Commissioner.

The details of the Gazette No. 40166, under Notice 870 of 2016, dated 29th of July 2016, relevant for this notice include the following:

Reference No: Z 0076
Claimant: Mr. Ezekiel Vusumzi Skhosana
Property Description: See below
Total extent: See below
Owner: See below
Date Submitted: 31 December 1998

No.	Property Description	Extent Ha	Land Owner
1.	Portion 33 (remaining extent) of the farm Tweefontein 413 JR	21.5380	Dewald De Steur
2.	Portion 56 (remaining extent) of the farm Tweefontein 413 JR	27.1042	Double I Prop Pty Ltd

The reasons the Regional Land Claims Commissioner believes that the criteria in section 11(1) of the Act may not have been met, is that:

- (a) The claimed land does not extend to portions 33 (RE) and 56 (RE) of the farm Tweefontein 413 JR; and/or

Reference No : Z 0076
 Claimant : Mr. Ezekiel Vusumzi Skhosana
 Property Description : Portion 33 (remaining extent) and Portion 56 (remaining extent) of the farm Tweefontein 413 JR

- (b) The ascendants of the claimants did not have rights in land (as defined in the Act) on the properties listed above; and
- (c) The claimed land only affects portions 10 & 68 of the farm Tweefontein 413 JR.

Any party who may have an interest in the above-mentioned land claim is hereby invited to make representations, within 90 days from the publication of this notice, as to why the claim should not be withdrawn in terms of section 11A (3) of the Act.

The representations must be forwarded to the Regional Land Claims Commissioner



MR L H MAPHUTHA
The Regional Land Claims Commissioner
Private Bag X 03
ARCADIA
0007
Tel: (012) 310-6500
Fax: (012) 323-2961

Reference No : Z 0076
Claimant : Mr. Ezekiel Vusumzi Sikhosana
Property Description : Portion 33 (remaining extent) and Portion 56 (remaining extent) of the farm Tweefontein 413 JR

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NO. 687

19 JUNE 2020

CO-OPERATIVES THAT HAVE BEEN REMOVED FROM THE REGISTER

1. MOSHA ARTISITIC CO-OP LTD (2013/007064/24)
2. MABOGO ATHEBANA RAILWAY PROJECTS CO-OP LTD (2013/002174/24)
3. INTSIKAYETHEMBA RETAIL CO-OP LTD (2016/001117/24)
4. BRITS DRUIWE CO-OP LTD (1994/000001/24)
5. DOWN-2-EARTH CO-OP LTD (2014/009124/24)
6. K M P H TRADING CO-OP LTD (K6/3/9/12319)
7. TAMU TOURISM CO-OP LTD (K6/3/9/12316)
8. BEAUTIFUL BEGINNING CHILD CARE AND EDUCATION CO-OP LTD (K6/3/9/12321)
9. RE SEMELETSE MULTI-PURPOSE AGRICULTURAL CO-OP LTD (K6/3/3/12311)
10. INQONQONDWANE CO -OP LTD (K6/3/9/12363)
11. PHUMELELA ZIMILE CO-OP LTD (K6/3/9/12066)
12. MAKHAYA CO-OP LTD (K6/3/9/13400)
13. SOKESIMBONE UDLAMINI CO-OP LTD (K6/3/9/13419)
14. ASANDE SECURITY SERVICES CO-OP LTD (K6/3/9/12320)
15. SOKESIMBONE UDLAMINI CO-OP LTD (K6/3/9/13419)
16. ENTERPRISE DEVELOPMENT ALLIANCE CO-OP LTD (K6/3/9/12318)
17. BAMBANANI DISABILITY DEVELOPMENT CO-OP LTD (K6/3/9/13496)
18. MNGWAZI FARMERS CO-OP LTD (K6/3/9/12094)
19. LONDEKA USEFUL CO-OP LTD (K6/3/9/13348)
20. AMAKHULUKHULU COAL CO-OP LTD (K6/3/9/13411)
21. PHAKAMA QINISA CO-OP LTD (K6/3/9/12077)
22. IKHONO LETHU CO-OP LTD (K6/3/9/12060)
23. YEKHETHELO CO-OP LTD (K6/3/9/13296)
24. PHUZUKUMILA PLUMBING AND HOUSE REFURBISHMENT CO-OP LTD (K6/3/9/13347)
25. IKITLAETSENG BATTERIES CO-OP LTD (K6/3/9/13284)
26. UMZAMO KANTU CO-OP LTD (K6/3/3/13285)
27. BOITELo CO-OP LTD (K6/3/9/13287)
28. NTILINGWE CO-OP LTD (K6/3/9/12085)
29. LOWER NCUNCUZO CO-OP LTD (K6/3/3/13288)
30. AREKOPANENG MINING CO-OP LTD (K6/3/9/13289)
31. MY DUNS ENTERPRISE SUPPORT CO-OP LTD (K6/3/9/13308)
32. UKUSA CO-OP LTD (K6/3/9/13275)

Notice is hereby given that the names of the abovementioned co-operatives will, after the expiration of thirty days from the date of this notice, be struck off the register in terms of the provisions of section 71A of the Co-operatives Amendment Act, No 6 of 2013.

Any objections to this procedure, which interested persons may wish to raise, must together with the reasons therefore, be lodged with this office before the expiration of the period of thirty days.

REGISTRAR OF CO-OPERATIVES

Office of the Registrar of Co-operatives

Dti Campus

77 Meintjies Street

Pretoria

0002

Private Bag X237

Pretoria

0001

GENERAL NOTICES • ALGEMENE KENNISGEWINGS**DEPARTMENT OF EMPLOYMENT AND LABOUR
NOTICE 333 OF 2020****LABOUR RELATIONS ACT, 1995****FURNITURE BARGAINING CONCIL: RENEWAL OF PERIOD OF OPERATION OF
THE MAIN COLLECTIVE AGREEMENT**

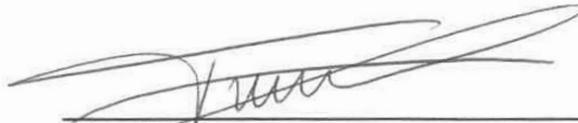
I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby, in terms of section 32(6)(a)(ii) of the Labour Relations Act, 1995, renew the period fixed in Government Notice No. R. 324 of 20 March 2020, by a further period ending 30 April 2023.



MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 02/06/2020

LABOUR RELATIONS ACT, 1995**FURNITURE BARGAINING COUNCIL: EXTENSION TO NON-PARTIES OF
THE MAIN COLLECTIVE AMENDING AGREEMENT**

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **Furniture Bargaining Council**, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry with effect from the second Monday after the date of publication of this Notice and for the period ending 30 April 2023.



MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR

DATE: 02/06/2020

SCHEDULE

FURNITURE BARGAINING COUNCIL

THE MAIN COLLECTIVE AMENDING AGREEMENT

In accordance with the provisions of the Labour Relations Act 1995 (Act No 66 of 1995)(as amended), made and entered into by and between the

Furniture, Bedding & Upholstery Manufacturers' Association for the Greater Northern Region

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part,

and the

National Union of Furniture and Allied Workers of South Africa

and

Chemical, Energy, Paper, Printing, Wood and Allied Workers Union (CEPPWAWU)

(hereinafter referred to as the "employees" or the "trade unions"), of the other part

being parties to the Furniture Bargaining Council

hereby agree to amend extend the Main Collective Agreement published under Government Notice No. R.324 of 20 March 2020.

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excluding the Free State Province)*

1. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non-parties on such date as may be determined by the Minister of Employment and Labour *(for all areas excluding the Free State Province)*.....
2. Prescribed minimum hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non-parties on such date as may be determined by the Minister of Employment and Labour *(for all areas excluding the Free State Province)*
3. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 – subject to Addendum 4 *(for all areas excluding the Free State Province)*
4. Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 *(for all areas excluding the Free State Province)*
5. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 – subject to Addendum 4 *(for all areas excluding the Free State Province)*

6. Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 *(for all areas excluding the Free State Province)*
7. Subsistence allowance *(for all areas excluding the Free State Province)*

ADDENDUM 3

PREScribed ACROSS THE BOARD INCREASES OF ACTUAL HOURLY RATES OF PAY, MINIMUM HOURLY RATES OF PAY AND SUBSISTENCE ALLOWANCE *(for the Free State Province ONLY)*

1. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non-parties on such date as may be determined by the Minister of Employment and Labour *(for the Free State Province ONLY)*
2. Prescribed minimum hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non-parties on such date as may be determined by the Minister of Employment and Labour *(for the Free State Province ONLY)*
3. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 – subject to Addendum 4 *(for the Free State Province ONLY)*
4. Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 *(for the Free State Province ONLY)*
5. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 – subject to Addendum 4 *(for the Free State Province ONLY)*
6. Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 *(for the Free State Province ONLY)*
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ANNEXURE A AGREEMENT ON PICKETING

CHAPTER 1

1. SCOPE OF APPLICATION

- 1.1 The terms of this Agreement shall be observed by employers and employees in the Furniture, Bedding and Upholstery Manufacturing Industry as defined hereunder in the Provinces of Gauteng, North West, Mpumalanga, Limpopo and Free State.

“Furniture, Bedding and Upholstery Manufacturing Industry” or “Industry” means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the manufacture, either in whole or as a complete unit or in part as a component or components, of all types of furniture and bedding as well as upholstery and /or re-upholstery and will, inter alia include the following:

1. Furniture

Repairing, staining, spraying, polishing, re-polishing, making loose covers and/or cushions, wood machining, veneering, woodturning, carving, assembling, painting, wood bending and laminating. Furniture manufacturing will also include the manufacturing, installation, repairing, polishing, re-polishing, staining, spraying of pianos, organs, movable room/office partitions, kitchen cupboards, kitchen cupboard tops, kitchen cupboard components (irrespective of materials used), attached wall cupboards, built-in cupboards, built-in cupboard components, free standing bars or built-in bar counters, cane, wicker or grass furniture, cabinets including cabinets for musical instruments and radios, wireless or television cabinets, bathroom cupboards, any other cupboard tops and furniture for tea-rooms, restaurants, offices, churches, schools, libraries, other educational institutions, conference centres, theatres, shop fitting, office fitting and bank fitting, which includes the manufacture and/or fixing of shop fronts, window enclosures, showcases, counters, including point of sales counters, screens, interior fittings and fixtures and any form of shelving, irrespective of the materials used.

2. Bedding

The manufacturing, repairing, covering, re-covering of mattress bases, mattresses, spring mattresses, overlays, bolsters, pillows, cushions for studio couches, spring

units, box-spring mattresses and studio couches, but excluding the manufacturing of bedding made mainly of metal and/or plastic materials.

"Studio Couch" means an article of furniture, which is designed for seating and for conversion into a double bed or two or more beds and of which the frames are constructed mainly of metal and the seating and/or sleeping surfaces consist of mattresses and /or cushions.

3. Upholstery

The upholstering or re-upholstering of any furniture, or item of furniture, bedding, pelmets and mattress bases.

