

Government Gazette Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID-AFRIKA

Regulation Gazette

No. 8626

Regulasiekoerant

Vol. 500

Pretoria, 9 February 2007
Februarie

No. 29587

CONTENTS**INHOUD**

<i>No.</i>	<i>Page No.</i>	<i>Gazette No.</i>	<i>No.</i>	<i>Bladsy No.</i>	<i>Koerant No.</i>
GOVERNMENT NOTICES			GOEWERMENTSKENNISGEWINGS		
Agriculture, Department of			Arbeid, Departement van		
<i>Government Notice</i>			<i>Goewermentskennisgewings</i>		
R. 93 Animal Diseases Act (35/1984): Tariffs on import and master permits	3	29587	R. 96 Basic Conditions of Employment Act (75/1997): Amendment of Sectoral Determination 6: Private Security Sector, South Africa	5	29587
Labour, Department of			R. 97 Labour Relations Act (66/1995): Commission for Conciliation, Mediation and Arbitration: Rules for the Conduct of Proceedings before the CCMA: Amendment		
<i>Government Notices</i>			10 29587		
R. 96 Basic Conditions of Employment Act (75/1997): Amendment of Sectoral Determination 6: Private Security Sector, South Africa	5	29587	Landbou, Departement van		
R. 97 Labour Relations Act (66/1995): Commission for Conciliation, Mediation and Arbitration: Rules for the Conduct of Proceedings before the CCMA: Amendment	10	29587	<i>Goewermentskennisgewing</i>		
			R. 93 Wet op Dieriesiektes (35/1985): Tariewe op invoer- en meesterpermit	4	29587

GOVERNMENT NOTICES

GOEWERMENSKENNISGEWINGS

DEPARTMENT OF AGRICULTURE DEPARTEMENT VAN LANDBOU

No. R. 93

9 February 2007

ANIMAL DISEASES ACT, 1984
(ACT No. 35 OF 1984)

TARIFFS ON IMPORT AND MASTER PERMITS

I, Lulama Xingwana, Minister of Agriculture, acting under section 6 of the Animal Diseases Act, 1984 (Act No. 35 of 1984), hereby impose, on the basis set out in the Schedule, tariffs on import permits and master permits,

LULAMA XINGWANA,
Minister of Agriculture.

SCHEDULE

Definition

1. In this Schedule any word or expression to which a meaning has been assigned in the Act shall have that meaning, and unless the context otherwise indicates -

"import permit" means a permit issued by the Director of Animal Health which is valid for a certain period in respect of a single consignment; and

"master permit" means an import permit Issued by the Director of Animal Health which is valid for a specified period of time in respect of more than one consignment containing items of a similar nature.

Imposition of tariffs

2. Tariffs are hereby imposed for the issue of permits in respect of the importation of animals and animal products.

Amount of tariffs

3. The amount of tariffs referred to in clause 2 shall respectively be -

- (a) R110 per import permit; and
- (b) R900 per master permit.
- (c) R5,00 per certified copy.

Persons by whom tariffs are payable

4. The tariffs referred to in clause 2 shall be payable by persons who import or contemplate importing animals and animal products into the Republic.

No. R. 93

9 Februarie 2007

WET OP DIERESIEKTES, 1984
(WET No. 35 VAN 1984)

TARIEWE OP INVOER- EN MEESTERPERMIT

Ek, Lulama Xingwana, Minister van Landbou, handelende kragtens artikel 6 van die Wet op Dieresyktes, 1984 (Wet No. 35 van 1984) het hierby, op die grondslag soon in die Bylae uiteengesit, tariewe op invoerpermitte en meesterpermitte.

LULAMA XINGWANA,
Minister van Landbou.

