

Regulation Gazette

No. 8778

Regulasiekoerant

Vol. 509

Pretoria, 16 November 2007

No. 30460

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			GOEWERMENSKENNISGEWINGS		
Labour, Department of			Arbeid, Departement van		
<i>Government Notices</i>			<i>Goewermentskennisgewings</i>		
R. 1066			R. 1066		
Labour Relations Act (66/1995): Bargaining Council for the Furniture Manufacturing Industry, KwaZulu-Natal: Extension to Non-parties of Main Collective Amending Agreement for the Metro Areas.....	3	30460	Wet op Arbeidsverhoudinge (66/1995): Bediningsraad vir die Meubelnywerheid, KwaZulu-Natal: Uitbreiding na Nie-partye van Hoof Kollektiewe Wysigingsooreen- koms vir die Metro Gebiede.....	4	30460
R. 1067			R. 1067		
do.: National Bargaining Council of the Leather Industry of South Africa: Extension to Non-parties of the General Goods and Handbag Section Collective Amending Agreement.....	17	30460	do.: Nasionale Bediningsraad vir die Leernywerheid van Suid-Afrika: Uit- breiding na Nie-partye van die Algemene Goedere en Handsakseksie Kollektiewe Wysigingsooreenkoms.....	18	30460
R. 1068			R. 1068		
do.: do.: Extension to Non-parties of the Tanning Section Collective Amending Agreement.....	29	30460	do.: do.: Uitbreiding na Nie-partye van Kollektiewe Wysigingsooreenkoms vir die Looi-seksie.....	30	30460
R. 1069			R. 1069		
do.: National Bargaining Council for the Clothing Manufacturing Industry: Extension to Non-parties of the Provident Fund Collective Amending Agreement for the Western Cape Region	38	30460	do.: Nasionale Bediningsraad vir die Klerasievervaardigingsnywerheid: Uitbreiding na Nie-partye van die Voorsorgfonds Kollektiewe Wysigings- ooreenkoms vir die Wes-Kaap Streek	39	30460
R. 1070			R. 1070		
do.: National Bargaining Council of the Leather Industry of South Africa: Extension to Non-parties of the Footwear Section Collective Amending Agreement	45	30460	do.: Nasionale Bediningsraad van die Leernywerheid van Suid-Afrika: Uit- breiding na Nie-partye van Skoel- seksie Kollektiewe Wysigingsooreen- koms.....	46	30460
R. 1075			R. 1075		
Occupational Health and Safety Act (85/1993): Classification and labelling of chemical substances: Regulations: Correction Notice.....	76	30460	Occupational Health and Safety Act (85/1993): Classification and labeling of chemical substances: Regulations: Correction Notice.....	76	30460
South African Revenue Service			Suid-Afrikaanse Inkomstediens		
<i>Government Notice</i>			<i>Goewermentskennisgewing</i>		
R. 1071			R. 1071		
Customs and Excise Act (91/1964): Amendment of Schedule No. 4 (No. 4/302).....	72	30460	Doeane- en Aksynswet (91/1964): Wysiging van Bylae No. 4 (No. 4/308).....	74	30460

**GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS**

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 1066

16 November 2007

LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING
INDUSTRY, KWAZULU NATAL: EXTENSION TO NON-PARTIES
OF MAIN COLLECTIVE AMENDING AGREEMENT FOR THE METRO
AREAS**

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of 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 Bargaining Council for the Furniture Manufacturing Industry, Kwazulu Natal 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 26 November 2007 and for the period ending 30 June 2010.

**M M S MDLADLANA
MINISTER OF LABOUR**

WET OP ARBEIDSVERHOUDINGE, 1995**BEDINGINGSRAAD VIR DIE MEUBELNYWERHEID, KWAZULU NATAL:
UITBREIDING NA NIE-PARTYE VAN HOOF KOLLEKTIEWE
WYSIGINGSOOREENKOMS VIR DIE METRO GEBIEDE**

Ek, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister van Arbeid, verklaar hierby, kragtens artikel 32(2) van die Wet op Arbeidsverhoudinge, 1995 dat die kollektiewe ooreenkoms wat in die Bylae hiervan verskyn en wat in die Bedingingsraad vir die Meubelnywerheid, Kwazulu Natal aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 26 November 2007, en vir die tydperk wat op 30 Junie 2010 eindig.

M M S MDLADLANA
MINISTER VAN ARBEID

LABOUR RELATIONS ACT, 1995

**FURNITURE MANUFACTURING INDUSTRY, KWAZULU-NATAL :
MAIN COLLECTIVE AGREEMENT : METRO AREAS**

SCHEDULE

**BARGAINING COUNCIL FOR THE FURNITURE
MANUFACTURING INDUSTRY, KWAZULU-NATAL**

MAIN COLLECTIVE AGREEMENT : METRO AREAS

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

KwaZulu-Natal Furniture Manufacturers' Association

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

and the

**National Union of Furniture and
Allied Workers' of South Africa**

and the

**Chemical, Energy, Paper, Printing, Wood
and Allied Workers' Union**

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

being the parties to the Bargaining Council for the Furniture Manufacturing Industry, KwaZulu-Natal.

to amend the Main Collective Agreement published under Government Notice No. R. 396, dated 2 April 2004, as amended and extended by Government Notices Nos R.1142, dated 8 October 2004, R. 618, dated 1 July 2005, R. 1205, dated 15 December 2005, R. 1219, dated 8 December 2006, and R. 123, dated 16 February 2007.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Furniture Manufacturing Industry, KwaZulu-Natal-
 - (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade union and who are engaged or employed therein;
 - (b) in Area A, which consists of the Magisterial Districts of Camperdown, Chatsworth, Durban, Inanda, Pietermaritzburg, Pinetown and Mount Currie.
- (2) Notwithstanding the provisions of sub-clause (1), the provisions of this Agreement shall-
 - (a) only apply in respect of employees for whom minimum wages are prescribed in this Agreement ;

- (b) apply to learners in so far as they are not inconsistent with the provisions of the Skills Development Act, 92 of 1998 or any contracts entered into or any conditions fixed thereunder ;
- (c) not apply to professional, technical, administrative, sales and office staff : Provided that such employees are in receipt of regular remuneration in excess of the maximum rate prescribed in Schedule A of the former Agreement, excluding paragraph (XXI) plus R35.00 ;
- (d) not apply to managers, submanagers, foremen and supervisory staff if such employees are in receipt of regular remuneration of not less than R40 920, 00 per annum or, where the employer of such staff does not provide or maintain a registered pension or registered provident fund and a registered medical aid fund, R48 140, 00 per annum. These limits shall be increased from year to year by the same percentage as the increases granted to employees earning the highest rate set out in Schedule A of the former Agreement.
- (3) Notwithstanding the provisions of subclauses (1) and (2), employers who carry on not more than one business within the scope of application of this Collective Agreement and who employ less than five employees at all times in or in connection with such business, will be entitled to the following phasing-in concessions : Provided that their employees consent to such phasing-in:

PHASE ONE : First Two Years of Registration

During this period, the employer will be exempt from Schedule A and Clause 38B.

Any pro-rata holiday pay benefits accrued by employees during the first two years of registration with the Council, must be paid by the employer in terms of the Basic Conditions of Employment Act, 1997, when due.

PHASE TWO : Third Year of Registration

During this period, employees must be remunerated at not less than 60% of the rate of pay as prescribed in Schedule A and Clause 38B.

Any pro-rata holiday pay benefits accrued by employees during the third year of registration with the Council, must be paid by the employer in terms of the Basic Conditions of Employment Act, 1997, when due.

PHASE THREE : Fourth Year of Registration

During this period, employees must be remunerated at not less than 75% of the rate of pay as prescribed in Schedule A and Clause 38B.

In addition, the following contributions shall come into effect :

Clause 13 - Holidays and Holiday Fund.

PHASE FOUR : Fifth Year of Registration

During this period, employees must be remunerated at not less than 90% of the rate of pay as prescribed in Schedule A and Clause 38B.

In addition the following contributions shall come into effect :

- (a) Clause 13 - Holidays and Holiday Fund.
- (b) Provident Fund and Mortality Benefit contributions as prescribed in that Collective Agreement as amended and extended from time to time.

PHASE FIVE : From Sixth Year Onwards

All provisions of the Main Collective and Provident Fund and Mortality Benefit Association Collective Agreements as well as Schedule A, as amended and extended from time to time shall apply.

4) The provisions of subclause (3) shall not apply where an employer has more than four employees in his/her employ at the date of the coming into operation of this Collective Agreement, and subsequently reduces this number of employees to fewer than five.

(5) The terms of this agreement shall not apply to non-parties in respect of clause 1 (1) (a).

2) PERIOD OF OPERATION :

This Collective Agreement shall be binding on the parties to this Agreement as from 01 July 2007 and shall come into operation in respect of non-parties on such date as the Minister of Labour extends the Collective Agreement to non-parties and shall remain in force ending 30 June 2010.

AMENDMENTS

1] Clause 1(2)(c) : SCOPE OF APPLICATION :

Delete the following as it appears within sub-clause 1(2)(c) :
“excluding paragraph (xxi).”

2] Clause 38B : REMUNERATION :

Delete the existing Clause 38B(1) and renumber the remainder of Clause 38 B accordingly.

Delete all reference to Clause 38B(1) where it appears within the existing text of the Agreement

3] Clause 3 : DEFINITIONS :

Delete the definition of a “labourer” in its entirety.

Delete the definition of a “new entrant” in its entirety.

Delete the following expression as it appears within the existing definition of an office employee : “and who does not perform any of the classes of work referred to in clauses I to XV, XVII and XVIII of Schedule A hereof”.

Delete the expression “other than a labourer” where it appears under the definition of a packer.

Delete the definition of a “probationer” in its entirety.

Delete the word “labourer” as it appears in the existing definition of “casual labourer” and add the following at the end of the definition : “wage R75.00 per day”.

4] Clause 13 : HOLIDAYS AND HOLIDAY FUND :

Add the following paid public holidays to the list of holidays as it appears in sub-clause (1)(a) : “Youth Day, National Women’s Day”.

5] Clause 15 : EXEMPTIONS :

Re-phrase the existing Sub-clause 15(2)(d) as follows : “(d) An application for exemption shall not be considered if the employees have not indicated on the prescribed form that they are in favour of the exemption sought.

6] Clause 32 : TERMINATION OF CONTRACT OF EMPLOYMENT

Replace the existing Sub-clause (2)(b)(iv) for the following :

“(iv) In the event of an employee having been retrenched, the following terms shall apply :

- ◆ Employees whose services are terminated for reasons related to operational requirements, shall receive first preference should the positions that they previously occupied with the same employer be available within a period of six months following the date of their retrenchment ;
- ◆ On their re-employment as contemplated above, such employees shall not be paid less than the weekly rate applicable as at the date of their retrenchment”.