1.2 Notwithstanding the provisions of clause 1.1 the provisions of this Agreement-

1.2.1 apply only to employees for whom wages are prescribed in this Agreement and to the employers of such employees; and

1.2.2 apply to learners under the Skills Development Act, 1998, or any contracts entered into or any conditions fixed thereunder.

2. PERIOD OF OPERATION OF AGREEMENT

2.1 This Agreement shall, in terms of section 31 of the Act, become binding on the above parties on first full pay week in May 2020 until 30 April 2023.

2.2 This Agreement shall be binding on non-party employers and employees on the date as may be determined by the Minister of Employment and Labour in terms of section 32 of the Act and shall remain in force for the period ending 30 April 2023.

3. CLAUSE 6: REGISTRATION OF EMPLOYERS AND EMPLOYEES

Substitute clause 6.1.4 with the following:

"6.1.4 Any employer in the Industry shall, when required to do so by the Council, within seven days of that request, lodge with the Council a cash amount or guarantee acceptable to the Council, to cover the payment in respect of his employees as follows:

6.1.4.1 One week's wages;

6.1.4.2 13 weeks' levies, contributions and/or monies in respect of-

6.1.4.2.1 Leave pay monies;

6.1.4.2.2 Holiday bonus monies;

6.1.4.2.3 Council Levies;

6.1.4.2.4 Provident Fund contributions;

Provided that the minimum guarantee shall be for an amount of R500.”

4. CLAUSE 7: NEWLY ESTABLISHED SMALL EMPLOYER CONCESSION

- (1) Substitute the first paragraph of the Phase One clause with the following:

“PHASE ONE: First year of registration until the end of the first September following registration

During this period the employer shall be exempted from prescribed minimum hourly rates of pay, subject to no employee being paid less than the national minimum hourly rate of pay, Leave Pay Fund contributions, Holiday Bonus Fund contributions or Provident Fund contributions and either of the Sick Benefit Societies contributions, if applicable, as prescribed in **Addendum 1.**”

- (2) Substitute the first paragraph of the Phase Four clause with the following:

“PHASE FOUR: As from October of the fourth year of registration

All the provisions of the prevailing Main Agreement administered by this Council shall become applicable, including the payment of 100% of the minimum hourly rates of pay, subject to no employee being paid less than the national minimum hourly rate of pay, as prescribed in **Addendum 2** or **Addendum 3** and the payment of either of the Sick Benefit Societies contributions, if applicable, as prescribed in **Addendum 1.**”

5. CLAUSE 8: NEWLY EMPLOYED EMPLOYEE CONCESSION

- (1) Substitute clause 8.1 with the following:

“8.1 The employer may elect to apply the calculations below to determine the wages, levies, contributions and fees payable to any newly employed employee who commences employment with an employer for the first time, subject to clauses 8.2 and 8.3 below, provided that the establishment concerned is not in Phase 1, Phase 2 or Phase 3 of a Newly Established Small Employer Concession as reflected in clause 7 above.”

- (2) Substitute clause 8.2 with the following:

- "8.2 As from the first full pay week in May 2020 for parties or at a later date as determined for non-parties and for non-parties from the date as determined by the Minister all changes relating to the Newly Employed Employee Concession contributions and year changes, will be applicable to the corresponding year of the new Newly Employed Employee's Concession provisions."
- 3) Substitute clause 8.3 with the following:
- "8.3 **Accumulation of Credits** – Upon service termination of the employee, irrespective of the reason, the employer shall grant credit to the employee for time employed under the newly employed employee concession when reemployed by any employer."
- (4) Insert new clause (g) under YEAR ONE of employment with the following:
- "(g) 100% of NEEC Provident Fund contributions (refer to clause 8.3.1 of **Addendum 1**)."
- (5) Substitute clause (e) under YEAR TWO of employment with the following:
- "(e) 100% of either of the Sick Benefit Society contributions, if applicable, as prescribed in **Addendum 1**;"
- (6) Insert new clause (h) under YEAR TWO of employment with the following:
- "(h) 100% of NEEC Provident Fund contributions (refer to clause 8.3.2 of **Addendum 1**)."
- (7) Substitute clause (d) under YEAR THREE of employment with the following:
- "(d) 100% of either of the Sick Benefit Society contributions, if applicable, as prescribed in **Addendum 1**;"
- (8) Insert new clause (g) under YEAR THREE of employment with the following:
- "(g) 100% of NEEC Provident Fund contributions (refer to clause 8.3.2 of **Addendum 1**)."
- (9) Substitute clauses (a) to (g) of YEAR FOUR of employment with the following:
- "100% of at least the minimum prescribed hourly rates of pay for all the Occupation Skills Levels of employees, subject to no employee being paid less than the national minimum hourly rate of pay as well as 100% of all prescribed fees, levies and contributions shall be payable to the Council by all employers and all employees."
- (10) Delete YEAR FIVE of employment.

6. CLAUSE 9: TERMS OF EMPLOYMENT

(1) Substitute clause 9.5.4 with the following:

"9.5.4 In the event that an official paid public holiday falls during a period in which the employer is already working short time, employees shall be paid their normal ordinary hours of work for that day, irrespective of the short time so implemented."

(2) Substitute clause 9.10.1.1 with the following:

"9.10.1.1 When, by reason of slackness of trade, shortage of raw materials or a general breakdown of plant or machinery caused by accident or other unforeseen emergency, an employer is unable to employ his employees for the number of ordinary hours of work per week usually worked in his establishment, the employer may, subject to the provisions of this clause, employ his employees on short time during, but not exceeding, the period of such slackness of trade, shortage of raw materials or general breakdown of plant or machinery: Provided that the employer:

9.10.1.1.1 has consulted with the employees concerned; and/or

9.10.1.1.2 has consulted with any shop stewards or employee representatives in the workplace concerned; and

9.10.1.1.3 has extended an invitation to the trade union office and trade union official to attend on the date and time as determined by the employer, to allow the trade union official to attend the consultation, if a trade union is active in the workplace concerned, unless short time is implemented on a specific day for that day only; and

9.10.1.1.4 shall, when short time is worked, distribute the available work amongst the employees in any section."

(3) Insert the following new clause 9.10.1.3:

"9.10.1.3 No short time may be called for and implemented, for Mondays and Fridays, where official paid public holidays fall on Tuesdays and/or Thursdays, unless the employer has been working short time prior to such paid public holidays."

7. CLAUSE 10: GENERAL

Substitute clause 10.6 with the following:

"10.6 All working employers shall observe the provisions of this Agreement in respect of hours of work, payment of Leave Pay Fund contributions and payment of Holiday Bonus Fund

contributions at the prescribed foremen's rate of pay, payment of Provident Fund contributions, payment of Council levies and payment of wages for public holidays.”.

CHAPTER 2

COUNCIL BENEFIT FUNDS/SCHEMES

8. CLAUSE 2: OBJECTIVES OF THE COUNCIL BENEFIT FUNDS/SCHEMES

(1) Substitute clause 2.4 with the following:

“2.4 The objective of the **Home Ownership Scheme** (H.O.S.), is to provide for home loan facilities for qualifying members of the furniture, bedding and upholstery industry, to purchase, improve, renovate, repair and/or maintain existing or new housing. No new loan applications will be considered and existing loans will be serviced until expiry;”.

(2) Substitute clause 2.5 with the following:

“2.5 The objective of the **Emergency, Trauma, Disaster and Education Fund** (E.T.D.E. Fund), is to provide for loan facilities for qualifying members of the furniture, bedding and upholstery industry, to assist members with loans for emergencies, trauma, disasters and/or education. No new loan applications will be considered and existing loans will be serviced until expiry;”.

9. CLAUSE 3: MEMBERSHIP OF THE COUNCIL BENEFIT FUNDS/SCHEMES

(1) Substitute clause 3.1 with the following:

“3.1 Membership of the Council benefit funds/schemes shall be compulsory for all party employees who are employed by party employers and for all non-party employees who are employed by non-party employers when this agreement is extended to non-party employees and employers in terms of section 32 of the LRA by the Minister of Employment and Labour.

To obtain membership of the Council benefit funds/schemes, these employees and employers must fall within the registered scope of this Council and this Collective Agreement must prescribe their wages.

Membership of either the Furnmed Sick Benefit Society or the NUFAWSA Sick Benefit Society may be obtained by qualifying in terms of the applicable Fund's rules and by electing

to become a member. Contributions payable to either of these Funds, if applicable, are as prescribed in **ADDENDUM 1.**”.

- (2) Substitute clause 3.3 with the following:

“3.3 Membership of Furnmed Sick Benefit Society and NUFAWSA Sick Benefit Society:

3.3.1 Existing membership

An employee who has been a member of either of the Sick Benefit Societies prior to 1 May 2020, is regarded as an existing member and shall from the first full pay week in May 2020, be paid a prescribed medical allowance per week by the employer and the employee shall pay the weekly contributions to the relevant Society, as prescribed in **Addendum 1.**

3.3.2 New membership

From the first full pay week in May 2020 for parties and for non parties from the date determined by the Minister, any employee employed by an employer within the registered scope of this Council, for whom wages are prescribed in the Collective Agreement, may apply to become a voluntary member of either the Furnmed Sick Benefit Society or the NUFAWSA Sick Benefit Society, subject to the employee qualifying in terms of the applicable fund rules and the employee concerned, paying the prescribed employee only contributions as reflected in **Addendum 1**, to the relevant Society. If successful, the rules of the Fund concerned shall apply to the member.

3.3.3 Ordinary membership

Any employee employed by an employer within the registered scope of this Council, for whom wages are prescribed in the Collective Agreement, may apply to become a member of either the Furnmed Sick Benefit Society or the NUFAWSA Sick Benefit Society, subject to the employee qualifying and both the employer and employee concerned, paying the prescribed contributions which are applicable to the relevant Society. If successful, the rules of the Fund concerned shall apply to the member.

3.3.4 Voluntary membership

Employees who are employed in the Industry for whom wages are not prescribed in this Agreement may be admitted as voluntary members of the Furnmed Sick Benefit Society or NUFAWSA Sick Benefit Society in terms of the relevant Society's rules.

3.3.5 Continuation membership

Employees who were existing or voluntary members of the Furnmed Sick Benefit Society or NUFAWSA Sick Benefit Society immediately prior to permanent retirement from the Industry owing to old age (65 years or more) or to permanent disability as substantiated by a medical certificate(s), or dependant widows/widowers of deceased continuation members may be admitted as continuation members of the Furnmed Sick Benefit Society or NUFAWSA Sick Benefit Society depending on the original Society's membership.

3.3.6 Termination of membership

Membership of both the Societies shall terminate within one month of a member leaving the Industry.

3.3.5 Reserves of the Furnmed Sick Benefit Society and NUFAWSA Sick Benefit Society

If at any time the reserves of the Furnmed Sick Benefit Society or NUFAWSA Sick Benefit Society drop below the average of one month's contributions, the payment of benefits shall cease and shall not be resumed until the reserves of the Societies exceed the aggregate of two months' contributions.