BYLAE

Woordomskrywing

1. In hierdie Bylae het enige woord of uitdrukking waaraan 'n betekenis in die Wet geheg is, daardie betekenis en tensy die teks andern aandui, beteken -

"invoerpermit" 'n permit wat deur die Direkteur van Diergesondheid ufgereik is, wat geldig is vir 'n bepaalde tydperk en betrekking het op 'n enkele besending; en

"meesterpermit" 'n invoerpermit wat deur die Direkteur van Diergesondheid ufgereik is, wat geldig is vir 'n bepaalde tydperk en betrekking het op meer as een besending wat items van 'n soortgelyke aard bevat.

Vaslegging van tariewe

2. Tariewe word hierby ingestel vir die uitreiking van permitte ten opsigte van die invoer van diere en dierlike produkte.

Bedrag van tariewe

3. Die bedrag van die tariewe soos verwys in klousule 2 is onderskeidelik-
 - (a) R110 per invoerpermit; en
 - (b) R900 per meesterpermit.
 - (c) R5,00 per gesertifiseerde afskrif

Persone deur wie tariewe betaalbaar is

4. Die tariewe soon verwys in klousule 2 is betaalbaar deur persone wie dier en dierlike produkte in die Republiek invoer of beoog om dit in te voer.

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 96

9 February 2007

BASIC CONDITIONS OF EMPLOYMENT ACT, ACT 75 OF 1977**AMENDMENT OF SECTORAL DETERMINATION 6: PRIVATE SECURITY
SECTOR, SOUTH AFRICA**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of Section 56(1) of the Basic Conditions of Employment Act, Act 75 of 1997, amend Sectoral Determination 6: Private Security Sector, South Africa, published under Government Notice No. R. 879 of 9 September 2005, in accordance with the schedule hereto and fix the second Monday after publication as the date from which the provisions of this amendment shall become binding.



**M M S MDLADLANA, MP
MINISTER OF LABOUR**

1. Insert new sub – clause 3(1)(e) to read:

“(e) Armed response officers:

A security officer who is employed to conduct duties as an armed response officer shall be remunerated at not less than the level of a Grade C security officer.”

2. Replace sub – clause 3(5) to read:

“(5) Night shift allowance:

If at least half of the shift ordinarily falls between the hours of 18:00 on one day and 06:00 the next day that employee will be entitled to and shall receive an allowance in respect of each night shift worked:

- (a) the night shift allowance payable in terms of this sub – clause shall be R2.50 per shift; and
- (b) the night shift allowance payable in terms of this sub – clause as from 1 September 2007 shall be R3.00 per shift.”

3. Insert new sub clause 3(7)

“(7) Transfer allowance

- (a) An employer shall pay a security officer a transfer allowance of not less than R100.00 (one hundred rand) per month under the following circumstances –
 - (i) if the transfer is permanent, the employee shall be entitled to the transfer allowance for a period of not more than 12 (twelve) months after the date of transfer; and
 - (ii) if the transfer is for more than 6 (six) months but less than 12 (twelve) months, the security officer shall be entitled to receive the transfer allowance for the equivalent number of months of the transfer.
- (b) All transfer allowance payments are subject to the following conditions:
 - (i) the employer requires the security officer to transfer on a permanent basis or for a period exceeding six months; and
 - (ii) the security officer is transferred to a site or other such workplace which is in excess of 250 kilometers away from the deployment of

the security officer at the time of the transfer:

- (c) This sub – clause does not apply in the event of –
 - (i) a transfer arising from an offer of alternative employment by the employer during a consultation process conducted in terms of Section 189 of the Labour Relations Act (Act 66 of 1995); or
 - (ii) that the transfer of an employee is as a result of a request for such transfer by the employee.”

4. Replace sub – clause 5(4) to read:

“(4) Meal interval

- (a) An employer must give an employee who works continuously for more than five hours a meal interval of at least one continuous hour.
- (b) During a meal interval, an employee may be required or permitted to perform only duties that cannot be left unattended and cannot be performed by another employee.
- (c) An employee must be remunerated –
 - (i) for a meal interval in which the employee is required to work or is required to be available for work; and
 - (ii) for any portion of a meal interval that is in excess of 75 minutes, unless the employee lives on the premises at which the workplace is situated.
- (d) For the purpose of sub-clause (a), work is continuous unless it is interrupted by an interval of at least 60 minutes.
- (e) An agreement in writing may –
 - (i) reduce the meal interval to not less than 30 minutes;
 - (ii) dispense with a meal interval for an employee who works fewer than six hours on a day.”