7] WAGE INCREASE PERIOD 01 JULY 2007 / 31 JUNE 2008 :**(1) Party Shops.**

A wage increase of 7.2% per week calculated on actual wages paid within Party Shop establishments as from 01 July 2007.

(2) Non Party Shops.

A wage increase of 7.2% per week calculated on actual wages paid within non-party shops establishments effective from such date as the Minister of Labour extends the Collective Agreement to non-parties.

8] SCHEDULE A : WAGES :

Delete the existing "Schedule A: Wages" in its entirety and substitute for the following new Schedule A :

SCHEDULE A : WAGES**WEEKLY WAGE LEVELS FOR THE PERIOD 01 JULY 2007 / 31 JUNE 2008**

Level 1	Chargehand / Foreman	-	R734.32
Level 2	Skilled	-	R680.72
Level 3	Semi-skilled	-	R633.55

DESCRIPTION OF WAGE LEVELS :**1] Unskilled Employees - (Level 4) :**

Work at this level is of a manual and / or repetitive nature. Minimum skill is required and limited discretion and limited judgement applies. The employee will work under direct supervision.

Nature of work performed.

All types of manual labour of a repetitive nature.

Some job titles.

Truck assistant, cleaner, machine feeder, packer, stacker, sand paperer, operating a filling machine, securing mattress panels to springs, tea persons, other non-production operations etc.

2] Semi Skilled Employees - (Level 3) :

Employees at this level will have limited skills training and are required to exercise limited discretion in performing tasks.

Employees work under direct supervision.

They will have a basic understanding of work flow and sectional output, meeting required quality standards.

Nature of work performed.

- ◆ Setting up and / or operating continuous processing machines.
- ◆ Clerical staff e.g. storeman, dispatch clerk, etc.

Some job titles.

Spray painting, silk screening, upholstering basic furniture e.g. occasional chairs, dining room / kitchen chairs, studio couches, repetitive welding in a jig, sandblasting, drivers assemblers etc.

3] Skilled Employees - (Level 2) :

Employees at this level either have a recognized tertiary qualification or have gained competence through experience.

The employee is required to exercise a considerable degree of discretion and will be able to read technical drawings where necessary.

The employee must accept responsibility for meeting production outputs at an acceptable quality level.

Nature of work performed.

- ◆ All artisans who have obtained a recognized artisan qualification.
- ◆ Technical staff who have obtained a recognized technical qualification equivalent to at least M + 3.
- ◆ Using computer to construct working drawings and production schedules.

4] Chargehand - (Level 1) :

Employees at this level will have a broad knowledge of the discipline that they supervise. They can either be working chargehands or supervisory chargehands.

They must be competent and trained in people management skills and will be responsible for outputs in the section within acceptable parameters.

They will be required to exercise analytical skills with a relevantly high level of decision making.

5] Foreman / Supervisors - (Level 1) :

Employees at this level will have experience in more than one discipline with competency in people management skills (e.g. motivation, discipline, safety and security etc).

They will be able to work from complex drawings and will be able to interpret and apply technical skills. They will be versed in, on the job training. Employees at this level will regularly meet output targets maintaining an acceptable quality standard.

SIGNED AT DURBAN ON THIS 14TH DAY OF AUGUST 2007

A KHAN

CHAIRPERSON

S V SIMELANE

VICE-CHAIRPERSON

G J P BLAGNAUT

**SECRETARY OF THE
COUNCIL**

No. R. 1067

16 November 2007

LABOUR RELATIONS ACT, 1995**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF
SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE GENERAL
GOODS AND HANDBAG SECTION COLLECTIVE AMENDING
AGREEMENT**

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council of the Leather Industry of South Africa and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from 19 November 2007 and for the period ending 30 June 2009.

M S MDLADLANA
MINISTER OF LABOUR

WET OP ARBEIDSVERHOUDINGE, 1995**NASIONALE BEDINGINGSRAAD VIR DIE LEERNYWERHEID VAN SUID-
AFRIKA: UITBREIDING NA NIE-PARTYE VAN DIE ALGEMENE
GOEDERE EN HANDSAKSEKSIE KOLLEKTIEWE
WYSIGINGSOORENKOMS**

Ek, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister van Arbeid, verklaar hierby, kragtens artikel 32(2) van die Wet op Arbeidsverhoudinge, 1995, dat die kollektiewe ooreenkoms wat in die Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Leernywerheid van Suid-Afrika aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 19 November 2007, en vir die tydperk wat op 30 Junie 2009 eindig.

M M S MDLADLANA
MINISTER VAN ARBEID

**NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA**

**GENERAL GOODS AND HANDBAG SECTION
COLLECTIVE AGREEMENT**

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

**Association of South African manufacturers of Luggage, Handbags
and General Goods**

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

National Union of Leather and Allied Workers

and the

Southern African Clothing and Textile Workers' Union

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

being parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the Agreement for the General Goods and Handbag Section, published under Government Notice No. R. 1316 of 6 November 1998, as amended, extended, renewed and re-enacted by Government Notices Nos. R. 288 of 12 March 1999, R. 1273 of 29 October 1999, R. 46 of 28 January 2000, R. 647 of 30 June 2000, R. 1173 of 24 November 2000, R. 388 of 18 May 2001, R. 1223 of 30 November 2001, R. 692 of 17 May 2002, R. 1216 of 4 October 2002, R. 713 of 6 June 2003, R. 1358 of 3 October 2003, R. 660 of 28 May 2004, R. 206 of 18 March 2005, R. 569 of 17 June 2005, R. 867 of 9 September 2005, R. 547 of 15 June 2006, R. 850 of 25 August 2006 AND r.511 OF 22 June 2007.

**1. CLAUSE 1: SCOPE OF APPLICATION OF
AGREEMENT**

- (1) The terms of this Agreement shall be observed in the General Goods and Handbag Section of the Leather Industry:
- (a) in the Republic of South Africa, which includes the former Republic of Transkei, the former Republic of Bophuthatswana, the former Republic of Venda and the former Republic of Ciskei, as well as the former self-governing territories of KwaZulu, Qwaqwa, Lebowa, Gazankulu, KaNgwane and KwaNdebele;
 - (b) by all employers who are members of the employers' organisation, and by all employees who are members of the trade unions and who are engaged or employed in the General Goods and Handbag Section of the

Leather Industry, respectively.

- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to employees for whom wages are prescribed in Annexure C to the Agreement and to the employers of such employees.
- (3) The terms of this Agreement shall not apply to non-parties in respect of subclauses 1(1)(b) and 2.

2. CLAUSE 2: DATE AND PERIOD OF OPERATION

This Agreement shall come into operation on such date as the Minister of Labour may extend the Agreement to non-parties, and shall remain in force for the period ending 30 June 2009.

3. CLAUSE 4: WAGES, RATES AND REMUNERATION

Substitute the following for subclause 4(2):

“(2) Attendance bonus

- (i) An employee who does not absent him/herself for more than 15 minutes in any working week (other than absence authorised by his/her employer or on account of illness, supported by a certificate signed by a registered health practitioner) shall also be paid an attendance bonus, and shall receive an amount of not less than the rate prescribed in Column “B” of Annexure C for the operation performed by the employee.
- (ii) An employee who is aggrieved at not being paid the attendance bonus, or who feels that his/her employer has unreasonably refused to accept evidence of an event beyond the control of the employee that has caused the lateness,

may submit a written appeal to the District Committee in the area. Both parties shall be entitled to make written or personal representations to the District Committee which, after hearing the appeal, may confer with the employer or reverse the employer's decision, and this shall be binding on the employer and the employee concerned.”.

**4. CLAUSE 8: PUBLIC HOLIDAYS, ANNUAL HOLIDAYS,
MATERNITY AND SICK LEAVE**

1. Substitute the following for subclause 8(9):

“(9) Rate of payment for holiday and long service bonus

With effect from 1 January 2008, the Holiday and Long Service Bonus shall be calculated on the rate prescribed in column “B” of Annexure C instead of that prescribed in column “A,” unless an employee has failed to earn the attendance bonus (see clause 4(2)) on more than four occasions during the calendar year preceding the payment of the Holiday and Long Service Bonus, and shall be paid to the employee not later than three days prior to the commencement of the leave period.”.

2. Substitute the following for subclause 8(11):

“(11) Family responsibility leave

Employees shall be entitled to two days' paid and one day's unpaid Family Responsibility Leave. Employees may be required to submit prior proof of an event as specified in the Basic Conditions of Employment Act, 1997, in respect of payment for such leave.”.

5. **CLAUSE 28: AGENCY SHOP AGREEMENT**

Add new clause 28, Agency Shop Agreement:

"28: AGENCY SHOP AGREEMENT

- (1) An agency shop agreement is hereby introduced in terms of section 25 of the Labour Relations Act, 1995. The object of this agreement is to ensure that all employees who receive the benefits of collective bargaining contribute toward its costs.
- (2) Subject to the provisions of this clause, a levy to be known as an "Agency Fee" shall be deducted from the wages of all employees who are employed in positions for which wages are prescribed in the General Goods and Handbag Section Collective Agreement and who are not members of the trade unions that are parties to the National Bargaining Council of the Leather Industry of South Africa.
- (3) Notwithstanding the provisions of this Agreement, all prescribed employees who are not members of the trade unions shall remain eligible for membership of the trade unions.
- (4) In the event of any non-member electing to join either of the trade unions, such employee shall be exempted from payment of the agency fee and shall be transferred to the applicable trade union membership. Trade union membership fee deductions shall then commence against the wages of such employee.
- (5) No employee who is covered by the General Goods and Handbag Section Collective Agreement shall be compelled to become a member of the trade unions.

- (6) The agency fee shall be equal to 1% (one per cent) of the employee's basic weekly wage up to a maximum amount of R10,00.
- (7) (a) The agency fee so calculated and deducted from the employee's basic wage shall be paid monthly to the General Secretary of the National Bargaining Council of the Leather Industry of South Africa, PO Box 3959, North End, 6056, Port Elizabeth, or at any other such address as the Council may decide from time to time, by no later than the fifteenth day of the following month.
- (b) The General Secretary (or any other duly designated Council employee) shall deposit any monies received in terms of subclause 7(a) into a banking account administered by the Council.
- (c) The General Secretary shall, at the end of each month, transmit to the trade unions which are parties to the Council, the agency fees received for the preceding month in proportion to their representation in the General Goods and Handbag Section. A conscientious objector may request an employer to pay the agency fee deducted from his/her wages into a fund administered by the Department of Labour.
- (d) The trade unions shall, on receipt of the agency fees from the Council, deposit such amounts into separate accounts and administer same.
- (8) When transmitting payments in terms of subclause 7(a), the employer shall submit a list of the employees from whose wages the agency fee has been deducted.
- (9) The list submitted in terms of subclause (8) shall reflect the following:
- (i) Name, surname and work number of contributor.
 - (ii) Weekly wage of contributor.