3.3.6 Right of recourse

If it is established that a member has ceased to be a member of the Furnmed Sick Benefit Society or NUFAWSA Sick Benefit Society, and the Society has in error or contractually paid for any medical expenses incurred by such member and/or his registered dependants, the Fund trustees shall have the right to deduct the amount(s) from the member's Provident Fund contributions and transfer the amount(s) due to the relevant Society."

10. CLAUSE 4: CONTRIBUTIONS AND LOAN REPAYMENTS TO THE COUNCIL BENEFIT FUNDS/SCHEMES AND ADDITIONAL PROVIDENT FUND

- (1) Substitute the heading of clause 4 with the following:

"4. CONTRIBUTIONS AND EXISTING LOAN REPAYMENTS TO THE COUNCIL BENEFIT FUNDS/SCHEMES".

- (2) Substitute clause 4.1 with the following:

"4.1 Prescribed contributions for the Provident Fund, Furnmed Sick Benefit Society and the NUFAWSA Sick Benefit Society, if applicable, shall be deducted weekly from the employee's

wages and a prescribed contribution from the employer shall together be paid to the Council or any other prescribed organisation or body, as per the values stipulated in **Addendum 1**.”

- (3) Substitute clause 4.2 with the following:

“Existing stipulated loan repayments towards the H.O.S. and the E.T.D.E fund shall be made to the Council in accordance with individual signed loan agreement.”

11. CLAUSE 6: OPERATION OF THE COUNCIL BENEFIT FUNDS/SCHEMES

- (1) Substitute clause 6.1.1 with the following:

“6.1.1 all the Funds/Schemes contributions;”

- (2) Delete clause 6.7.

ADDENDUM 1

FEES, LEVIES AND CONTRIBUTIONS PAYABLE TO THE COUNCIL

12. CLAUSE 3: PROVIDENT FUND CONTRIBUTIONS

Substitute clause 3.2 with the following:

“3.2 The Provident Fund contributions payable to the Council shall be as follows for parties from the first full pay week in May 2020 or at a later date as determined for non-parties and for non-parties from the date as determined by the Minister, from the first full pay week in May 2021 and from the first full pay week in May 2022 for all Occupation Skills Levels:

- | | |
|---|---|
| 3.2.1 <i>Employees in the Industry:</i> | 6% of normal weekly wages from the employee per week, calculated on the establishment’s normal ordinary hours of work per week, plus an equal amount from the employer. |
| 3.2.2 <i>Working employers:</i> | 12% of a foreman’s prescribed weekly wage.” |

13. CLAUSE 4: ADDITIONAL PROVIDENT FUND CONTRIBUTIONS

Delete clause 4.

14. CLAUSE 11: DISPUTE RESOLUTION LEVY

Renumber clause 11: Dispute Resolution Levy as clause number 4 to replace the deleted Additional Provident Fund Contribution clause.

15. CLAUSE 5: SICK BENEFIT SOCIETIES

(1) Substitute clause 5 with the following:

“5. SICK BENEFIT SOCIETIES

The current status quo for existing employee Sick Benefit Society employee contributions will apply unless it is decided differently at the respective Sick Benefit Societies. The following Sick Benefit Society contributions are payable for parties from the first full pay week in May 2020 or at a later date as determined for non-parties and for non-parties from the date as determined by the Minister:

5.1 EXISTING MEMBERSHIP PRIOR TO 1 MAY 2020 FOR PARTIES AND NON-PARTIES FROM THE DATE AS DETERMINED BY THE MINISTER-FURNMED SICK BENEFIT SOCIETY CONTRIBUTIONS (for all areas excluding the Free State Province

5.1.1 Furnmed Sick Benefit Society contributions shall be payable to the Council at the prescribed rates by the employer and employee when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:

5.1.1.1 paid public holidays;

5.1.1.2 trade union representative leave days;

5.1.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and

5.1.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death

certificate by the employee to his employer.

- 5.1.2 Member: R57-50 per week payable by the employee and R30-50 per week per employee, payable by the employer as a medical allowance.
- 5.1.3 Adult dependants: R45-00 per week payable, per adult dependant, payable by the employee only.
- 5.1.4 Minor dependants: R45-00 per week, per minor dependant, payable by the employee only.
- 5.1.5 Extraordinary dependants: R103-00 per week, per extraordinary dependant, payable by the employee only.

5.2 EXISTING MEMBERSHIP PRIOR TO 1 MAY 2020 FOR PARTIES AND NON PARTIES FROM THE DATE AS DETERMINED BY THE MINISTER - FURNMED SICK BENEFIT SOCIETY CONTRIBUTIONS (for the Free State Province ONLY)

- 5.2.1 Furnmed Sick Benefit Society contributions shall be payable to the Council at the prescribed rates by the employer and employee when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:
 - 5.2.1.1 paid public holidays;
 - 5.2.1.2 trade union representative leave days;
 - 5.2.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and
 - 5.2.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer.
- 5.2.3 Member: R40-00 per week payable by the employee and R30-50 per week per employee, payable by the employer as a medical allowance.
- 5.2.4 Adult dependants: R45-00 per week payable, per adult dependant, payable by the employee only.

5.2.5 Minor dependants: R45-00 per week, per minor dependant, payable by the employee only.

5.2.6 Extraordinary dependants: R96-00 per week, per extraordinary dependant, payable by the employee only.

5.3 EXISTING MEMBERSHIP PRIOR TO 1 MAY 2020 FOR PARTIES AND NON PARTIES FROM THE DATE AS DETERMINED BY THE MINISTER - NUFAWSA SICK BENEFIT SOCIETY (for all areas excluding the Free State Province)

5.3.1 NUFAWSA Sick Benefit Society contributions shall be payable to the National Union of Furniture and Allied Workers of South Africa or their nominated administrator at the prescribed rates by the employer and employee when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:

5.3.1.1 paid public holidays;

5.3.1.2 trade union representative leave days;

5.3.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and

5.3.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer.

5.3.2 Member plus 1 to 3 dependants: R62-50 per week payable by the employee and R30-50 per week per employee payable by the employer as a medical allowance.

5.3.3 4th and more dependants: R12-50 per week, per dependant, payable by the employee only.

5.3.4 Extraordinary dependants: R92-00 per week, per extraordinary dependant, payable by the employee only.

5.4 EXISTING MEMBERSHIP PRIOR TO 1 MAY 2020 FOR PARTIES AND NON PARTIES FROM THE DATE AS DETERMINED BY THE MINISTER - NUFAWSA

SICK BENEFIT SOCIETY (FOR the Free State Province ONLY)

5.4.1 NUFAWSA Sick Benefit Society contributions shall be payable to the National Union of Furniture and Allied Workers of South Africa or their nominated administrator at the prescribed rates by the employer and employee when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:

5.4.1.1 paid public holidays;

5.4.1.2 trade union representative leave days;

5.4.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and

5.4.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer.

5.4.2 Member plus 1 to 3 dependants: R17-50 per week payable by the employee and R30-50 per week per employee payable by the employer as a medical allowance.

5.4.3 4th and more dependants: R12-50 per week, per dependant, payable by the employee only.

5.4.4 Extraordinary dependants: R92-00 per week, per extraordinary dependant, payable by the employee only.

5.5 **NEW MEMBERS FROM THE FIRST FULL PAY WEEK IN MAY 2020 AND NON PARTIES FROM THE DATE AS DETERMINED BY THE MINISTER - FURNMED SICK BENEFIT SOCIETY CONTRIBUTIONS (for all areas excluding the Free State Province)**

5.5.1 Furnmed Sick Benefit Society contributions shall be payable to the Council at the prescribed rates by the employee only when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours

worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:

- 5.5.1.1 paid public holidays;
- 5.5.1.2 trade union representative leave days;
- 5.5.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and
- 5.5.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer.

5.5.2 Member: R88-00 per week payable by the employee only.

5.5.3 Adult dependants: R45-00 per week payable, per adult dependant, payable by the employee only.

5.5.4 Minor dependants: R45-00 per week, per minor dependant, payable by the employee only.

5.5.5 Extraordinary dependants: R103-00 per week, per extraordinary dependant, payable by the employee only."

5.6 NEW MEMBERS FROM THE FIRST FULL PAY WEEK IN MAY 2020 AND NON PARTIES FROM THE DATE AS DETERMINED BY THE MINISTER - FURNMED SICK BENEFIT SOCIETY CONTRIBUTIONS (for the Free State Province ONLY)

- 5.6.1 Fummed Sick Benefit Society contributions shall be payable to the Council at the prescribed rates by the employee only when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:

- 5.6.1.1 paid public holidays;
 - 5.6.1.2 trade union representative leave days;
 - 5.6.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and
 - 5.6.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer.
- 5.6.2 Member R70-50 per week payable by the employee only.
 - 5.6.3 Adult dependants: R45-00 per week payable, per adult dependant, payable by the employee only.
 - 5.6.4 Minor dependants: R45-00 per week, per minor dependant, payable by the employee only.
 - 5.6.5 Extraordinary dependants: R96-00 per week, per extraordinary dependant, payable by the employee only.

5.7 NEW MEMBERS FROM THE FIRST FULL PAY WEEK IN MAY 2020 AND NON-PARTIES FROM THE DATE AS DETERMINED BY THE MINISTER – NUFAWSA SICK BENEFIT SOCIETY (for all areas excluding the Free State Province)

5.7.1 NUFAWSA Sick Benefit Society contributions shall be payable to the National Union of Furniture and Allied Workers of South Africa or their nominated administrator at the prescribed rates by the employee only when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:

- 5.7.1.1 paid public holidays;
- 5.7.1.2 trade union representative leave days;
- 5.7.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and

- 5.7.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer.
- 5.7.2 Member plus 1 to 3 dependants: R93-00 per week payable by the employee only
- 5.7.3 4th and more dependants: R12-50 per week, per dependant, payable by the employee only.
- 5.7.4 Extraordinary dependants: R92-00 per week, per extraordinary dependant, payable by the employee only.

5.8 NEW MEMBERS FROM THE FIRST FULL PAY WEEK IN MAY 2020 AND NON PARTIES FROM THE DATE AS DETERMINED BY THE MINISTER – NUFAWSA SICK BENEFIT (FOR the Free State Province ONLY)

- 5.8.1 NUFAWSA Sick Benefit Society contributions shall be payable to the National Union of Furniture and Allied Workers of South Africa or their nominated administrator at the prescribed rates by the employee only when more than **20 hours'** wages per week are payable to an employee. To determine the number of hours worked by the employee, the calculation must include the ordinary hours worked by the employee as well as the hours which would ordinarily have been worked by the employee on:
- 5.8.1.1 paid public holidays;
- 5.8.1.2 trade union representative leave days;
- 5.8.1.3 the first 3 days per annum of paid sick leave days on condition that an acceptable medical certificate is presented by the employee to his employer and that such sick leave days do not fall on a Monday or a Friday or on the day before or after a public holiday; and
- 5.8.1.4 family responsibility leave days for the first 2 days only which are related to the death of an employee's spouse, life partner, employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling and upon submission of the relevant death certificate by the employee to his employer.
- 5.8.2 Member plus 1 to 3 dependants: R48-00 per week payable by the employee

- only.
- 5.8.3 4th and more dependants: R12-50 per week, per dependant, payable by the employee only.
- 5.8.4 Extraordinary dependants: R92-50 per week, per extraordinary dependant, payable by the employee only.”