5. Insert new sub – clause 6(4) to read:

- “(4) In the event that the employee’s contract of employment ends before the end of 12 months of employment with the same employer for any reason other than dismissal for misconduct, poor performance not related to incapacity for ill health, or resignation, the employee must receive a prorated share of the bonus for the period of the year that he or she has worked.”**

6. Clause 12: Maternity leave**Insert new clause 12A to read:****“12A. Maternity benefits**

- (1) An employee who remains in continuous employment with the same employer for a period of at least three years from the date on which this amendment becomes binding, shall be entitled to the following benefits:
 - (a) from the first year of eligibility, a payment equivalent to 50% (fifty percent) of the difference between the employee's basic salary and the amount due to the employee from the Unemployment Insurance Fund (UIF), for one month;
 - (b) from the second year of eligibility, a payment equivalent to 50% (fifty percent) of the difference between the employee's basic salary and the amount due to the employee from the Unemployment Insurance Fund (UIF), for two months; and
 - (c) from the third year of eligibility, a payment equivalent to 50% (fifty percent) of the difference between the employee's basic salary and the amount due to the employee from the Unemployment Insurance Fund (UIF), for three months.
- (2) If the employee's unemployment insurance fund (UIF) benefits are reduced as a result of this payment, the employer's contribution shall be reduced to enable the employee to obtain full Unemployment Insurance Fund (UIF) benefits.”

7. Replace clause 13 to read:**“13 Study leave**

- (1) All employees with a minimum of one year uninterrupted employment with the same employer shall be entitled to study leave on full pay of a maximum of:
 - (a) 4 days study leave per year in the first year of operation of this amendment;

- (b) 5 days of study leave per year in the second year of operation of this amendment; and
- (c) 6 days of study leave per year in the third year of operation of this amendment, and thereafter.

(2) Study leave shall not be limited to tertiary education only, but shall be extended to include education at all accredited education and training providers.”

8. Insert a new clause 27 to read:

“(27) Service benefits

- (1) Each security officer shall, upon completion of the following period of uninterrupted service with the same employer, receive a once-off service benefit payment of not less than –
 - (a) R500.00 (five hundred rand) after 5 (five) years;
 - (b) R1 000.00 (one thousand rand) after 10 (ten) years; and
 - (c) R5 000.00 (five thousand rand) after 20 (twenty) years of service.
- (2) The accumulation of service will come into effect on the date this amendment comes into effect.”

9. Insert new clause 2(66) to read:

2 Definitions:

“(66) Armed response officer: means a security officer who in case of an emergency or alarm activation may respond to a call from a client of a private security company normally at the premises or property of the client.”

No. R. 97

9 February 2007

LABOUR RELATIONS ACT, 1995 (ACT No. 66 OF 1995)
COMMISSION FOR CONCILIATION, MEDIATION AND ARBITRATION
RULES FOR THE CONDUCT OF PROCEEDINGS BEFORE THE CCMA

AMENDMENT NOTICE

Government Notice No. R. 1448 published in *Government Gazette* No. 25515 (*Regulation Gazette* No. 7781) of 10 October 2003, is hereby amended as follows:

- (1) By substituting Pages 275, 276 and 277 with the attached

Annexure A

SCHEDULE ONE

275(1)

ADDRESSES OF THE COMMISSION

The addresses of the head office of the Commission are as follows:

CCMA HEAD OFFICE

Physical address: CCMA National Office
28 Harrison Street (cnr Fox)
Johannesburg
2001

Postal address: Private Bag X94
Marshalltown
2107

Tel: (011) 377-6650
Fax: (011) 834-7351
E-mail: ho@ccma.org.za

The addresses of the provincial offices of the Commission are as follows:

CCMA EASTERN CAPE**EAST LONDON**

Physical address: Rennies Building, Ground Floor
Cnr Church & Oxford Street
East London 5201

Postal address: Private Bag X9068
East London
5200

Tel: (043) 743-0826
Fax: (043) 743-0810
E-mail: pe@ccma.org.za

PORT ELIZABETH

Physical address: 107 Govan Mbeki Avenue
Port Elizabeth
6001

Postal address: Private Bag X22500
Port Elizabeth
6000

Tel: (041) 505-4300
Fax: (041) 586-4585/4410
E-mail: pe@ccma.org.za

CCMA FREE STATE

275(2)

Physical address: CCMA House
Cnr. Elizabeth & West Burger Streets
Bloemfontein
9301

Postal address: Private Bag X20705
Bloemfontein
9300

Tel: (051) 505-4400
Fax: (051) 448-4468/9
E-mail: blm@ccma.org.za

CCMA GAUTENG**JOHANNESBURG**

Physical address: CCMA House
26 Loveday Street (Cnr Main)
Johannesburg
2001

Postal address: Private Bag X96
Marshalltown
2107

Tel: (011) 688 - 2200
Fax: (011) 688-2202/03/04/05
E-mail: gauteng@ccma.org.za

PRETORIA

Physical address: Metro Park Building
351 Schoeman Street (Cnr Prinsloo)
Pretoria
0001

Postal address: Private Bag X176
Pretoria
0001

Tel: (012) 392-9700
Fax: (012) 392-9701/2
E-mail: pta@ccma.org.za

CCMA KWAZULU NATAL**275(3)****DURBAN**

Physical address: Embassy Building, 6th & 7th Floors
199 Smith Street (Cnr Aliwal)
Durban
4001

Postal address: Private Bag X54363
Durban
4000

Tel: (031) 362-2300
Fax: (031) 368-7387/ 7407
E-mail: kzn@ccma.org.za

PIETERMARTIZBURG

Physical address: Gallwey House, 3rd Floor
Gallwey Lane
Pietermaritzburg
3201

Postal address: P O Box 72
Pietermaritzburg
3200

Tel: (033) 345-9249/02
Fax: (033) 345-9790
E-mail: kzn@ccma.org.za

RICHARDS BAY

Physical address: Promenade Building, Suite 15, 1st Floor
Cnr. Tassel Berry & Lira Link Streets
Richards Bay

Postal address: Private Bag X1026
Richards Bay
3900

Tel: (035) 789-0357
Fax: (035) 789-7148
E-mail: kzn@ccma.org.za

CCMA LIMPOPO

275(4)

Physical address: 104 Hans Van Rensburg Street
Polokwane
0699

Postal address: Private Bag X9512
Polokwane
0700

Tel: (015) 297-5010
Fax: (015) 297-1649
E-mail: ptb@ccma.org.za

CCMA MPUMALANGA

Physical address: Foschini Centre
Diederich Street
Witbank
1035

Postal address: Private Bag X7290
Witbank
1035

Tel: (013) 656-2800
Fax: (013) 656-2885/6
E-mail: wtb@ccma.org.za

CCMA NORTH WEST

Physical address: 47-51 Siddle Street
Klerksdorp
2570

Postal address: Private Bag X5004
Klerksdorp
2571

Tel: (018) 464-0700
Fax: (018) 462-4126/4053
E-mail: kdb@ccma.org.za

CCMA NORTHERN CAPE

Physical address: CCMA House
3 – 15 Compound Street
Kimberley
8301

Postal address: Private Bag X6100
Kimberley
8300

Tel: (053) 831-6780
Fax: (053) 831-5947/8
E-mail: kmb@ccma.org.za

CCMA WESTERN CAPE**275(5)**

Physical address: 78 Darling Street
Cape Town
8001

Postal address: Private Bag X9167
Cape Town
8000

Tel: (021) 469-0111

Fax: (021) 465 7193/97/87/462 5006

E-mail: ctn@ccma.org.za