(iii) Agency fee deducted.

- (10) No agency fee deducted may be –
- (a) paid to a political party as an affiliation fee;
 - (b) paid as a contribution in cash or kind to a political party or a person standing for election to any political office; or
 - (c) paid and/or advanced, whether in the form of a loan or otherwise, by any trade union which is party to the Council to any employee who is a member of such trade union; or
 - (d) used for any expenditure that does not advance or protect the socio-economic interests of employees.
- (11) This Agreement shall terminate if the trade unions are no longer representative within the General Goods and Handbag Section. In the event of this occurring, the employers' organisation shall give the trade unions written notice of their lack of representation, and allow them 90 days, as from the date of notification, to establish that they are representative. If the trade unions fail to establish their representation within the 90-day period, the employers' organisation shall give the trade unions and the employees covered by the agency shop agreement 30 days' notice of termination, after which period the agreement shall terminate.
- (12) In the event of the agency shop agreement being terminated, the provisions of sections 98 and 100(b) and (c) of the Labour Relations Act, 1995, shall apply in terms of subclauses 7(c) and 10.”.

6. ANNEXURE C

Substitute the following for Annexure C:

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

ANNEXURE 'C'

1. WAGE RATES

	Column A Per Week	Column B Per Week
(A) The following wage rates shall be paid to employees engaged in the General Goods and Handbag Section of the Industry:		
(i) Foreman (Grade C1)	886.26	974.89
(ii) Chargehand (Grade B2)	673.38	740.72
(iii) Despatch Clerk (Grade A3)	567.05	623.76
(iv) Driver of a motor vehicle authorised to carry or haul a payload of:		
(a) Under 2722 Kg (Grade B1)	587.72	646.49
(b) Over 2722 Kg (Grade B2)	673.38	740.72
(v) General Worker (Grade A1)	438.59	482.45
(vi) Night Watchman (Grade A2)	477.12	524.83
(vii) Packer (Grade A1)	438.59	482.45
(viii) Storeman (Grade A3)	567.05	623.76
(B) The following wage rates shall be paid to qualified employees engaged in the manufacture of Travelling Requisites, Saddlery, Harnesses, Braces, Personal Goods and Handbags:		
(i) Grade A1	438.59	482.45
(ii) Grade A2	477.12	524.83
(iii) Grade A3	567.05	623.76
(iv) Grade B1	589.72	646.49
(v) Grade B2	673.38	740.72
(vi) Grade B3	737.33	811.06

	Column A Per Week	Column B Per Week
(C) The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial Districts of Bellville, Goodwood and Durban and Cricket and Hockey Balls in the Magisterial District of Wynberg:		
(i) Grade A1	438.59	482.45
(ii) Grade A2	477.12	524.83
(iii) Grade A3	567.05	623.76
(iv) Grade B1	587.72	646.49
(v) Grade B2	673.38	740.72
(vi) Grade B3	737.33	811.06
(D) The following wage rates shall be paid to Learners, other than those referred to in subclause (A):		
During the first six months of experience	355.55	391.11
During the second six months of experience	424.43	466.87

2. PROPORTION AND RATIO OF EMPLOYEES

(1) Travelling requisites -

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

(2) Saddlery -

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

(3) Harness -

- (a) Not less than one foreman shall be employed in each establishment.
 (b) For each employee receiving a wage of not less than R482.45 per week during the period ending 30 June 2009, not more than one employee may be employed at a wage less than R482.45 per week during the period ending 30 June 2009: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(4) Braces -

For each employee receiving a wage of not less than R482.45 per week during the period ending 30 June 2009, not more than one employee may be employed at a wage of less than R482.45 per week during the period ending 30 June 2009: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(5) Personal Goods -

For each employee receiving a wage of not less than R482.45 per week during the period ending 30 June 2009, not more than one employee may be employed at a wage of less than R482.45 per week during the period ending 30 June 2009: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(6) Handbags -

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

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

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

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

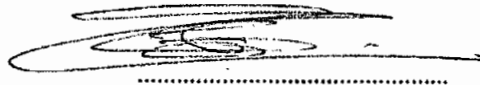
(ii) Machining Department - Not more than three learner machinists shall be employed to every two qualified machinists employed in each *establishment*.

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

SIGNED BY THE PARTIES AT CAPE TOWN ON THIS THE 31st DAY OF MAY 2007.

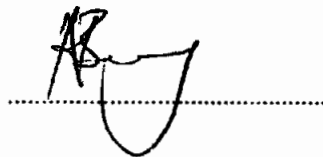
S ESSON

Member of the Council



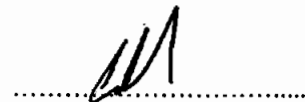
A BENJAMIN

Member of the Council



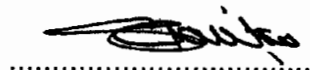
W VAN DER RHEEDE

Member of the Council



S NAIDOO

General Secretary of
the Bargaining Council



No. R. 1068

16 November 2007

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

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council of the Leather Industry of South Africa and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry, with effect from 19 November 2007 and for the period ending 30 June 2009.

M M S MDLADLANA
MINISTER OF LABOUR

No. R. 1068

16 November 2007

WET OP ARBEIDSVERHOUDINGE, 1995**NASIONALE BEDINGINGSRAAD VIR DIE LEERNYWERHEID VAN SUID****AFRIKA: UITBREIDING NA NIE-PARTYE VAN KOLLEKTIEWE****WYSIGINGSOOREENKOMS VIR DIE LOOI-SEKSIE**

Ek, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister van Arbeid, verklaar hierby, kragtens artikel 32(2) van die Wet op Arbeidsverhoudinge, 1995, dat die kollektiewe ooreenkoms wat in die Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Leernywerheid van Suid-Afrika aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 19 November 2007, en vir die tydperk wat op 30 Junie 2009 eindig.

M M S MDLADLANA
MINISTER VAN ARBEID

SCHEDULE**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA****COLLECTIVE AGREEMENT: TANNING SECTION**

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

South African Tanning Employers' Organisation (SATEO)

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

and the

Southern African Clothing and Textile Workers' Union (SACTWU)

and the

National Union of Leather and Allied Workers (NULAW)

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

being parties to the National Bargaining Council of the Leather Industry of South Africa, which hereby agree to extend and amend the Agreement published under Government Notice No. R. 823 of 7 September 2001 as re-enacted, amended and renewed by Government Notices Nos. R. 1230 of 30 November 2001, R. 693 of 17 May 2002, R. 1531 of 13 December 2002, R. 714 of 6 June 2003, R. 1357 of 3 October 2003, R. 748 of 25 June 2004, R. 592 and R. 593 of 24 June 2005, R. 335 of 13 April 2006, R. 631 of 30 June 2006, R. 1269 of 15 December 2006 and R. 513 of 22 June 2007.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this agreement shall be observed in the Tanning Section of the Leather Industry -
 - (a) in the Republic of South Africa, which includes the former Republic of Transkei, the former Republic of Bophuthatswana, the former Republic of Venda and the former Republic of Ciskei, as well as the former self-governing territories of KwaZulu, Qwaqwa, Lebowa, Gazankulu, KaNgwane and KwaNdebele;
 - (b) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions, and who are engaged or employed in the said Section of the Industry.
- (2) The terms of this Agreement shall apply only to employees for whom wages are prescribed in terms of this Agreement and to the employers of such employees.
- (3) Clauses 1(1)(b) and 2(1) of this Agreement shall not apply to non-parties to the Agreement.

2. DATE AND PERIOD OF OPERATION

- (1) This Agreement shall come into operation for the parties to the Agreement on 1 July 2007 and shall remain in force for the period ending 30 June 2008.
- (2) This Agreement shall come into operation for non-parties to the Agreement on such date as the Minister of Labour may extend the agreement to them, and shall thereafter remain in force for the period ending 30 June 2008.

3. CLAUSE 7: REMUNERATION

1. 7.1 *Wages and wage rates*
Substitute the following for clause 7.1(1):

"(1) An employer shall pay an employee at least the wages prescribed in terms of this clause for the operation performed by the employee.

WAGE AND WAGE RATES

		Rate Per Hour
1	Lime/Tan Yard, Shaving, Splitting, Dyeing, Drying and Finishing Section Rates:	
	Band A1 employees engaged in:	
	ROUNDING	20.11
	SPLITTING	24.87
	Band A2 employees engaged in:	
	SHAVING	21.31
	Band B employees engaged in:	
	COLOUR MATCHING	18.79
	GLAZING	18.79
	HAND SPRAYING	19.84
	HAND TIPPING	18.79
	PILOT PLANT OPERATING	19.84
	POLISHING	18.79
	Band C employees engaged in:	
	ASSISTING SPLITTER	18.51
	BRUSHING	18.51
	BUFFING	18.51
	CHEMICAL WEIGHING	18.51
	COLOUR MIXING	18.51
	CURTAIN COATING	18.51
	CONDITIONING	17.30
	DRUM OPERATING	17.30
	DRY CLEANING MACHINE	17.30
	EMBOSSING/PRINTING	18.51
	FLESHING (HAND OR MACHINE)	18.51
	HIDE STAMPING	17.49
	HYDRAULIC PRESS	18.51
	MEASURING	18.51
	PADDING	18.51
	PASTING	18.51
	ROLLER COATING	18.51
	ROTOR PRESS	18.51
	ROTOR SPRAYING	18.51
	SAMMYING	18.51
	SETTING	18.51
	SOLE ROLLING	18.51
	STAKING	18.51
	TRIMMING AFTER SHAVING	17.30
	VACUUM DRYING	18.51