16. CLAUSE 6: COUNCIL LEVIES

Substitute clause 6.2 with the following:

“6.2 The Council levies payable to the Council shall amount to:

6.2.1 **From the date of coming into operation of this Agreement until 30 April 2021**
R12-46 per week per employee payable by the employer and R12-46 per week payable by the employee.

6.2.1 **From the first full pay week of May 2021 until 30 April 2022**
R13-21 per week per employee payable by the employer and R13-21 per week payable by the employee.

6.2.2 **From the first full pay week of May 2022 until 30 April 2023**
R14-00 per week per employee payable by the employer and R14-00 per week payable by the employee.”

17. CLAUSE 8: DEATH AND DISABILITY SCHEME (D.D.S.) CONTRIBUTIONS AND PROVIDENT FUND CONTRIBUTIONS IN RESPECT OF THE NEWLY EMPLOYED EMPLOYEE CONCESSION

(1) Substitute clause 8.2 with the following:

“8.2 The **D.D.S. contributions** for employees employed under the **Newly Employed Employee Concession (NEEC)** payable to the Council shall amount to the following:

- 8.2.1 **YEAR ONE to YEAR THREE** of employment R10-46 per week per employee, payable by the employer ONLY.
- 8.2.3 **YEAR FOUR** of employment and onwards R13-25 per week payable by the employee and R13-25 per week per employee payable by the employer (refer

to clause 9.3).”.

(2) Substitute clause 8.3 with the following:

“8.3 **Provident Fund contributions** for employees employed under the **Newly Employed Employee Concession (NEEC)** payable to the Council shall amount to the following:

8.3.1 **YEAR ONE** of employment

ALL employees

3% of normal weekly wages from the employee per week, calculated on the establishment’s normal ordinary hours of work per week, plus an equal amount per week from the employer.

8.3.2 **YEAR TWO** of employment

ALL employees

3% of normal weekly wages from the employee per week, calculated on the establishment’s normal ordinary hours of work per week, plus an equal amount per week from the employer.

8.3.3 **YEAR THREE** of employment

ALL employees

3% of normal weekly wages from the employee per week, calculated on the establishment’s normal ordinary hours of work per week, plus an equal amount per week from the employer.

8.3.4 **YEAR FOUR** of employment

ALL employees

6% of normal weekly wages from the employee per week, calculated on the establishment’s normal ordinary hours of work per week,

plus an equal amount per week from the employer.”.

ADDENDUM 2

18. PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL HOURLY RATES OF PAY, MINIMUM HOURLY RATES OF PAY AND SUBSISTENCE ALLOWANCE *(for all areas excluding the Free State Province)*

Substitute Addendum 2 with the following:

“PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL HOURLY RATES OF PAY, MINIMUM HOURLY RATES OF PAY AND SUBSISTENCE ALLOWANCE *(for all areas excluding the Free State Province)*

1. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non parties on such date as may be determined by the Minister of Employment and Labour *(for all areas excluding the Free State Province)*:

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non parties on such date as may be determined by the Minister of Employment and Labour <i>(for all areas excluding the Free State Province)</i>
Furniture, Bedding and Upholstery	General worker	05	6.5% increase of actual hourly rate of pay, subject to the offset in clause 1.2 below.
	Semi-skilled employee	04	6.5% increase of actual hourly rate of pay

	Skilled employee	03	6.5% increase of actual hourly rate of pay
	Chargehand	02	6.5% increase of actual hourly rate of pay
	Foreman/Supervisor	01	6.5% increase of actual hourly rate of pay

1.1 In the event that employees who received the across the board wage increases still receive hourly rates of pay less than the minimum hourly rates of pay of their respective occupation skills levels, these employees must receive an additional adjustment of their hourly rates of pay to be at least that of the minimum prescribed hourly rate of pay for the applicable occupation skills level.

1.2 **General Workers:** The across the board increase from the first full pay week in May 2020 for parties and non-parties from the date as determined by the Minister to be offset against the national minimum wage increases already implemented on 1 March 2020, for such general workers.

2. **Prescribed minimum hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non parties on such date as may be determined by the Minister of Employment and Labour (for all areas excluding the Free State Province):**

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non parties on such date as may be determined by the Minister of Employment and Labour (for all areas excluding the Free State Province)
Furniture, Bedding and	General worker	05	R20-76 per hour

Upholstery			
	Semi-skilled employee	04	R23-59 per hour
	Skilled employee	03	R24-98 per hour
	Chargehand	02	R26-95 per hour
	Foreman/Supervisor	01	R26-95 per hour

2.1 In the event that the Government implements any amendments to the national minimum hourly rate of pay and the hourly rates of pay of the employees above are below the national minimum hourly rate of pay, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of such.

3. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 – subject to Addendum 4 (for all areas excluding the Free State Province):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 – subject to Addendum 4 (for all areas excluding the Free State Province)
Furniture, Bedding and Upholstery	General worker	05	6% increase of actual hourly rate of pay, subject to the offset in clause 3.2 and subject to clause 3.3 below.
	Semi-skilled employee	04	6% increase of actual hourly rate of pay, subject to clause 3.3 below.
	Skilled employee	03	6% increase of actual hourly rate of pay, subject to clause 3.3 below.
	Chargehand	02	6%

			increase of actual hourly rate of pay, subject to clause 3.3 below.
	Foreman/Supervisor	01	6% increase of actual hourly rate of pay, subject to clause 3.3. below.

- 3.1 In the event that employees who received the across the board wage increases still receive hourly rates of pay less than the minimum hourly rates of pay of their respective occupation skills levels, these employees must receive an additional adjustment of their hourly rates of pay to be at least that of the minimum prescribed hourly rate of pay for the applicable occupation skills level.
- 3.2 **General Workers:** The across the board increase from the first full pay week in May 2021 to be offset against the national minimum wage increases when implemented earlier in 2021, for such general workers.
- 3.3 **Increase Threshold**
- 3.3.1 A wage threshold of 40% above any minimum prescribed hourly rate of pay is implemented as from the first full pay week in May 2021, provided that the employee who is already earning a wage above the threshold will only receive the across the board increase minus 1.5%.
- 3.3.2 In the event that an employee earns above the threshold if the full across the board increase is to be awarded, such employee may not be awarded the full across the board increase, but shall receive an increase up to the threshold or the across the board increase minus 1.5%, whichever is the greater.
4. **Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 (for all areas excluding the Free State Province):**

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 (for all areas excluding the Free State Province)

Furniture, Bedding and Upholstery	General worker	05	As per the national minimum wage rate increase
	Semi-skilled employee	04	R24-77 per hour
	Skilled employee	03	R25-98 per hour
	Chargehand	02	R28-03 per hour
	Foreman/Supervisor	01	R28-03 per hour

4.1. In the event that the Government implements any amendments to the national minimum hourly rate of pay and the hourly rates of pay of the employees above are below the national minimum hourly rate of pay, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of such.

5. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 – subject to Addendum 4 (for all areas excluding the Free State Province):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 – subject to Addendum 4 (for all areas excluding the Free State Province)
Furniture, Bedding and Upholstery	General worker	05	6% increase of actual hourly rate of pay, subject to the offset in clause 5.2 and subject to clause 5.3 below.
	Semi-skilled employee	04	6% increase of actual hourly rate of pay, subject to clause 5.3 below.
	Skilled employee	03	6% increase of actual hourly rate of pay, subject to clause 5.3 below.

	Chargehand	02	6% increase of actual hourly rate of pay, subject to clause 5.3 below.
	Foreman/Supervisor	01	6% increase of actual hourly rate of pay, subject to clause 5.3 below.

5.1 In the event that employees who received the across the board wage increases still receive hourly rates of pay less than the minimum hourly rates of pay of their respective occupation skills levels, these employees must receive an additional adjustment of their hourly rates of pay to be at least that of the minimum prescribed hourly rate of pay for the applicable occupation skills level.

5.2 **General Workers:** The across the board increase from the first full pay week in May 2022 to be offset against the national minimum wage increases when implemented, earlier in 2022, for such general workers.

5.3 **Increase Threshold**

5.3.1 A wage threshold of 40% above any minimum prescribed hourly rate of pay is implemented as from the first full pay week in May 2022, provided that the employee who is already earning a wage above the threshold will only receive the across the board increase minus 1.5%.

5.3.2 In the event that an employee earns above the threshold if the full across the board increase is to be awarded, such employee may not be awarded the full across the board increase, but shall receive an increase up to the threshold or the across the board increase minus 1.5%, whichever is the greater.

6. **Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 (for all areas excluding the Free State Province):**

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 (for all areas excluding the Free State Province)
Furniture,	General worker	05	As per the national minimum

Bedding Upholstery			wage rate increase
	Semi-skilled employee	04	R26-01 per hour
	Skilled employee	03	R27-02 per hour
	Chargehand	02	R29-15 per hour
	Foreman/Supervisor	01	R29-15 per hour

6.1. In the event that the Government implements any amendments to the national minimum hourly rate of pay and the hourly rates of pay of the employees above are below the national minimum hourly rate of pay, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of such.

7. **Subsistence allowance (for all areas excluding the Free State Province)**

A minimum subsistence allowance of R80-00 per night is payable.”.

ADDENDUM 3

19. PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL HOURLY RATES OF PAY, MINIMUM HOURLY RATES OF PAY AND SUBSISTENCE ALLOWANCE (for the Free State Province ONLY)

Substitute Addendum 3 with the following:

"PRESCRIBED ACROSS THE BOARD INCREASES OF ACTUAL HOURLY RATES OF PAY, MINIMUM HOURLY RATES OF PAY AND SUBSISTENCE ALLOWANCE (for the Free State Province ONLY)

1. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non parties on such date as may be determined by the Minister of Employment and Labour (for the Free State Province ONLY):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non-parties on such date as

			may be determined by the Minister of Employment and Labour (for the Free State Province ONLY)
Furniture, Bedding and Upholstery	General worker	05	6.5% increase of actual hourly rate of pay, subject to the offset in clause 1.2 below.
	Semi-skilled employee	04	6.5% increase of actual hourly rate of pay
	Skilled employee	03	6.5% increase of actual hourly rate of pay
	Chargehand	02	6.5% increase of actual hourly rate of pay
	Foreman/Supervisor	01	6.5% increase of actual hourly rate of pay

1.1 In the event that employees who received the across the board wage increases still receive hourly rates of pay less than the minimum hourly rates of pay of their respective occupation skills levels, these employees must receive an additional adjustment of their hourly rates of pay to be at least that of the minimum prescribed hourly rate of pay for the applicable occupation skills level.

1.2 **General Workers:** The across the board increase from the first full pay week in May 2020 for parties and non-parties on the date determined by the Minister to be offset against the national minimum wage increases already implemented on 1 March 2020.

2. **Prescribed minimum hourly rates of pay effective for 52 weeks for parties from the first full pay week in MAY 2020 and non-parties on such date as may be determined by the Minister of Employment and Labour (for the Free State Province ONLY):**

Sector	Occupation Skills Level	Occupation Skills Level	Prescribed minimum hourly rates of pay effective for 52
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		Code	weeks for parties from the first full pay week in MAY 2020 and non-parties on such date as may be determined by the Minister of Employment and Labour <i>(for the Free State Province ONLY)</i>
Furniture, Bedding and Upholstery	General worker	05	R20-76 per hour
	Semi-skilled employee	04	R21-32 per hour
	Skilled employee	03	R23-85 per hour
	Chargehand	02	R25-58 per hour
	Foreman/Supervisor	01	R25-58 per hour

2.1. In the event that the Government implements any amendments to the national minimum hourly rate of pay and the hourly rates of pay of the employees above are below the national minimum hourly rate of pay, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of such.

3. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 – subject to Addendum 4 *(for the Free State Province ONLY)*:

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 – subject to Addendum 4 <i>(for the Free State Province ONLY)</i>
Furniture, Bedding and Upholstery	General worker	05	6% increase of actual hourly rate of pay, subject to the offset in clause 3.2 and subject to clause 3.3 below.
	Semi-skilled employee	04	6%

			increase of actual hourly wage, subject to clause 3.3 below.
	Skilled employee	03	6% increase of actual hourly rate of pay, subject to clause 3.3 below.
	Chargehand	02	6% increase of actual hourly rate of pay, subject to clause 3.3 below.
	Foreman/Supervisor	01	6% increase of actual hourly rate of pay, subject to clause 3.3 below.

3.1 In the event that employees who received the across the board wage increases still receive hourly rates of pay less than the minimum hourly rates of pay of their respective occupation skills levels, these employees must receive an additional adjustment of their hourly rates of pay to be at least that of the minimum prescribed hourly rate of pay for the applicable occupation skills level.

3.2 **General Workers:** The across the board increase from the full pay week in May 2021 to be offset against the national minimum wage increases when implemented earlier in 2021, for such general workers.

3.3 Increase Threshold

3.3.1 A wage threshold of 40% above any minimum prescribed hourly rate of pay is implemented as from the first full pay week in May 2021, provided that the employee who is already earning a wage above the threshold will only receive the across the board increase minus 1.5%.

3.3.2 In the event that an employee earns above the threshold if the full across the board increase is to be awarded, such employee may not be awarded the full across the board increase, but shall receive an increase up to the threshold or the across the board increase minus 1.5%, whichever is the greater.

4. Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2021 (for the Free State Province ONLY):

Sector	Occupation Skills Level	Occupation Skills Level	Prescribed minimum hourly rates of pay effective for 52
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		Code	weeks for parties and non-parties from the first full pay week in MAY 2021 (for the Free State Province ONLY)
Furniture, Bedding and Upholstery	General worker	05	As per the national minimum wage rate increase
	Semi-skilled employee	04	R22-39 per hour
	Skilled employee	03	R24-80 per hour
	Chargehand	02	R26-60 per hour
	Foreman/Supervisor	01	R26-60 per hour

4.1. In the event that the Government implements any amendments to the national minimum hourly rate of pay and the hourly rates of pay of the employees above are below the national minimum hourly rate of pay, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of such.

5. Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 – subject to Addendum 4 (for the Free State Province ONLY):

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed across the board increases of actual hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 – subject to Addendum 4 (for the Free State Province ONLY)
Furniture, Bedding and Upholstery	General worker	05	6% increase of actual hourly rate of pay, subject to the offset in clause 5.2 and subject to clause 5.3 below.
	Semi-skilled employee	04	6% increase of actual hourly wage, subject to clause 5.3 below.

	Skilled employee	03	6% increase of actual hourly rate of pay, subject to clause 5.3 below.
	Chargehand	02	6% increase of actual hourly rate of pay, subject to clause 5.3 below.
	Foreman/Supervisor	01	6% increase of actual hourly rate of pay, subject to clause 5.3 below.

5.1 In the event that employees who received the across the board wage increases still receive hourly rates of pay less than the minimum hourly rates of pay of their respective occupation skills levels, these employees must receive an additional adjustment of their hourly rates of pay to be at least that of the minimum prescribed hourly rate of pay for the applicable occupation skills level.

5.2 **General Workers:** The across the board increase from the first full pay week in May 2022 to be offset against the national minimum wage increases when implemented earlier in 2022, for such general workers.

5.3 **Increase Threshold**

5.3.1 A wage threshold of 40% above any minimum prescribed hourly rate of pay is implemented as from the first full pay week in May 2022, provided that the employee who is already earning a wage above the threshold will only receive the across the board increase minus 1.5%.

5.3.2 In the event that an employee earns above the threshold if the full across the board increase is to be awarded, such employee may not be awarded the full across the board increase, but shall receive an increase up to the threshold or the across the board increase minus 1.5%, whichever is the greater.

6. **Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay week in MAY 2022 (for the Free State Province ONLY):**

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for 52 weeks for parties and non-parties from the first full pay

			week in MAY 2022 (for the Free State Province ONLY)
Furniture, Bedding and Upholstery	General worker	05	As per the national minimum wage rate increase
	Semi-skilled employee	04	R23-51 per hour
	Skilled employee	03	R25-79 per hour
	Chargehand	02	R27-66 per hour
	Foreman/Supervisor	01	R27-66 per hour

6.1. In the event that the Government implements any amendments to the national minimum hourly rate of pay and the hourly rates of pay of the employees above are below the national minimum hourly rate of pay, such hourly rates of pay shall be adjusted to the national minimum hourly rate of pay in accordance with the implementation date of such.

7. Subsistence Allowance (for the Free State Province Only)

A minimum subsistence allowance of-

- 3.1 R160-00 per day is payable, where the employee pays for his own food and accommodation;
- 3.2 R65-00 per day is payable, where the employer pays for the employee's accommodation only.”.

ADDENDUM 4

20. Insert Addendum 4 as follows

“ADDENDUM 4

1. INFLATION PARAMETERS – ACROSS THE BOARD WAGE INCREASES OF ACTUAL HOURLY RATES OF PAY EFFECTIVE FROM THE FIRST FULL PAY WEEK IN MAY 2021 AND MAY 2022 IN RESPECT OF ADDENDUMS 2 AND 3

- 1.1 Across the board hourly wage rate increases of actual hourly wage rates effective from the first full pay week of May 2021 and May 2022, shall be applicable as reflected above, provided that the CPI rate for the year ending February 2021 and February 2022 is not below 3% or above 8.5%.
- 1.2 If the official CPI rate for the year ending February 2021 and February 2022 is below 3%, the Employer party to this Agreement may request to renegotiate the across the board hourly wage rate increases and if it is above 8.5%, the Trade Union parties may request to renegotiate the across the board hourly wage rate increases for the periods effective from the first full pay week of May 2021 and/or the first full pay week of May

2022, provided that such requests must be submitted to reach the other parties by not later than 15 March of the applicable year.”.

Agreement signed at Johannesburg on this 11th day of March 2020.



L DIRKSEN
Chairman of the Council



P BABOTHATA
Vice-Chairman of the Council

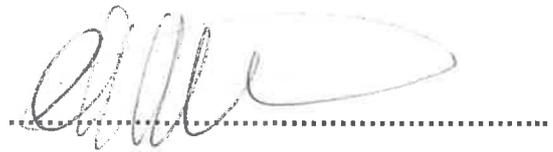


WA JANSE VAN RENSBURG
General Secretary

DEPARTMENT OF EMPLOYMENT AND LABOUR
NOTICE 334 OF 2020
LABOUR RELATIONS ACT, 1995

**BARGAINING CONCIL FOR THE FURNITURE MANUFACTURING INDUSTRY OF THE
WESTERN CAPE: EXTENSION OF PERIOD OF OPERATION OF THE MAIN COLLECTIVE
AGREEMENT**

I, **STEPHEN RATHAI**, Director: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the period fixed in Government Notices Nos R.708 of 10 June 2016, R.836 of 17 July 2017, R. 386 of 29 March 2018, R. 666 of 6 July 2019 and R. 46 of 7 February 2020, by a further period ending 31 August 2020.



DIRECTOR: COLLECTIVE BARGAINING

DATE: 09/06/2020

**DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION
NOTICE 335 OF 2020**

INTERNATIONAL TRADE ADMINISTRATION COMMISSION

NOTICE OF AN INITIATION OF THE INVESTIGATION FOR REMEDIAL ACTION IN THE FORM OF A SAFEGUARD AGAINST THE INCREASED IMPORTS OF U, I, H, L AND T SECTIONS OF IRON OR NON-ALLOY STEEL, NOT FURTHER WORKED THAN HOT-ROLLED, HOT-DRAWN OR EXTRUDED, OF A HEIGHT OF 80 MM OR MORE AND OTHER ANGLES, SHAPES AND SECTIONS OF IRON OR NON-ALLOY STEEL, NOT FURTHER WORKED THAN HOT-ROLLED, HOT-DRAWN OR EXTRUDED.

The International Trade Administration Commission of South Africa (the Commission) decided to proceed with an investigation for remedial action in the form of a safeguard against the increased imports of U, I, H, L and T sections of iron or non-alloy steel, not further worked than hot-rolled, hot-drawn or extruded, of a height of 80 mm or more and other angles, shapes and sections of iron or non-alloy steel, not further worked than hot-rolled, hot-drawn or extruded.

Based on the information submitted, the Commission decided that the applicant submitted prima facie evidence to indicate:

- The events cited can be regarded as unforeseen developments and that these unforeseen developments and the effect of the obligations incurred under the GATT 1994 led to the increased volume of imports in absolute and relative terms;
- The surge in volume of imports is recent, sharp, significant and sudden enough;
- The SACU industry is experiencing serious injury; and
- This is causally linked to the surge in imports.

THE APPLICANT

The application was lodged by Evraz Highveld Steel and Vanadium Corporation Limited (Highveld), Highveld structural Mill (Pty) Ltd (Highveld Structural Mill) and ArcelorMittal South Africa Limited (AMSA), being the only producer of the subject product in the SACU.

A non-confidential version of the application is available for inspection at the Commission's offices.

DESCRIPTION OF THE SUBJECT PRODUCT UNDER INVESTIGATION

The subject product is described as U, I, H, L and T sections of iron or non-alloy steel, not further worked than hot-rolled, hot-drawn or extruded, of a height of 80 mm or more and other angles, shapes and sections of iron or non-alloy steel, not further worked than hot-rolled, hot-drawn or extruded (structural steel). The subject product is imported under the following tariff headings: 7216.31, 7216.32, 7216.33, 7216.40, 7216.50 and 7228.70.