	Band D employees engaged in:	
	FLESH TRIMMING	17.05
	GENERAL WORKERS..... (on operations as defined in definition of General Worker)	17.05
	HANG DRYING	17.05
	MILLING	17.05
	SUBSTANCE CHECKING	17.05
	TOGGLING	17.05
	Band E Employees	
	General Worker Entry Level as defined in Definition of General Worker, Entry Level	13.85
	Learners employed on operations specified in Bands A1, A2, B and C will be paid on the following basis:	
	First six months of experience	80% of prescribed wage
	Second six months of experience	90% of prescribed wage
2	Quality examining and/or Sorting rates:	
	Band A1 employees engaged as a:	
	FINAL SORTER.....	20.11
	WET BLUE SORTER.....	20.11
	Band B employees engaged as a:	
	CRUST SORTER.....	18.79
	Band C employees engaged as a:	
3	SPLIT SORTER.....	18.51
	Fellmongering Section Rates:	
	Band B Employees engaged in –	
	PICKLE SORTING	18.79
	Band C Employees engaged in –	
	BREAK FLESHING	18.51
	FINAL FLESHING	18.51
	PICKLE DRUM OPERATING	17.30
	SULPHIDE PAINTING	17.30
	Band D Employees engaged in –	
	BREAK FLESHING ASSISTANT	17.05
	COUNTING AND PACKING	17.05
	DRUM CLOSING	17.05
	HAND WOOL PULLING	17.05
	MACHINE WOOL PULLING	17.05
	PADDLE OPERATING	17.05
	WOOL BALING / PACKING	17.05
	WOOL DRYING	17.05
	WOOL PICKING	17.05
	WOOL WASHING	17.05

	Band E Employees	
	General Workers entry level as defined in Definition of General Worker, entry level	13.85
	Learners employed on operations as specified in Bands B and C will be paid on the following basis:	
	First six months of experience	80% of prescribed wage
	Second six months of experience	90% of prescribed wage
4	Wool-Skin Processing and Operations not elsewhere Specified rates:	
	Band C employees engaged in –	
	CARDING	17.70
	COMBING	17.70
	CUTTING TO PATTERNS	17.42
	IRONING	17.70
	SHEARING	17.70
	STITCHING BY MACHINE.....	18.03
5	Cutting Section Rates:	
	Band A1 employees engaged in:	
	CUTTER 1	21.64
	FINAL INSPECTING	20.11
	Band A2 employees engaged in:	
	HAND CUTTING	20.11
	Band B employees engaged in:	
	COMPONENT SPLITTING	18.28
	CUTTER 2	19.84
	HIDE MARKING	19.84
	Band C employees engaged in:	
	COMPONENT PACKING	17.49
	LAMINATING	17.49
	LAYING OUT	17.49
	PERFORATING	17.49
	STAMPING (PIECE MARKING)	17.49
	TEMPLATE CONTROL	17.49

	Rate Per Hour
Band D employees engaged in –	
General Workers on operations as defined in the Definition Of "General Worker"	17.05
Learners employed on operations as specified in Bands A1, A2, B and C will be paid on the following basis:	
First six months of experience	80% of prescribed wage
Second six months of experience	90% of prescribed wage
Band E Employees	
General Workers Entry Level as defined in Definition of General Worker, entry level	13.85
6 The following wage rates will be paid to employees other than those referred to in 1, 2, 3, 4 and 5:	
Band A2 employees engaged as a:	
Motor Vehicle Delivery Driver..... (Code C Licence or higher)	19.83
Band B employees engaged as a:	
Despatch Clerk	18.13
Handyman	17.80
Motor Vehicle General Driver	18.54
(Code C1 Licence or lower)	
Spray Gun Mechanic	19.84
Storeman and/or Warehouseman	18.13
Tractor Driver	18.54
Band C employees engaged as a:	
Boiler Attendant	17.49
Forklift Driver	18.51
Security Guard	17.49
Store Assistant and/or Warehouseman Assistant	17.49
Band D employees engaged as a:	
Nylon Replacer	17.05

2. Add new subclause (14):

"(14) Fortnightly payment allowance

Where an employer and his/her employees have agreed at plant level to pay wages fortnightly in terms of clause 7(2), employees shall be paid a 'non-contributory allowance' of 0,3% of their prescribed rate for the operation they performed at the time of implementation of such agreement."

4. CLAUSE 10: GENERAL

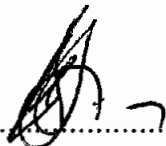
Substitute the following for clause 10.3(2):

"(2) The provisions of subclauses (1) and (2) of clause 5: Council Funds, of the Administration Expenses Collective Agreement, published under Government Notice No. R. 1320 of 6 November 1998 and re-enacted under Government Notice No R. 430 of 12 May 2006, shall be observed by all employers and employees engaged in the Tanning Section of the Leather Industry on operations set forth in paragraph 2 of the definition 'Leather Industry' of the said agreement. In terms of clause 5(1) of the said agreement, the levy payable shall be calculated at 0,45% of the employee's weekly wage rate."

SIGNED AT DURBAN THIS 18th DAY OF JUNE 2007.

C. STEVENS


Member of the Council



.....

W. VAN DER RHEEDE

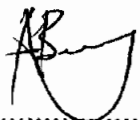
Member of the Council



.....

A. BENJAMIN

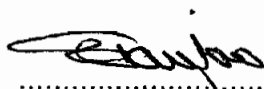
Member of the Council



.....

S. NAIDOO

General Secretary of the Council



.....

No. R. 1069

16 November 2007

LABOUR RELATIONS ACT, 1995**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING
MANUFACTURING INDUSTRY: EXTENSION TO NON-PARTIES OF THE
PROVIDENT FUND COLLECTIVE AMENDING AGREEMENT FOR THE
WESTERN CAPE REGION**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council for the Clothing Manufacturing Industry, and is in terms of section 31 of the Labour Relations Act, 1995, binding on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry, with effect from 19 November 2007 and for the period ending 31 August 2012.

**M M S MDLADLANA
MINISTER OF LABOUR**

WET OP ARBEIDSVERHOUDINGE, 1995**NASIONALE BEDINGINGSRAAD VIR DIE
KLERASIEVERVAARDIGINGSNYWERHEID: UITBREIDING NA NIE-
PARTYE VAN DIE VOORSORGFONDS KOLLEKTIEWE
WYSIGINGSOOREENKOMS VIR DIE WES-KAAP STREEK**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32(2) van die Wet op Arbeidsverhoudinge, 1995 dat die kollektiewe ooreenkoms wat in die Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad vir die Klerasievervaardigingsnywerheid aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 19 November 2007, en vir die tydperk wat op 31 Augustus 2012 eindig.

M M S MDLADLANA
MINISTER VAN ARBEID

SCHEDULE**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING
MANUFACTURING INDUSTRY
PROVIDENT FUND COLLECTIVE AGREEMENT FOR THE WESTERN
CAPE REGION**

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

Cape Clothing Association

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

Southern Africa Clothing and Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the National Bargaining Council for the Clothing Manufacturing Industry,

to amend the Agreement published under Government Notice No. R. 1177 of 15 October 2004, R. 970 of 7 October 2005, R. 888 of 8 September 2006, R. 968 of 6 October 2006, R.181 of 9 March 2007, R. 841 of 14 September 2007 and R. 871 of 21 September 2007.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Clothing Industry by employers and employees who are engaged or employed in the operations referred to in the definition of "Clothing Industry" in clause 3 of Parts F, G, H and I of the National Main Collective Agreement of the Council and who-
- (a) are members of the employers' organisations and the trade union, respectively, and who are engaged or employed in the Industry;
 - (b) are subject to the scopes of Parts F, G and H of the National Main Collective Agreement of the Council, being those in the Magisterial Districts of Bellville, George, Goodwood, Malmesbury (including that portion from which the Magisterial Division of Moorreesburg was constituted on 29 November 1985 by Government Notice No. R. 2649), Simon's Town, Somerset West, Strand, The Cape, Worcester and Wynberg, including those portions of the Magisterial Districts of Bellville, Goodwood, Simon's Town and Wynberg that were used to create the Magisterial District of Mitchells Plain on 2 March 1992;
 - (c) are subject to the scope of Part I (Non-Metro) of the National Main Collective Agreement of the Council, but only insofar as those

areas of Part I that fall within the Province of the Western Cape [save for those specified in subclause (b) above] and the Northern Cape Magisterial Districts of Britstown, Calvinia, Carnarvon, Colesberg, De Aar, Fraserburg, Hanover, Namaqualand, Noupoort, Richmond, Sutherland, Victoria West and Williston are concerned.

- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall-
- (a) apply only in respect of employees for whom wages are prescribed in Parts F, G, H and I of the National Main Collective Agreement of the Council;
 - (b) not apply to employees and working directors whose wages are more than the amount referred to in clause 1 (2) (b) of Parts F, G, H and I, as the case may be, of the National Main Collective Agreement of the Council.
- (3) Notwithstanding the provisions of subclauses (1) and (2), the terms of this Agreement shall apply in respect of employees and working directors who were contributors immediately prior to the coming into force of this Agreement.

- (4) Clauses 1 (1) (a) and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade union, respectively.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 (2) of the Act, and shall remain in force until 31 August 2012. This Agreement shall bind the parties and their members and shall remain effective beyond the expiry date determined by the Minister or until the parties agree otherwise.

3. CLAUSE 8 : HOUSING LOANS

Insert the following new sub-clause (4):

“(4) Any amount owing by the contributor to the Fund in respect of a housing loan as well as any related costs for which the contributor is liable, in applying for such loan (unless such related costs are waived by the Committee in terms of its policies regarding the recovery of related costs) shall be deducted from any benefits to which the contributor is entitled to in terms of clause 9 below, less any taxes due on such benefits, and only thereafter shall any remaining portion of the benefit be paid to the contributor or his estate.”

Signed at CAPE TOWN on behalf of the Parties this 10th day of OCTOBER
2007.

F OOSTHUYSEN
Chairperson

P J BRAND
Vice-Chairperson

S D NDUNA
General Secretary

No. R. 1070

16 November 2007

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

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council of the Leather Industry of South Africa, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry with effect from 19 November 2007 and for the period ending 30 June 2009.

**M M S MDLADLANA
MINISTER OF LABOUR**

WET OP ARBEIDSVERHOUDINGE, 1995**NASIONALE BEDINGINGSRAAD VAN DIE LEERNYWERHEID VAN
SUID-AFRIKA: UITBREIDING NA NIE-PARTYE VAN SKOEISELSEKSIE
KOLLEKTIEWE WYSIGINGSOOREENKOMS**

Ek, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister van Arbeid, verklaar hierby, kragtens artikel 32(2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad van die Leernywerheid van Suid-Afrika aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 19 November 2007 en vir die tydperk wat op 30 Junie 2009 eindig.