DESCRIPTION OF THE LIKE OR DIRECTLY COMPETITIVE SACU PRODUCT

The SACU product is described as U, I, H, L and T sections of iron or non-alloy steel, not further worked than hot-rolled, hot-drawn or extruded, of a height of 80 mm or more and other angles, shapes and sections of iron or non-alloy steel, not further worked than hot-rolled, hot drawn or extruded; and angles, shapes and sections, of other alloy steel

ALLEGATION OF SERIOUS INJURY AND CAUSAL LINK

The period of investigation for data evaluation for the purposes of determining the allegation of serious injury is 01 January 2014 to 31 December 2019. Furthermore, this application contains information with regard to increased quantities of imports and serious injury for the period 1 January 2014 to 31 December 2019.

The injury analysis relates to information submitted by Evraz Highveld Steel and Vanadium Corporation Limited (Highveld) for the period 01 January 2014 to July 2015 and information submitted by ArcelorMittal South Africa Limited (AMSA's) for the period 01 March 2017 to 31 December 2019. Highveld was the only manufacturer of the subject product until July 2015 when it closed shop. AMSA started manufacturing the subject product from 01 March 2017 to date. Currently AMSA is the only producer of the subject product.

The Applicant alleged and submitted *prima facie* evidence indicating that it is experiencing serious injury in the form of a decline in sales volumes, output, market share, utilisation of capacity and employment for the period 1 January 2014 to 31 December 2019. AMSA also experienced net losses during the period of investigation.

On this basis the Commission found that *prima facie* evidence was submitted to indicate that the SACU industry was experiencing serious injury which could be causally linked to the recent, sudden, serious and significant surge in imports of the subject products.

UNFORESEEN DEVELOPMENTS

The Applicant stated that a confluence of events forms the basis of the unforeseen development that supports this application, which is, ultimately the considerable oversupply of steel, and specifically the subject product, in the world today causing a surge in the volume of imports into the SACU. These events are listed below:

The Applicant stated that during the Uruguay Round negotiations in 1986-1994, South Africa did not foresee the following events:

- The unprecedented steep rate of increase in steel production capacity (including the subject product) over the ensuing two decades (more than doubled since 1994) to support growing construction and manufacturing activity, as well as to help build infrastructure, particularly in emerging economies;
- The significant market downturns in emerging (and other) economies and the resultant contraction of demand for steel that contribute to the imbalance between capacity and demand, that is, the global oversupply of steel (including the subject product);
- Record export volumes by countries with excess capacity, fuelled by excess steel supply;
- Given the global nature of the steel industry, excess capacity in one region can potentially displace production in other regions, thus harming producers in those markets. This has already led to several trade actions by major steel markets. Recent trade measures by those countries are a result of all the above named over capacity and a flood in the market of low priced products, and the fact that their markets are now protected contracts the global demand for steel even further, exasperating the problem of increased imports into the SACU;
- The oversupply of steel (including the subject product) has led to deterioration in the financial situation of steelmakers globally and also the SACU. The excess capacity is considered as one of the main challenges facing the global steel sector today; and
- Despite slowing demand growth and the existing excess capacity, there are several new investment projects underway and planned (especially in current net-importing countries) in the steel industry that will result in global steelmaking capacity to continue to expand and causing the SACU to expect further increases

of imports of the subject product.

LEGAL FRAMEWORK

This investigation will be conducted in accordance with the International Trade Administration Act, 2002 (ITA Act) and the International Trade Administration Commission Safeguard Regulations (SGR) read with the World Trade Organization Agreement on Safeguards (the Safeguard Agreement).

Please note that if any information is considered to be confidential, a non-confidential version of the information must be submitted for the public file, simultaneously with the confidential version. In submitting a non-confidential version, the following rules are strictly applicable and parties must indicate:

- where confidential information has been omitted and the nature of such information;
- reasons for such confidentiality;
- a summary of the confidential information which permits a reasonable understanding of the substance of the confidential information; and
- in exceptional cases, where information is not susceptible to summary, reasons must be submitted to this effect.

This rule applies to all parties and to all correspondence with and submissions to the Commission, which unless indicated to be confidential and filed together with a non-confidential version, will be placed on the public file and be made available to other interested parties.

If a party considers that any document of another party, on which that party is submitting representations, does not comply with the above rules and that such deficiency affects that party's ability to make meaningful representations, the details of the deficiency and the reasons why that party's rights are so affected must be submitted to the Commission in writing forthwith (and at the latest 14 days prior to the date on which that party's submission is due). Failure to do so timeously will seriously hamper the proper administration of the investigation, and such party will not be able to subsequently claim an inability to make meaningful representations on the basis of the failure of such other party to meet the requirements.

Subsection 33(1) of the ITA Act provides that any person claiming confidentiality of information should identify whether such information is *confidential by nature* or is *otherwise confidential* and any such claims must be supported by a written statement, in each case, setting out how the information satisfies the requirements of the claim to confidentiality. In the alternative, a sworn statement should be made, setting out reasons

why it is impossible to comply with these requirements.

PROCEDURES AND TIME LIMITS

All information submitted, including non-confidential copies thereof, should be received by the Senior Manager: Trade Remedies I by no later than 20 days from the date hereof. Late submissions will not be accepted.

Interested parties are invited to submit comments on the initiation of the investigation or any information regarding this matter to the following address:

Physical address

Senior Manager: Trade Remedies I
International Trade Administration Commission
Block E – The DTI Campus
77 Meintjies Street
SUNNYSIDE
PRETORIA
SOUTH AFRICA

Postal address

Senior Manager: Trade Remedies I
Private Bag X753
PRETORIA
0001
SOUTH AFRICA

Any interested party may request an oral hearing provided that reasons are given for not relying on written submissions only. No request for an oral hearing will be considered more than 60 days from the date of this publication. The Commission may refuse an oral hearing if granting such hearing will unduly delay the finalisation of the investigation.

Parties requesting an oral hearing shall provide the Commission with a detailed agenda for, and a detailed version, including a non-confidential version, of the information to be discussed at the oral hearing at the time of the request.

Should you have any queries, please do not hesitate to contact Mr. Busman Makakola at telephone number +27 12 394 3380 or Ms. Charity Mudzwiri at telephone number + 27 394 1817 or at fax +27 12 394 0518.

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION
NOTICE 336 OF 2020

**INTERNATIONAL TRADE ADMINISTRATION COMMISSION OF
SOUTH AFRICA**

**NOTICE OF INITIATION OF A SUNSET REVIEW OF THE ANTI-DUMPING
DUTIES ON CLEAR FLOAT GLASS AND DRAWN GLASS OF A
THICKNESS OF 3MM, 4MM, 5MM AND 6MM ORIGINATING IN OR
IMPORTED FROM INDIA AND THE PEOPLE'S REPUBLIC OF CHINA
(CHINA)**

In accordance with the provisions in Article 53.1 of the Anti-Dumping Regulations, any definitive anti-dumping duty shall be terminated on a date not later than five years from the date of imposition, unless the authorities determine, in a review initiated before that date on their own initiative or upon a duly substantiated request made by or on behalf of the domestic industry, that the expiry of the duty would be likely to lead to continuation or recurrence of dumping and injury.

On 24 May 2019, the International Trade Administration Commission of South Africa (the Commission) notified interested parties through Notice No. 284 of 2019 in *Government Gazette* No. 42472, that unless a substantiated request is made indicating that the expiry of the anti-dumping duties against imports of clear float and flat glass originating in or imported from India and china would likely lead to the continuation or recurrence of dumping and injury, the anti-dumping duties on clear float and flat glass originating in or imported from India and China will expire on 30 July 2020.

THE APPLICANT

The Application was lodged by PFG Building Glass (Pty) Ltd, the only producer of the subject product in Southern African Customs Union (SACU).

The Applicant alleges that the expiry of the duties would likely lead to the continuation or recurrence of dumping and the recurrence of material injury. The Applicant submitted sufficient evidence and established a *prima facie* case to enable the Commission to arrive at a reasonable conclusion that a sunset review investigation of the anti-dumping duties on clear drawn and float glass originating in or imported from India and China be initiated.

THE PRODUCT

The anti-dumping duties subject to this sunset review are applicable to drawn glass and blown glass, in sheets, whether or not having an absorbent or reflecting layer, but not otherwise worked, of a thickness exceeding 2,5 mm but not exceeding 6 mm (excluding optical glass) from India and China, classifiable under tariff subheadings 7004.90.90, 7005.29.17, 7005.29.23, 7005.29.25 and 7005.29.35.

THE ALLEGATION OF THE CONTINUATION OR RECURRENCE OF DUMPING

METHODOLOGY IN THIS INVESTIGATION FOR CHINA

The allegation of continuation or recurrence of dumping is based on the comparison between the normal values and the export prices.

The normal value for China was determined based on a quotation obtained from a trader situated in India. The average domestic selling prices in China were obtained from data supplied by the trader on request from the Applicant. The export price for China is based on the import statistics obtained from the South African Revenue Service (SARS) for the dumping period. The dumping margin was determined to be 7.19% for 3mm, 4.51% for 4mm, 239.72% for 5mm and 122.14% for 6mm.

On this basis, the Commission found that there was *prima facie* proof of the likelihood of the continuation or recurrence of dumping of the subject product originating in or imported from China.

METHODOLOGY IN THIS INVESTIGATION FOR INDIA

The allegation of continuation or recurrence of dumping is based on the comparison between the normal values and the export prices.

In calculating the normal value for India, the Applicant submitted selling prices obtained from a trader situated in India. The average domestic selling prices in India were obtained from data supplied by the trader on request from the Applicant. The export price for India is based on the import statistics obtained from the South African Revenue Service (SARS) for the dumping period. The dumping margin was determined to be 114.74% for 3mm, 114.74% for 4mm and 114.74% for 6mm.

On this basis, the Commission found that there was *prima facie* proof of the likelihood of the continuation or recurrence of dumping of the subject product originating in or imported from India.

THE ALLEGATION RECURRENCE OF MATERIAL INJURY

The Applicant alleges and submitted sufficient evidence to show that it would experience a decline in sales, market share, capacity utilisation, profit, cash flow, ability to raise capital, productivity, output, return on investment, employment, and growth, if the duties expire.

Furthermore, the Applicant also submitted sufficient evidence to show that it would experience an increase in price undercutting, price depression, price suppression should the current anti-dumping duties expire.

On this basis, the Commission found that there was *prima facie* proof of the likelihood of recurrence of material injury.

PERIOD OF INVESTIGATION

The investigation period for dumping is from 01 September 2018 to 31 August 2019 and the injury investigation involves the evaluation of data for the period 01 September 2016 to 31 August 2019, and 2020 estimates in the event the duties expire.

PROCEDURAL FRAMEWORK

Having decided that there is sufficient evidence and a *prima facie* case to justify the initiation of an investigation, the Commission has begun an investigation in terms of section 16 of the International Trade Administration Act, 2002 (the ITA Act). The Commission will conduct its investigation in accordance with the relevant sections of the ITA Act, the World Trade Organisation Agreement on Implementation of Article VI of the GATT 1994 (the Anti-Dumping Agreement) and the Anti-Dumping Regulations of the International Trade Administration Commission of South Africa (ADR). Both the ITA Act and the ADR are available on the Commission's website (www.itac.org.za) or from the Trade Remedies section, on request.