**M M S MDLADLANA
MINISTER VAN ARBEID**

**NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA**

FOOTWEAR SECTION COLLECTIVE AGREEMENT

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

Southern African Footwear and Leather Industries Association

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

National Union of Leather and Allied Workers

and the

Southern African Clothing and Textile Workers' Union

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

being the parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the Agreement published under Government Notices Nos. R. 906 of 16 September 2005, R. 849 of 25 August 2006, R. 63 of 2 February 2007 and R. 512 of 22 June 2007

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Footwear Section of the Leather Industry -

- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions and who are engaged or employed in the said Section of the Industry;
 - (b) in the Republic of South Africa, which includes the former Republic of Transkei, the former Republic of Bophuthatswana, the former Republic of Venda and the former Republic of Ciskei, as well as the former self-governing territories of KwaZulu, Qwaqwa, Lebowa, Gazankulu, KaNgwane and KwaNdebele;
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall:
- (a) apply only to employees for whom wages are prescribed in the Annexures to this Agreement;
 - (b) not apply to employers and employees in Informal Sector establishments, save in respect of clause 4.
- (3) The terms of this Agreement shall not apply to non-parties in respect of subclauses 1(1)(a) and 2.

2. DATE AND PERIOD OF OPERATION

- (1) This Agreement shall come into operation on such date as the Minister of Labour may extend the Agreement to non-parties, and shall be effective as from 1 July 2007 and remain in force until 30 June 2009.
- (2) This Agreement shall come into operation for non-parties on such date as the Minister of Labour may extend the Agreement to them, and shall remain in force for the period ending 30 June 2009.

3. CLAUSE 8: REMUNERATION

Add the following subparagraphs to clause 8.1(1):

- "(a) Any existing employer who qualifies to pay his/her employees the lower rate in terms of clause 8.1(1) shall be required to

conclude an agreement in terms of clause 17(3) prior to implementing the lower rate.

- (b) In this event, both parties shall negotiate in good faith with a view to reaching an agreement in line with the aims and spirit of this Agreement.
- (c) Such an agreement to lower the wage rate shall endure for not less than 12 months after signature thereof, and for not longer than 36 months altogether.
- (d) In the event that no agreement is reached and a dispute is declared, that dispute shall be referred to the CCMA for arbitration.
- (e) As an alternative to subparagraph (d), the employer may apply for an exemption.
- (f) Emerging businesses and newcomers to the Industry who fall within the Semi-formal Sector may be engaged at the appropriate rate as prescribed in clause 8.1.

4. ANNEXURE D

Substitute the following for Annexure D:

ANNEXURE D**WAGES: GENERAL**

	Column A Per week	Column B Per week
A. Watchman.....	632.95	696.25
B. Storeman and or warehouseman, despatch clerk.....	650.10	715.11
C. Boiler attendant.....	632.95	696.25
D. Motor vehicle driver driving a vehicle authorized to carry or haul a payload of-		
(i) under 2722 kg.....	641.52	705.67
(ii) 2722 kg.....	650.10	715.11
(iii) over 2722 kg but not exceeding 4546 kg.....	691.97	761.17
(iv) over 4546 kg but not exceeding 6350 kg.....	821.70	903.87
E. Minors employed in occupations for which rates have not been prescribed in this Agreement:		
First six months.....	406.12	446.73
Second six months.....	453.67	499.04
Third six months.....	503.36	553.70
Thereafter.....	632.95	696.25
Provided that an adult employee who has had less than 12 months experience shall nevertheless be deemed to have had 12 months experience		
F. Cardboard box-making operations:		
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by-		
(a) power.....	938.91	1032.80
(b) hand.....	756.91	832.60
(ii) Cardboard box-makers.....	632.95	696.25
(iii) Making cardboard boxes, according to experience:		
First six months.....	450.04	495.04
Second six months.....	453.67	499.04
Thereafter.....	632.95	696.25
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
G. Employees employed on hand typesetting and printing labels on a printing machine....	849.79	934.77
H. Employees employed on welt-making:		
(i) Splitting, skiving, cutting, grooving and bevelling.....	632.95	696.25
(ii) All other operators.....	632.95	696.25
I. Packers.....	632.95	696.25
J. Employees employed on currying.....	732.44	805.68
K. Employees employed on spraying of leather.....	848.14	932.95
L. Employees employed on knife-making		
(i) Welding and/or brazing and/or silver soldering.....	1021.54	1123.69
(ii) Finishing of joints after welding.....	664.31	730.74
(iii) Tack and/or spot welding.....	632.95	696.25
(iv) Bending to templet and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding.....	632.95	696.25
(Note: For the purpose of par. L, welding means continuous drawing of weld on seams or joints but excludes track and/or spot welding)		

WAGES: FOOTWEAR NOT ELSEWHERE SPECIFIED


	Column A Per week	Column B Per week
<u>(A) PATTERN DEPARTMENT</u>		
(i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions, and/or shoe draughtsman.....	1063.41	1169.75
(ii) Qualified employees-		
(a) (a) employed on hand grading but not restrictions and not producing original standards.....	898.71	988.58
(b) employed on grading machines.....	898.71	988.58
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced.....	898.71	988.58
(ii) Qualified employees on any operation not specified in (i) and (ii) hereof.....	711.29	782.42
<u>(B) CLICKING DEPARTMENT</u>		
Qualified employees on:		
(i) Clicking and cutting uppers by hand or machine:		
(c) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins.....	1053.76	1159.14
White full chrome kip for the production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African (tannage) Children's work, any material, all sizes up to and including size 1 1/2, and all leather slippers (men's, women's and children's).....	1053.76	1159.14
1053.76	1159.14	
(b) Any other materials <i>[Ratio: for every four or part of four qualified clickers there may be employed not more than one learner. Part of four means a remainder of not less than one after the total number of qualified clickers has been divided by four.]</i>		
(c) Upper leather sorter grading and/or sorting for quality for issue to clickers.....	1063.41	1169.75
(d) Examining of cut leather components for quality.....	1063.41	1169.75
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet.....	732.44	805.68
<i>Note: A trimming is a decoration which is not an essential part of the shoe upper. In the event of any disputes as to what comprises a small trimming, the Council's decision shall, after investigation, be final.</i>		
Cutting from offal of inside tongues and narrow backstraps from children's, youth's and maids' stitchdowns or Oxford and Derby patterns.....	732.44	805.68
All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof.		
Strap cutting to length from continuous rolls or hanks of pre-prepared material.....	732.44	805.68
<i>[Ratio: For every qualified employee in this section there may be employed not more than two learners at wages in accordance with the scale laid down for learners in subclause (N)(i) of this Annexure]</i>		
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching.....	650.10	715.11
(iv) Giving out patterns.....	711.29	782.42
Operating splitting machine.....	711.29	782.42
(v) Size stamping and/or painting.....	632.95	696.25
Applying acme backing.....	632.95	696.25

	Column A Per week	Column B Per week
(C) CLOSING DEPARTMENT		
Qualified employees on:		
(iii) Puritan machining	779.45	857.40
(iv) Stitching aprons on uppers on out-sole stitching machines	779.45	857.40
(v) Pilot machining	737.21	810.93
(vi) Other machining:		
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining.....	636.83	700.51
White full chrome kip for the production only of the whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage).....	636.83	700.51
(b) Operations on leathers other than those specified in (a):		
Vamping.....		
Flat binding by machine	668.63	735.49
Machining additional rows of stitching on the vamp, parallel to the vamp stitching.....	668.63	735.49
Golosh machining (whole goloshes).....	668.63	735.49
Fancy shoes on the held-together system, machined through (all classes).....	668.63	735.49
Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers)	668.63	735.49
Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides		
Vamping shoes with quarters over vamps.....	668.63	735.49
Conveyor belt console operator feeding individual operators	668.63	735.49
(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality.....	668.63	735.49
(d) All operations on children's work up to size 1½.....	636.83	700.51
All leather slippers (men's, women's and children's)	636.83	700.51
All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type)	636.83	700.51
(v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine	668.63	735.49
(vi) Bagging	632.95	696.25
Turning of binding		
Button fastening	632.95	696.25
Buttonholding	632.95	696.25
Lacing	632.95	696.25
Handpunching.....	632.95	696.25
Portuguese seaming	632.95	696.25
Staying and taping	632.95	696.25
Seam rubbing.....	632.95	696.25
Seam hammering.....		
Sewing on bows and buckles by hand or machine	632.95	696.25
Silk screen printing.....		
Table-hands	632.95	696.25
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators).....	632.95	696.25

	Column A Per week	Column B Per week
(D) ROUGH STUFF DEPARTMENT		
Class I Operations		
Qualified employees:		
(i) On cutting sole from leather	1012.19	1113.41
On sorting, examining and fitting up ungraded and unstamped stock	1012.19	1113.41
On sorting and examining graded and stamped stock	1012.19	1113.41
(ii) On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather	890.49	979.54
On reducing shaped rubber soles on the press	890.49	979.54
<i>[Ratio: See subclause P]</i>		
Class II Operations		
Qualified employees on:		
(i) Channelling:		
Wetted insoles	732.44	805.68
Other work	732.44	805.68
(ii) Press cutting operations, other than those in Class I	753.11	828.42
(iii) Assembling from stock, whether or not sorted or graded	711.29	782.42
Attaching ribs to wetted insoles	711.29	782.42
Flap splitting	711.29	782.42
Gemming and taping	711.29	782.42
Heel breasting	711.29	782.42
Heel building	711.29	782.42
Heel compressing	711.29	782.42
Slugging	711.29	782.42
Sole and insole rounding	711.29	782.42
Sole grooving, sole roughening and reducing on automatic machine	711.29	782.42
Tip filing	711.29	782.42
<i>[Ratio: See subclause (P)]</i>		
Class III Operations		
Qualified employees on:		
Channel opening	632.95	696.25
Edge covering	632.95	696.25
Edge reducing	632.95	696.25
Automatic edge preparation machine operating for soles prior to attachment	632.95	696.25
Flexing	632.95	696.25
Insole feathering	632.95	696.25
Insole grooving	632.95	696.25
Insole slotting	632.95	696.25
Insole marking	632.95	696.25
Lift and/or rand tacking	632.95	696.25
Lip turning	632.95	696.25
Press room scouring operations	632.95	696.25
Shank assembling	632.95	696.25
Shank moulding	632.95	696.25
Skiving	632.95	696.25
Size stamping	632.95	696.25
Sole, insole and stiffener moulding	632.95	696.25
Sole and insole splitting	632.95	696.25
Sole grading machine operating	632.95	696.25
Sole roughening for stuck-on work	632.95	696.25
Solutioning	632.95	696.25
Staining and/or inking of insoles	632.95	696.25
Stiffener waxing and crimping	632.95	696.25
Welt preparation	632.95	696.25
<i>[Ratio: See subclause (P)]</i>		

	Column A Per week	Column B Per week
(E) MAKING DEPARTMENT		
Class I Operations		
Qualified employees on:		
(i) Pulling over, Consol lasting and/or Littleway lasting		
(a) Welteled work, other than staple welteled work	1012.19	1113.41
(d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots	890.49	979.54
(e) Combined pulling over and forepart lasting	1012.19	1113.41
(f) All other grades	1012.19	1113.41
(i) Bed lasting (toes only):		
(a) Welteled work, other than staple welteled work	1012.19	1113.41
(b) Other work	1012.19	1113.41
(iii) Lasting of seats and sides by machine		
(a) Welteled work, other than staple welteled work		
(b) Other work	807.35	888.09
<i>Note: If a lasting machine operator is required to last boots or toes through (i.e. seats and or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.</i>	807.35	888.09
(v) Complete sole attaching by staple machine	725.75	798.33
Staple welt attaching	725.75	798.33
(ii) Welt sewing	1012.19	1113.41
(vi) Rough rounding:		
(a) Welteled work, other than staple welteled work	1012.19	1113.41
(b) Stitchdowns	1012.19	1113.41
(c) Other work	1012.19	1113.41
(vii) Sole sewing by any machine	1012.19	1113.41
(viii) Sole stitching:		
(a) Welteled work, other than staple welteled work	1012.19	1113.41
(b) Stitching outer soles to runners on Indian sandals on a No.6 harness stitching machine and stitching runners or throughs to uppers of the moccasin type of footwear	890.49	979.54
(c) Other work	1012.19	1113.41
(ix) (a) Stitchdown staple lasting	725.75	798.33
(b) Stitchdown thread lasting	725.75	798.33
(c) Stitchdown toe forming	725.75	798.33
(d) Wiping platform covers by machine	725.75	798.33
(e) Lasting operations on a Kamborian machine	725.75	798.33
(f) String-lasting by hand	725.75	798.33
(x) Pounding:		
(a) Welteled work, other than stapeled welteled work	848.92	933.81
(b) Miners' and miners' type and army type boots (Army type boots means the heavy type of boot involving the same strenuous pounding as contract army boots)	930.38	1023.42
(c) Other work	848.92	933.81
<i>Note: No employee under the age of 18 may be employed on pounding</i>		
	1012.19	1113.41
(xi) Examining		
<i>Ratios - Class I Operations : Marketing Department</i>		
(a) For every three or part of three qualified employees in pulling over, machine and/or bed lasting (excluding seat and side lasting), welt and/or sole sewing, stitching and rough rounding, there may be employed not more than one learner.		
(b) For every three or part of three qualified employees on operations, other than those referred to in (a), one learner may be employed.		
(c) "Part of three" referred to in (a) and (b) means a remainder of not less than two after the total number of qualified employees have been divided by three.		

	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
(i) Sole positioning on upper with pre-finished extended welt edge	774.48	851.93
(ii) Positioning of pre-trimmed soles prior to and/or with stuck-on press	753.11	828.42
(iii) Stuck-on process work:		
Sole positioning on upper and press, operating in one operation	711.29	782.42
Sole positioning on upper at forepart and seat before pressing	711.29	782.42
Press operating with the sole previously positioned (See Class III for tracking at seat only)	711.29	782.42
Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear	711.29	782.42
Stitchdown assembling and pulling over stitchdown work	711.29	782.42
Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding	711.29	782.42
Hobnailing by hand or machine	711.29	782.42
Putting on toe plates and heel tips by hand or machine	711.29	782.42
Heel attaching	711.29	782.42
Football boot studding and barring	711.29	782.42
Handlevelling, other than stitchdown	711.29	782.42
Inseam trimming	711.29	782.42
Jointing (clearing linings and tacking uppers down over joints)	711.29	782.42
Loose nailing or pegging foreparts and waists	711.29	782.42
Louis flap trimming by hand	711.29	782.42
Machine levelling	711.29	782.42
Screwing	711.29	782.42
Sole attaching machine-sewn, riveted and/or riveted and stitched work	711.29	782.42
Sole adhesive heat activating by machine	711.29	782.42
Stiffener cornering and tacking	711.29	782.42
Stitch separating	711.29	782.42
String nailing	711.29	782.42
Tacking forward of heel seats	711.29	782.42
Upper roughening	711.29	782.42
Waist reducing after being sewn	711.29	782.42
Wooden heel fitting	711.29	782.42
Welt butting and skiving	711.29	782.42
Welt wheeling	711.29	782.42
Rand welting by machine	711.29	782.42
Slugging and gang slugging	711.29	782.42
Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine	711.29	782.42
Back part and waist pre-moulding	711.29	782.42
Back part moulding	711.29	782.42
(iv) Vulcanising process:	711.29	782.42
Vulcanising soles to lasted uppers	711.29	782.42
Rand welting by machine	711.29	782.42
Moulding of sole units	711.29	782.42

	Column A Per week	Column B Per week
Class III Operations		
Qualified employees on:		
Beating	632.95	696.25
Application by machine of hardening resins to puffs	632.95	696.25
Bottom filling	632.95	696.25
Channel closing and edge raising		
Feeding nails to heeling machines	632.95	696.25
Hand levelling of stitchdowns	632.95	696.25
Heel covering	632.95	696.25
Inserting stiffeners and puffs	632.95	696.25
Louis heel flap clamping, Louis heel slicking	632.95	696.25
Louis heel flap trimming by machine	632.95	696.25
Reverse seat moulding for stitchdowns	632.95	696.25
Seat nailing and/or pegging	632.95	696.25
Seat rounding	632.95	696.25
Shank attaching	632.95	696.25
Sole tacking at seat for stuck-on process	632.95	696.25
Solutioning, damping and pasting	632.95	696.25
Sorting hobs	632.95	696.25
Sole laying welted work and/or rubber soles		
Sole tacking or sole fitting throughs and runners	632.95	696.25
Tack pulling	632.95	696.25
Tacking bottom stock to last	632.95	696.25
Tacking over backs before pulling over on closed back shoes, task being placed not further than 25 mm from middle of back of heel seat	632.95	696.25
 <p style="text-align: center;">Tacking over backs</p>		
Tacking over sandal backs where no stiffener is inserted	632.95	696.25
Tacking top pieces on stitchdowns and sandals	632.95	696.25
All other wire grip tacking	632.95	696.25
Upper stapling after lasting sides	632.95	696.25
Upper trimming	632.95	696.25
Plastic pelletising and granulating	632.95	696.25
[Ratio: See subclause (P)]		

	Column A Per week	Column B Per week
<u>HAND-LASTING OPERATIONS</u>		
Qualified employees on:		
(i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear	898.71	988.58
<i>Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.</i>		
(ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins		
Hand-lasting seats of stitchdowns	711.29	782.42
Hand-lasting in the manufacture of clogs	711.29	782.42
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip	711.29	782.42
Tacking leather straps to wooden soles	711.29	782.42
<i>[Ratio: There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]</i>		
<u>(F) FINISHING DEPARTMENT</u>		
Class I Operations		
Qualified employees on:		
(ii) Edge trimming:		
(a) (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	890.49	979.54
Rubber and rubber composition soles	890.49	979.54
Children's footwear, all sizes up to and including size 1½	890.49	979.54
All slippers (men's, women's and children's)	890.49	979.54
Stitchdown footwear produced from box hide and willow hide	890.49	979.54
(b) All other work	1012.19	1113.41
(ii) Edge setting:		
(a) (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	725.75	798.33
Through runners	725.75	798.33
Waist and/or top pieces	725.75	798.33
Children's footwear, all sizes up to and including size 1½	725.75	798.33
All slippers (men's, women's and children's)	725.75	798.33
Stitchdown footwear produced from box hide and willow hide	725.75	798.33
(b) Automatic edge-setting machine, all grades	725.75	798.33
(c) All other work	890.49	979.54
(iii) Heel trimming	725.75	798.33
(vii) Examining	1012.19	1113.41
<i>[Ratio: See subclause (P)]</i>		

	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
Bitting by hand or machine	711.29	782.42
Bottom scouring	711.29	782.42
Heel scouring	711.29	782.42
Heel spraying	711.29	782.42
Ploughing out	711.29	782.42
Complete finishing by hand	711.29	782.42
Top piece trimming	711.29	782.42
Bunk wheeling	711.29	782.42
Louis flap ironing	711.29	782.42
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge	711.29	782.42
Seat wheeling	711.29	782.42
Top ironing, i.e. Marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished	711.29	782.42
Welt wheeling	711.29	782.42
Decorative feather stitching by hand after the sole is permanently attached to the upper	711.29	782.42
<i>[Ratio: See subclause (P)]</i>		
Class III Operations		
Qualified employees on:		
Brushing, padding and/or burnishing	632.95	696.25
Crow wheeling	632.95	696.25
Finger scouring	632.95	696.25
Heel breast cornering	632.95	696.25
Inking, staining, waxing and damping	632.95	696.25
Inserting, slipping and putting away lasts	632.95	696.25
Ploughing (removing the scarf round under edge of sole)	632.95	696.25
Rubbing of edges and bottoms	632.95	696.25
Spew and/or flash trimming	632.95	696.25
Conveyor belt loading	632.95	696.25
<i>[Ratio: See subclause (P)]</i>		
(G) SHOE ROOM		
Qualified employees on:		
Faking	856.87	942.56
Examining	856.87	942.56
Patent repairing	632.95	696.25
Embossing and/or stamping	632.95	696.25
Boxing	632.95	696.25
Dressing and/or sizing	632.95	696.25
Dressing by spray-gun	632.95	696.25
Hand polishing and cleaning	632.95	696.25
Ironing	632.95	696.25
Labelling	632.95	696.25
Lining trimming	632.95	696.25
Size stamping on footwear	632.95	696.25
Socketing	632.95	696.25
Stamping descriptions and sizes on labels	632.95	696.25
Quarter forming by machine	632.95	696.25
Smoothing insole before socketing or boxing	632.95	696.25