In order to obtain the information it deems necessary for its investigation, the Commission will send non-confidential versions of the application and questionnaires to all known importers and exporters and known representative associations. The trade representative of the country of origin has also been notified. Importers and other interested parties are invited to contact the Commission as soon as possible in order to determine whether they have been listed and were furnished with the relevant documentation. If not, they should immediately ensure that they are sent copies. The questionnaire has to be completed and any other representations must be made within the time limit set out below.

CONFIDENTIAL INFORMATION

Please note that if any information is considered to be confidential then a non-confidential version of the information must be submitted for the public file, simultaneously with the confidential version. In submitting a non-confidential version the following rules are strictly applicable and parties must indicate:

- X where confidential information has been omitted and the nature of such information;
- X reasons for such confidentiality;
- X a summary of the confidential information which permits a reasonable understanding of the substance of the confidential information; and
- X in exceptional cases, where information is not susceptible to summary, reasons must be submitted to this effect.

This rule applies to all parties and to all correspondence with and submissions to the Commission, which unless indicated to be confidential and filed together with a non-confidential version, will be placed on the public file and be made available to other interested parties.

If a party considers that any document of another party, on which that party is submitting representations, does not comply with the above rules and that such deficiency affects that party's ability to make meaningful representations, the details of the deficiency and the reasons why that party's rights are so affected must be submitted to the Commission in writing forthwith (and at the latest 14 days prior to the date on which that party's submission is due). Failure to do so timeously will seriously hamper the proper administration of the investigation, and such party will not be able to subsequently claim an inability to make meaningful representations on the basis of the failure of such other party to meet the requirements.

Subsection 33(1) of the ITA Act provides that any person claiming confidentiality of information should identify whether such information is *confidential by nature* or is *otherwise confidential* and, any such claims must be supported by a written statement, in each case, setting out how the information satisfies the requirements of the claim to confidentiality. In the alternative, a sworn statement should be made setting out reasons why it is impossible to comply with these requirements.

Section 2.3 of the ADR provides as follows:

“The following list indicates “information that is by nature confidential” as per section 33(1)(a) of the Main Act, read with section 36 of the Promotion of Access to Information Act (Act 2 of 2000):

- (a) management accounts;*
- (b) financial accounts of a private company;*
- (c) actual and individual sales prices;*
- (d) actual costs, including cost of production and importation cost;*
- (e) actual sales volumes;*
- (f) individual sales prices;*
- (g) information, the release of which could have serious consequences for the person that provided such information; and*
- (h) information that would be of significant competitive advantage to a competitor; provided that a party submitting such information indicates it to be confidential*

ADDRESS

The response to the questionnaire and any information regarding this matter and any arguments concerning the allegation of dumping and the resulting material injury must be submitted in writing to the following address:

Physical address

The Senior Manager: Trade Remedies I
International Trade Administration Commission
Block E – The DTI Campus
77 Meintjies Street
SUNNYSIDE
PRETORIA
SOUTH AFRICA

Postal address

The Senior Manager:
Trade Remedies I
Private Bag X753
PRETORIA
0001
SOUTH AFRICA

PROCEDURES AND TIME LIMITS

The Senior Manager: Trade Remedies I, should receive all responses, including non-confidential copies of the responses, not later than 30 days from the date hereof, or from the date on which the letter accompanying the abovementioned questionnaire was received. The said letter shall be deemed to have been received seven days after the day of its dispatch.

Late submissions will not be accepted except with the prior written consent of the Commission.

The Commission will give due consideration to written requests for an extension of not more than 14 days on good cause shown (properly motivated and substantiated), if received prior to the expiry of the original 30-day period. Merely citing insufficient time is not an acceptable reason for an extension. Please note that the Commission will not consider requests for extension by the Embassy on behalf of foreign producers.

The information submitted by any party may need to be verified by the Investigating Officers in order for the Commission to take such information into consideration. The Commission may verify the information at the premises of the party submitting the information, within a short period after the submission of the information to the Commission. Parties should therefore ensure that the information submitted would subsequently be available for verification. Specifically, it is planned to verify the information submitted by the foreign producers within three to five weeks subsequent to the submission of the information. This period will only be extended if it is not feasible for the Commission to do it within this time period or upon good cause shown, and with the prior written consent of the Commission, which should be requested at the time of the submission. It should be noted that unavailability of, or inconvenience to appointed representatives, will not be considered to be good cause.

Parties should also ensure when they engage representatives that they will be available at the requisite times, to ensure compliance with the above time frames. Parties should also ensure that all the information requested in the applicable questionnaire is provided in the specified detail and format. The questionnaires are designed to ensure that the Commission is provided with all the information required to make a determination in accordance with the ITA Act and the ADR. The Commission may therefore refuse to verify information that is incomplete or does not comply with the format in the questionnaire, unless the Commission has agreed in writing to a deviation from the required format. A failure to submit a non-confidential version of the response that complies with the rules set out above under the heading *Confidential Information* will be regarded as an incomplete submission.

Parties, who experience difficulty in furnishing the information required, or submitting information in the format required, are urged to make written applications to the Commission at an early stage for permission to deviate from the questionnaire or provide the information in an alternative format that can satisfy the Commission's requirements. The Commission will give due consideration to such a request on good cause shown.

Any interested party may request an oral hearing at any stage of the investigation in accordance with Section 5 of the ADR, provided that the party indicates reasons for not relying on written submissions only. The Commission may refuse an oral hearing if granting such hearing will unduly delay the finalisation of a determination. Parties requesting an oral hearing must provide the Commission with a detailed agenda for, and a detailed version, including a non-confidential version, of the information to be discussed at the oral hearing at the time of the request.

If the required information is not received in a satisfactory form within the time limit specified above, or if verification of the information cannot take place, the Commission may disregard the information submitted and make a finding on the basis of the facts available to it.

Should you have any queries, please do not hesitate to contact investigating officers, Mr Busman Makakola at telephone number +27 12 394 3380 or Mr Emmanuel Manamela +27 12 394 3632 or at fax number +27 12 394 0518.

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NOTICE 337 OF 2020

STANDARDS ACT, 2008
STANDARDS MATTERS

In terms of the Standards Act, 2008 (Act No. 8 of 2008), the Board of the South African Bureau of Standards has acted in regard to standards in the manner set out in the Schedules to this notice.

SECTION A: DRAFTS FOR COMMENTS

The following draft standards are hereby issued for public comments in compliance with the norm for the development of the South Africa National standards in terms of section 23(2)(a) (ii) of the Standards Act.

Draft Standard No. and Edition	Title, scope and purport	Closing Date
SANS 52 Ed 1	<i>Solid mineral fuels - Determination of phosphorus content - Reduced molybdophosphate photometric method.</i> Specifies a reduced molybdophosphate photometric method for the determination of the total phosphorus content of hard coal, lignites and coke.	2020-07-19
SANS 3001-CO1-1 Ed 1	<i>Civil engineering test methods - Part CO1-1: Mixing fresh concrete in the laboratory.</i>	2020-07-14
SANS 3001-CO1-2 Ed 1	<i>Civil engineering test methods Part CO1-2: Sampling.</i> Specifies two procedures for sampling fresh concrete, by composite sampling and by spot sampling. Applies to fresh concrete and describes a method for batching of prepared material and mixing of normal concrete in the laboratory (where control and test conditions are possible for assessment of materials or mix design).	2020-07-14
SANS 3001-CO1-4 Ed 1	<i>Civil engineering test methods - Part CO1-4: Consistence of freshly mixed concrete - Vebe test.</i> Describes a method for determining the Vebe time of fresh concrete mixed both in the laboratory and on site.	2020-07-14
SANS 3001-CO1-5 Ed 1	<i>Testing of fresh concrete Part 4: Degree of compactability.</i> Specifies a method for determining the consistence of fresh concrete by determining the degree of compactability.	2020-07-14
SANS 5074 Ed 2	<i>Hard coal - Determination of Hardgrove grindability index.</i> Specifies the method for determining the grindability index of hard coal using the Hardgrove machine. It also specifies the procedure for calibrating the test machine and for preparing the standard reference coal samples.	2020-07-19
SANS 502 Ed 2	<i>Coal - Determination of caking power - Gray-King coke test.</i> Specifies a method of assessing the caking power of coal under standard conditions.	2020-07-19
SANS 501 Ed 1	<i>Coal - Determination of the crucible swelling number.</i> Specifies a method for determining the swelling properties of hard coal when heated in a covered crucible.	2020-07-19
SANS 334 Ed 1	<i>Solid mineral fuels - Determination of total sulfur - Eschka method.</i> Specifies a reference method for determining the total sulfur content of hard coal, brown coals and lignites, and coke by the Eschka method.	2020-07-19
SATS 33053 Ed 1	<i>Information technology - Process assessment - Process reference model for quality management.</i> Information technology - Process assessment - Guidance for assessor competency	2020-07-26
SANS 52 Ed 1	<i>Control systems in the process industry - Electrical and instrumentation loop check.</i> Describes the steps recommended to complete a loop check, which comprises the activities between the completion of the loop construction (including installation and point-to-point checks) and the start-up of cold commissioning. This standard is applicable for the construction of new plants and for expansion/retrofits (i.e. revamping) of E&I installations in existing plants (including PLC, BAS, DCS, panel-mounted and field instrumentation).	2020-07-28
SANS 60071-1 Ed 1	<i>Insulation co-ordination -Part 1: Definitions, principles and rules.</i> Applies to three-phase AC systems having a highest voltage for equipment above 1 kV, and it specifies the procedure for the selection of the rated withstand voltages for the selection of the rated withstand voltages for the phase-to-earth, phase-to-phase and longitudinal insulation of the equipment and the installations of these systems.	2020-08-02

SANS 61952-1 Ed1	<i>Insulators for overhead lines - Composite line post insulators for AC systems with a nominal voltage greater than 1 000 V -Part 1: Definitions, end fittings and designations.</i> Applicable to composite line post insulators for AC overhead lines with a nominal voltage greater than 1 000 V and a frequency not greater than 100 Hz. It also applies to line post insulators of similar design used in substations or on electric traction lines. This document applies to line post insulators of composite type, generally with metallic couplings, with and without a base plate. It also applies to such insulators when used in complex structures. It also specifies a standard designation system for composite line post insulators.	2020-08-02
SATR 60071-4 Ed 1	<i>Insulation co-ordination -Part 4: Computational guide to insulation co-ordination and modelling of electrical networks.</i> Guidance on conducting insulation co-ordination studies which propose internationally recognized recommendations, for the numerical modelling of electrical systems, and for the implementation of deterministic and probabilistic methods adapted to the use of numerical programs.	2020-08-02
SANS 62368-1 Ed 2	<i>Audio/video, information and communication technology equipment - Part 1: Safety requirements.</i> This part of IEC 62368 is applicable to the safety of electrical and electronic equipment within the field of audio, video, information and communication technology, and business and office machines with a rated voltage not exceeding 600 V. This document does not include requirements for performance or functional characteristics of equipment.	2020-08-02
SANS 18091 Ed 2	<i>Quality management systems - Guidelines for the application of ISO 9001 in local government.</i> Gives guidelines to help local government organizations relate the concepts of quality management, as described in ISO 9000, ISO 9001, ISO 9004 (published in South Africa as an identical adoption under the designations SANS 9000, SANS 9001 and SANS 9004) and associated standards.	2020-06-29
SANS 60079-29-1 Ed 2	<i>Explosive atmospheres Part 29-1: Gas detectors - Performance requirements of detectors for flammable gases.</i> Specifies general requirements for construction, testing and performance, and describes the test methods that apply to portable, transportable and fixed apparatus for the detection and measurement of flammable gas or vapour concentrations with air. The apparatus, or parts thereof, are intended for use in potentially explosive atmospheres and in mines susceptible to firedamp.	
SANS 1411-1 Ed 1	<i>Materials of insulated electric cables and flexible cords Part 1: Conductors.</i> Specifies requirements for copper and aluminium conductors used in insulated electric cables and flexible cords. Covers solid, stranded and flexible circular conductors, and solid and stranded shaped conductors of the sizes included in various specifications	2020-08-04

SCHEDULE A.1: AMENDMENT OF EXISTING STANDARDS

The following draft amendments are hereby issued for public comments in compliance with the norm for the development of the South African National Standards in terms of section 23(2)(a) (ii) of the Standards Act.

Draft Standard No. and Edition	Title	Scope of amendment	Closing Date
SANS 1520-2 Ed 2.1	<i>Flexible electric trailing cables for use in mines Part 2: Cables with operating voltages of 3,8/6,6 kV to 19/33 kV.</i>	Amended to change the requirement for the metallic screen filling factor of the copper component of the braid, and to delete the annex on notes to purchasers.	2020-07-28
SANS 164-5 Ed 1.3	<i>Plug and socket-outlet systems for household and similar purposes for use in South Africa Part 5: Two-pole, 2,5 A 250 V a.c. system.</i>	Amended to change the title of the standard, and to update the list of parts in the foreword.	2020-06-24

SECTION B: ISSUING OF THE SOUTH AFRICAN NATIONAL STANDARDS**SCHEDULE B.1: NEW STANDARDS**

The following standards have been issued in terms of section 24(1)(a) of the Standards Act.

Standard No. and year	Title, scope and purport
SANS 90003:2020 Ed 1	<i>Software engineering - Guidelines for the application of ISO 9001:2015 to computer software.</i> Provides guidance for organizations in the application of ISO 9001:2015 (published in South Africa as an identical adoption under the designation SANS 9001) to the acquisition, supply, development, operation and maintenance of computer software and related support services
ARP 2077:2020 Ed 1	<i>Guideline on Ethics for Traditional Health Practitioners (THPs) in traditional health care.</i> Specifies the discipline and professionalism required by an individual who has acquired skills of being a THP as well as adherence to ethical conduct in diagnosing, prescribing, dispensing, initiating and healing using African traditional medicine (ATM).
SATS 22002-5:2020 Ed 1	<i>Prerequisite programmes on food safety - Part 5: Transport and storage.</i> Specifies requirements for establishing, implementing and maintaining prerequisite programmes (PRPs) for transport and storage in the food chain to assist in controlling food safety hazards.
SANS 987:2020 Ed 1	<i>Adiabatic Spontaneous Combustion Apparatus.</i> Describes the method for determining the propensity of coals to spontaneous combustion using the adiabatic principle.
SANS 16911-1:2020 Ed 1	<i>Stationary source emissions - Manual and automatic determination of velocity and volume flow rate in ducts - Part 1: Manual reference method.</i> Specifies a method for periodic determination of the axial velocity and volume flow rate of gas within emissions ducts and stacks.
SANS 16911-1:2020 Ed 1	<i>Stationary source emissions - Manual and automatic determination of velocity and volume flow rate in ducts - Part 2: Automated measuring systems.</i> Describes specific requirements for automated measuring system (AMS) flow monitoring.
SANS 24521:2020 Ed 1	<i>Activities relating to drinking water and wastewater services-Guidelines for the management of basic on site domestic wastewater services.</i> Provides guidance for the management of basic on-site domestic wastewater services.
SANS62275:2020 Ed 2	<i>Cable management systems - Cable ties for electrical installations.</i> Specifies requirements for metallic, non-metallic and composite cable ties and their associated fixing devices used for the management and support of wiring systems in electrical installations.
SANS 60099-8:2020 Ed 2	<i>Surge arresters Part 8: Metal-oxide surge arresters with external series gap (EGLA) for overhead transmission and distribution lines of a.c. systems above 1 Kv.</i> Covers metal-oxide surge arresters with external series gap (externally gapped line arresters (EGLA)) that are applied on overhead transmission and distribution lines, only to protect insulator assemblies from lightning-caused flashovers.
SANS 466:2020 Ed 2	<i>Quality management systems - Guidelines for quality plans.</i> Gives guidelines for establishing, reviewing, accepting, applying and revising quality plans.
SANS 660:2020 Ed 4	<i>School furniture.</i> Covers the requirements for the materials, construction, finish and performance of tables, teachers' desks, chairs and stools for use in classrooms.
SANS 17:2020 Ed 2	<i>Glazing materials in furniture.</i> Specifies the general requirements, performance requirements and thickness requirements necessary to ensure a reasonable quality of safety glass or plastics used in the construction of furniture.
SANS 10198-14:2020 Ed 3	<i>The selection, handling and installation of electric power cables of rating not exceeding 33 kV Part 14: Installation of low voltage insulated aerial bundled conductors.</i> Provides guidance on the installation of insulated Aerial Bundled Conductors (ABC) systems up to 33 kV that comply with the requirements of SANS 1418-1 and SANS 1418-2. It covers installations performed under de-energised conditions only.

Standard No. and year	Title, scope and purport
SANS 14236:2020 Ed 1	<i>Plastics pipes and fittings - Mechanical-joint compression fittings for use with polyethylene pressure pipes in water supply systems.</i> Specifies the required properties and test methods for mechanical fittings intended to join polyethylene pressure pipes of nominal outside diameters not greater than 160 mm, used in water supply systems conveying potable water and water for general purposes at temperatures up to and including 40 °C.
SANS 16212:2020 Ed 1	<i>Cosmetics - Microbiology - Enumeration of yeast and mould.</i> Gives general guidelines for enumeration of yeast and mould present in cosmetics by counting the colonies on selective agar medium after aerobic incubation
SANS 61724-1:2020 Ed 1	<i>Photovoltaic system performance - Part 1: Monitoring.</i> Defines the classes of photovoltaic (PV) performance monitoring systems.
SANS 60287-3-2:2020 Ed 2	<i>Electric cables - Calculation of the current rating Part 3-2: Sections on operating conditions - Economic optimization of power cable size.</i> Sets out a method for the selection of a cable size taking into account the initial investment costs and the future costs of energy losses during the economic life of the cable.
SANS 33301:2020 Ed 2	<i>Security and resilience - Business continuity management systems – Requirements.</i> Specifies requirements to implement, maintain and improve a management system to protect against, reduce the likelihood of the occurrence of, prepare for, respond to and recover from disruptions when they arise.

SCHEDULE B.2: AMENDED STANDARDS

The following standards have been amended in terms of section 24(1)(a) of the Standards Act.

Standard No. and year	Title, scope and purport
SANS 887 :2020 Ed 3.1	<i>Varnish for interior use. Consolidated edition incorporating amendment No.1.</i> Amended to update referenced standards, and to delete the annex on notes to purchasers.
SANS 681:2020 Ed 3.4	<i>Undercoats for paints. Consolidated edition incorporating amendment No.4.</i> Amended to update referenced standards and to delete the annex on notes to purchasers.
SANS 508:2020 Ed 1.2	<i>Concrete retaining blocks. Consolidated edition incorporating amendment No.2.</i> Amended to update references standards and requirements, and to delete the annex on notes to purchasers.
SANS 972-2:2020 Ed 2.5	<i>Signs for street and property identification Part 2: Non-retro-reflective signs. Consolidated edition incorporating amendment No.5.</i> Amended to update the requirements for inscriptions, to update referenced standards and to delete the appendix on notes to purchasers.

SCHEDULE B.5: ESTABLISHMENT OF TECHNICAL COMMITTEES

In terms of section 4(2) (1) the South African Bureau of Standards has established the following technical committees:

If your organization is interested in participating in these committees, please send an e-mail to Dsscomments@sabs.co.za for more information.

SCHEDULE 5: ADDRESS OF THE SOUTH AFRICAN BUREAU OF STANDARDS HEAD OFFICE

Copies of the standards mentioned in this notice can be obtained from the Head Office of the South African Bureau of Standards at 1 Dr Lategan Road, Groenkloof, Private Bag X191, Pretoria 0001.

DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION
NOTICE 338 OF 2020

INTERNATIONAL TRADE ADMINISTRATION COMMISSION

CORRECTION NOTICE OF AN INITIATION OF THE INVESTIGATION FOR REMEDIAL ACTION IN THE FORM OF A SAFEGUARD MEASURE AGAINST THE INCREASED IMPORTS OF BOLTS WITH HEXAGON HEADS OF IRON OR STEEL

Reference is made to notice 272 of 2020, published in the Government Gazette No. 43316 dated 15 May 2020.

ALLEGATION OF SERIOUS INJURY AND CAUSAL LINK

The period of investigation for data evaluation for the purposes of determining the allegation of serious injury is **01 July 2016 to 30 June 2019**.

The Applicant alleged and submitted *prima facie* information indicating that it is experiencing serious injury in the form of a decline in sales volumes, output, market share, utilisation of capacity, net profit and productivity for the period **01 July 2016 to 30 June 2019**.

All other information remains the same.

Should you have any queries, please do not hesitate to contact the investigating officers, Mr Edwin Mkwanazi at +27 12 394 3742 or Ms Portia Mathebula at 012 394 1456.

BOARD NOTICES • RAADSKENNISGEWINGS

BOARD NOTICE 67 OF 2020**COUNCIL FOR DEBT COLLECTORS****NOTICE IN TERMS OF SECTION 12(5) OF THE DEBT COLLECTORS ACT, 1998
(ACT 114 OF 1998)**

The register contemplated in section 12(1) (a) of the Debt Collectors Act, 1998 (Act 114 of 1998) is available for inspection-

- (a) from Monday to Friday, excluding public holidays, from 7h30 to 16h00 at the registered office of the Council for Debt Collectors: 310 Brooks Street, Menlo Park, Pretoria; and
- (b) electronically at the following address: www.cfdc.org.za

A CORNELIUS

CEO: COUNCIL FOR DEBT COLLECTORS

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001
Contact Centre Tel: 012-748 6200. eMail: info.egazette@gpw.gov.za
Publications: Tel: (012) 748 6053, 748 6061, 748 6065