	Column A Per week	Column B Per week
(H) MILL-ROOM OPERATIONS		
Qualified employees on:		
(i) Group 2:		
Calendar operating	647.29	712.02
Batch mass-measuring and assembling of chemicals	647.29	712.02
Operating extruding machine	647.29	712.02
Operating an open mixing mill with a width of not less than 1,52m	647.29	712.02
Operating internal mixer	647.29	712.02
Slabbing sheet rubber to gauge (stretching compound)	647.29	712.02
Operating an open mixing mill with a width of less than 1,52m but not less than 1,01m	647.29	712.02
Warming compound on open mill	647.29	712.02
Hydraulic press operating	647.29	712.02
Operating splitting machine	647.29	712.02
(ii) Group 1:		
Issuing soles and heels	632.95	696.25
Press cutting blanks (clicking)	632.95	696.25
Attending autoclave	632.95	696.25
Assisting mass-measurer	632.95	696.25
Mould checking	632.95	696.25
Operating an open mixing mill with a width of less than 1,01m	632.95	696.25
Masticating, sheeting out, cracking or breaking compound	632.95	696.25
Buffing or scouring machine operations	632.95	696.25
Feeding rubber into calendar (feeding stretchers)	632.95	696.25
Grinding scrap by machine	632.95	696.25
Mould cleaning	632.95	696.25
Trimming	632.95	696.25
Blank cutting and mass-measuring to fixed standards	632.95	696.25
Extruding into trays	632.95	696.25
Bale cutting	632.95	696.25
Sieving chemicals, buffings and grindings	632.95	696.25
Stencilling or making bales	632.95	696.25
Applying powder	632.95	696.25
Packing soles and heels	632.95	696.25
Granulating	632.95	696.25
Assisting calendar operator	632.95	696.25
Dipping machine operator	632.95	696.25
<i>[Ratio: For every three qualified employees employed in this section not more than one learner may be employed]</i>		
(I) HIGH FREQUENCY WELDING		
Qualified employees on:		
(i) High-frequency welding, embossing pre-cut uppers	664.31	730.74
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding)	1053.76	1159.14
(iii) High-frequency welding, embossing of socks and other components	632.95	696.25
(iv) High-frequency welding, combined with cutting of socks and other components	732.44	805.68
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]</i>		

	Column A Per week	Column B Per week
(J) FLOW MOULDING		
Qualified employees on:		
(i) Flow moulding pre-cut uppers	664.31	730.74
(ii) Flow moulding pre-cut socks	664.31	730.74
(iii) Flow moulding where eventual upper is presented in liquid form	664.31	730.74
(iv) Colour application to moulds prior to flow moulding	664.31	730.74
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials	664.31	730.74
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]		
(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING		
Qualified employees on:		
Injection moulding units to lasted uppers or string-lasting uppers or sole units:		
(a) Where one employee is employed on an injection moulding machine	711.29	782.42
(b) Where two employees are employed on an injection moulding machine each shall be paid	711.29	782.42
(c) Every employee in excess of two employed on an injection moulding machine shall be paid	632.95	696.25
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]		
(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OF WITH THE ASSISTANCE OF ANY OTHER DEVICE		
Qualified employees on:		
(i) String-lasting of fabric uppers	711.29	782.42
(ii) String-lasting of synthetic uppers	711.29	782.42
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]0		

	Column A Per week	Column B Per week
(M) WOODEN UNIT MANUFACTURING		
Operations not provided for in any other section in clause 1 of this Annexure:		
(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):		
Qualified employees on:		
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section.....		
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers	753.11	828.42
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....	753.11	828.42
(iv) Cutting or guillotining of laminated blanks to produce heel covering material.....	632.95	696.25
(v) Cutting of heel covers to a pattern from layered heel covering material.....	753.11	828.42
(vi) (aa) Cross cutting of timber into lengths.....	753.11	828.42
(ab) Shaping of heels and heel-breasts, using templets and/or jigs and/or guides	632.95	696.25
(ac) Cutting or scouring for pitching of heels, using templets and/or jigs and/or guides	632.95	696.25
(ad) Cupping of heels to fit heel seats.....	632.95	696.25
(vii) Cementing heels and heel covers	632.95	696.25
(viii) Spotting of heel covers to heels and pressing.....	632.95	696.25
(ix) Trimming of heel covers.....	632.95	696.25
(x) Top piece attaching.....	632.95	696.25
	711.29	782.42
(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Qualified employees on:		
(i) Selecting and/or planning of raw timber.....	632.95	696.25
(ii) Measuring, marking and cutting timber into required lengths.....	632.95	696.25
(iii) Marking top and side elevation for profile cutting of unit	632.95	696.25
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base	711.29	782.42
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin.....	711.29	782.42
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance	632.95	696.25
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....	711.29	782.42
(viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles	632.95	696.25
(ix) Attaching top pieces to heels.....	632.95	696.25
(x) (aa) Scouring units by automatic machines prior to or after sole attaching.....	711.29	782.42
(ab) Scouring units by hand prior to or after sole attaching	632.95	696.25
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations	711.29	782.42
	632.95	696.25
(xii) Examining for quality.....	856.87	942.56
(xiii) Repairing of units.....	632.95	696.25
(xiv) Size stamping.....	632.95	696.25
(xv) Varnishing, painting, spraying or dipping units	632.95	696.25
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting	632.95	696.25

	Column A Per week	Column B Per week
(N) LEARNERS		
(i) Learners employed on the operations referred to in Clause 4, according to experience:		
First six months	531.27	584.40
Second six months	586.84	645.52
Third six months	645.31	709.84
Fourth six months	693.78	763.16
Fifth six months	778.48	856.33
Thereafter, the prescribed rate		
(xvii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months	406.27	446.90
Second six months	453.71	499.08
Third six months	503.36	553.70
Thereafter, the prescribed rate.		
(xviii) Learners employed on the operations referred to in subclause (H), according to experience:		
First six months	406.27	446.90
Second six months	453.71	499.08
Thereafter, the prescribed rate		
(xix) Other learners, according to experience:		
First six months	406.27	446.90
Second six months	453.71	499.08
Third six months	503.36	553.70
Fourth six months	558.83	614.71
Fifth six months	628.49	691.34
Thereafter, the prescribed rate.		
Provided that -		
(i) an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience;		
(ii) A learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate on which he is engaged;		
(iii) learners in the Closing Department or Shoe Room shall -		
(aa) after the third six months of experience become entitled to a wage of R632.95 per week if employed on operations for which this rate is prescribed;		
(ab) after the fourth six months of experience become entitled to a wage of R668.63 per week or R737.21 per week or R779.45 if employed on operations for which these rates are prescribed;		
(xx) learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the third six months of experience, become entitled to a wage of R632.95.		
Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion:		
Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.		

	Column A Per week	Column B Per week
<u>(O) GENERAL WORKERS</u>		
General Workers.....	632.95	696.25
<u>(P) RATIOS</u>		
(v) Class I Operations in the Rough Stuff and Finishing Departments		
<p>For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner. "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.</p>		
(vi) Class II Operations in the Rough Stuff and Finishing Departments		
<p>On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees. "Part of three" for this purpose means a remainder of not less than two after the number of qualified employees have been divided by three.</p>		
(vii) Class III Operations in the Rough Stuff and Finishing Departments		
<p>On these operations all taken collectively there may be employed not more than two learners to each qualified employee.</p>		
<u>(Q) MILK</u>		
All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.		

WAGES: FOOTWEAR AS SPECIFIED BELOW

[For applicable definitions, see subclause (5) hereunder]

Group 1: Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toecaps manufactured only from rubber, all of one colour, the binding of which shall be no greater than the binding depicted in the line drawings in illustration 1(a) and (b) and substantially similar in colour to the canvas uppers.

Provided that where there is a difference in depth between the shade of the uppers and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard methods, Third Edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105 / Part 2)

Provided further that -

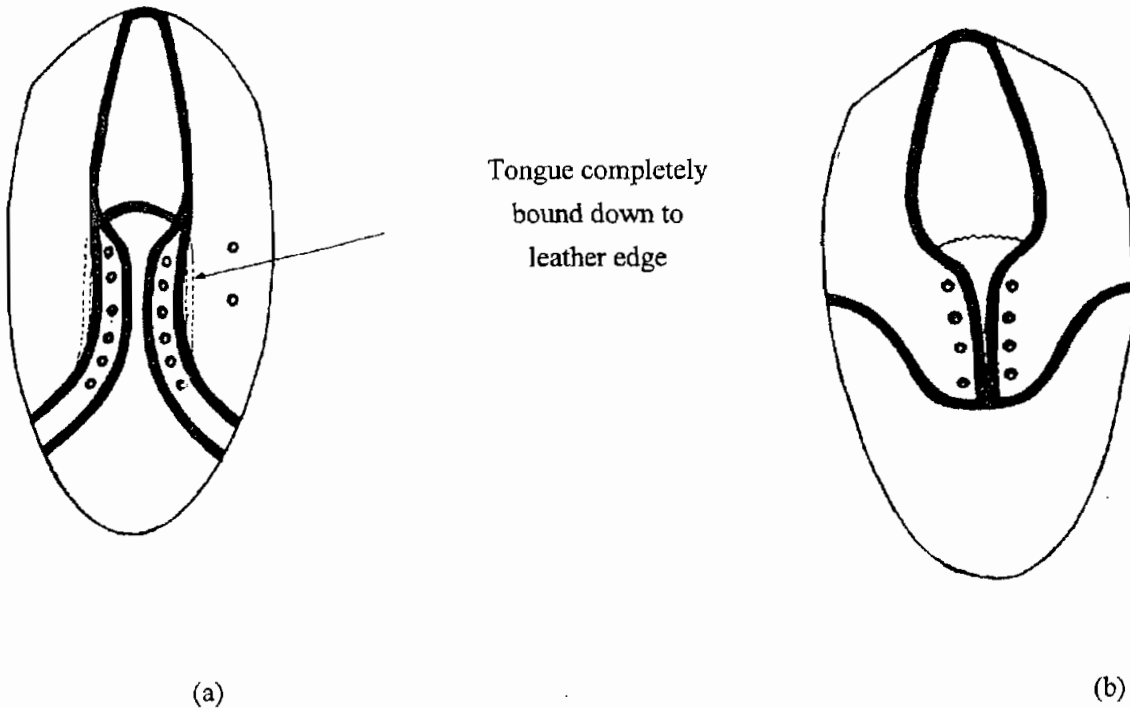
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);
- (iii) where studs and/or bars are provided, these shall not protrude more than six millimetres from the soles;
- (iv) where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;
- (v) the said bindings shall be made of canvass fabric but that its mass may be less than 400 grammes per square metre.

Group 2: Rubber footwear, either unlined or lined with fabrics.

Group 3: Wholly moulded footwear

Group 4: Canvas fabric sandals.

ILLUSTRATION 1



	Column A Per week	Column B Per week
(1) WAGES		
A. LACE-UP RUBBER BOOTS		
Qualified employees on:		
(i) Marking and/or cutting of textile fabrics	939.25	1033.18
(ii) Cutting of rubber uppers	732.44	805.68
(iii) Cutting of fabric impregnated with rubber	732.44	805.68
(iv) Closing Departments:		
(a) Upper closing	668.63	735.49
(b) Lining closing	668.63	735.49
(c) Eyeletting	668.63	735.49
(d) Buffing tongues	632.95	696.25
(e) Inserting tongues	632.95	696.25
(f) Securing tongues	632.95	696.25
(g) Table-hands	632.95	696.25
(xxi) All sole cutting operations, whether by hand or press	898.71	988.58
(xxii) All other press cutting operations (bottom stock only)	632.95	696.25
(xxiii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole)	711.29	782.42
(xxiv) Insole attaching	632.95	696.25
(xxv) Placing material around the last	632.95	696.25
(xxvi) Sole attaching	632.95	696.25
(xxvii) Atteriding an autoclave	632.95	696.25
(xxviii) Solutioning by hand	632.95	696.25
(xxix) Solutioning by machine	632.95	696.25
(xxx) (a) Moulding of soles, heels and/or sole and heel units	632.95	696.25
(b) Moulding of boots other than in an autoclave	632.95	696.25
(xxxi) Hobnailing	711.29	782.42
(xxxii) Sole roughing	632.95	696.25
(xxxiii) Upper roughing	632.95	696.25
(xxxiv) Edge trimming	632.95	696.25
(xxxv) Spew and/or flash trimming on moulded boots	632.95	696.25
(xxxvi) Inserting laces	632.95	696.25
(xxxvii) Slipping and sorting lasts	632.95	696.25
(xxxviii) Trimming linings	632.95	696.25
(xxxix) Rolling uppers	632.95	696.25
(xl) Cutting and/or inserting stays	632.95	696.25
(xli) Dressing	632.95	696.25
(xlii) Cleaning	632.95	696.25
(xliii) Stamping sizes on linings	632.95	696.25
(xliv) Loading trolley for autoclave	632.95	696.25
(xlv) Pairing	632.95	696.25
(xlvi) Attaching thoughts or insole covers	632.95	696.25
(xlvii) Operations not specified in (i) to (xxx) above	632.95	696.25
(xlviii) General workers	632.95	696.25

	Column A Per week	Column B Per week
B. OTHER FOOTWEAR IN THIS SECTION		
Qualified employees on:		
(i) Upper cutting Department:		
Group 1:		
Marking and/or cutting (from canvas or fabric)	939.24	1033.16
Group 2:		
Assisting clicker	632.95	696.25
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber)	632.95	696.25
Gum boots	632.95	696.25
Size marking	632.95	696.25
(ii) Closing Department:		
Group 3:		
Attaching stays	632.95	696.25
Size stamping on linings	632.95	696.25
Tread trimming	632.95	696.25
All other closing room operations, including eyeletting, perforating and skiving	668.63	735.49
(iii) Bottom stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand	898.71	988.58
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels	632.95	696.25
Group 6:		
All other press cutting operations	632.95	696.25
(iv) Making Department:		
Group 7:		
Applying insole filler	632.95	696.25
Size stamping insole	632.95	696.25
Hand-lasting, rubber sole attaching by hand	632.95	696.25
Vulcanising soles to uppers	632.95	696.25
Solutioning by hand or machine	632.95	696.25
Assembling	632.95	696.25
Direct moulding of soles to canvas uppers	664.31	730.74
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:		
(a) Where one employee is employed on an injection moulding machine	711.29	782.42
(b) Where two employees are employed on an injection moulding machine, each shall be paid	711.29	782.42
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid	711.29	782.42
String-lasting	711.29	782.42
Lasting operations on a Kamborian machine	664.31	730.74
Lasting seats or sides by machine	732.44	805.68
Combined pulling over and forepart lasting	814.84	896.32
	1021.54	1123.69
(v) Group 8:		
Hobnailing by hand or machine	711.29	782.42
(vi) Group 9:		
Attaching back strip	632.95	696.25
Attaching foxing	632.95	696.25
Attaching insole	632.95	696.25
Attaching lining to upper	632.95	696.25
Cementing	632.95	696.25
Cleaning soles	632.95	696.25

	Column A Per week	Column B Per week
Cutting foxing	632.95	696.25
Feeding conveyer		
Granulating	632.95	696.25
Inserting the puffs		
Rolling uppers	632.95	696.25
Slipping lasts	632.95	696.25
Sole rolling	632.95	696.25
Supplying lasts	632.95	696.25
Trimming uppers	632.95	696.25
Mass-measuring pellets for direct moulding	632.95	696.25
Wheeling	632.95	696.25
Checking and repairing	632.95	696.25
Edge scouring		
Silk screen printing	632.95	696.25
(vii) Any operations not specified in (i) to (vi) above		
(viii) General Workers	632.95	696.25
	632.95	696.25
(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)		
According to experience:		
First six months	406.12	446.73
Second six months	453.71	499.08
Thereafter, the prescribed rate:		
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) RATIOS		
(a) Before a learner may be employed on any of the operations referred to in subclause (1) A, one qualified employee shall be employed and for every one qualified employee so employed, not more than two learners may be employed.		
(b) Before a learner may be employed in any of the nine groups of operations referred to in subclause (1) B, one qualified employee shall be employed in that group, and for every one qualified employee so employed, not more than two learners may be employed.		
(4) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
(5) DEFINITIONS		
For the purposes of this clause -		
"Rubber" includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof;		
"canvas fabric" means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascals or 1,32 millimetres at 5 kilopascals and its mass shall be not less than 400 grammes per square metre, the characteristics of which are strength and firmness;		
"one colour" is an entirely natural or bleached colour of one solid shade or tone.		

	Column A Per week	Column B Per week
CLAUSE 3 : SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER		
(1) WAGES		
Qualified employees on:		
A. Upper Cutting Department:		
(i) Upper cutting	938.91	1032.80
(ii) Stock cutting and/or lining cutting	732.44	805.68
(iii) Upper assembling	732.44	805.68
(iv) Marking and/or stamping	632.95	696.25
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning	636.83	700.51
(ii) Machining of uppers, socks, pads and soft soles together	668.63	735.49
(iii) Machining elastic bound edges of uppers to soft soles	668.63	735.49
C. Rough Stuff Department:		
(i) Sole cutting from leather	1021.54	1123.69
(ii) Sole cutting from other than leather	898.71	988.58
(iii) Insole cutting and lift and top-piece cutting	898.71	988.58
(iv) Stamping	632.95	696.25
(v) Heel covering	632.95	696.25
D. Making Department:		
(i) Slipper turn sewing	776.02	853.62
(v) Steaming and blocking into shape:		
(a) Felt work	711.29	782.42
(b) Leather work, fabric Cubans	711.29	782.42
(iii) Stuck-on process:		
(a) Hand-lasting	711.29	782.42
Sole roughening	711.29	782.42
Sole positioning on upper and press operating in one operation.	711.29	782.42
Sole positioning on upper and forepart seat before pressing.	711.29	782.42
Press operating with sole previously positioned.	711.29	782.42
(b) Solutioning operation	632.95	696.25
(b) Sole and insole tacking	632.95	696.25


	Column A Per week	Column B Per week
(iv) Vulcanising soles to lasted uppers.....	711.29	782.42
(v) Slugging	632.95	696.25
(vi) Channelling	632.95	696.25
Hand-levelling.....	632.95	696.25
Heel attaching.....	632.95	696.25
Tacking backs.....	632.95	696.25
(vii) Slipper turning	632.95	696.25
(viii) Fetching and putting away lasts.....	632.95	696.25
(ix) Inserting heel pads	632.95	696.25
(x) Conveyor operating	632.95	696.25
(xi) Direct injection moulding or pouring of any materials used for soiling and unit converting: Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:		
(a) Where one employee is employed on an injection moulding machine	711.29	782.42
(b) Where two employees are employed on an injection moulding machine each shall be paid.....	711.29	782.42
(c) Where more than two employees are employed on injection moulding machine each shall be paid	711.29	782.42
E. Finishing Department		
Edge trimming.....		
Edge setting	898.71	988.58
Heel trimming.....	733.26	806.59
Scouring operations	632.95	696.25
Inking, staining and brushing	632.95	696.25
Slipping uppers.....	632.95	696.25
F. Shoe Room Department		
Examining		
All other Shoe Room operations	632.95	696.25
(2) LEARNERS		
According to experience:		
First six months.....	406.12	446.73
Second six months	453.67	499.04
Third six months	503.36	553.70
Fourth six months	558.84	614.72
Fifth six months.....	628.49	691.34
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:		
Provided further that learners on operations for which a wage rate of R632.95 prescribed shall, after the third six months of experience, become entitled to this wage rate;		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) GENERAL WORKERS		
General workers	632.95	696.25
(4) RATIO		
For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed not more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof. Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed.		

	Column A Per week	Column B Per week
(5) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
CLAUSE 4: "PLATNATE" AND "DOPPERS"		
Note: "Platnate" and "doppers" mean footwear wholly or mainly stitched by hand with riempies or pitch thread.		
Qualified employees on:		
(i) Clicking	710.20	781.22
(ii) Machining by power	636.83	700.51
Machining other than by power	636.83	700.51
Other Closing Department operations	636.83	700.51
(iii) Sole cutting by power	840.32	924.35
Sole cutting other than by power	632.95	696.25
(iv) Pulling over by hand and/or hand-lasting	632.95	696.25
Stitching by hand	632.95	696.25
(v) Edge trimming by power	716.77	788.45
Edge trimming other than by power	632.95	696.25
(vi) Pairing and/or size marking	632.95	696.25
(vii) Any operation other than those specified in (i) to (vi) hereof	632.95	696.25
(2) LEARNERS		
According to experience:		
First six months	406.12	446.73
Second six months	453.67	499.04
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged;		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) GENERAL WORKERS		
General workers	632.95	696.25
(4) RATIO		
For every three employees receiving not less than R632.95 per week there may be employed not more than one employee at a wage of less than R632.95 per week.		
(5) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations.		

SIGNED BY THE PARTIES AT DURBAN ON THE 8TH DAY OF JUNE 2007.


D. J. F. LINDE

Member of the Council


.....

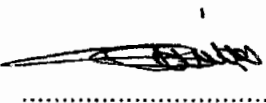
A. BENJAMIN

Member of the Council


.....

W. VAN DER RHEEDE

Member of the Council


.....

S. NAIDOO

General Secretary of the Council

**SOUTH AFRICAN REVENUE SERVICE
SUID-AFRIKAANSE INKOMSTEDIENS**

No. R. 1071

16 November 2007

**CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 4 (NO. 4/308)**

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 4 to the said Act is hereby amended, with retrospective effect from 1 April 2006, to the extent set out in the Schedule hereto.

**J MOLEKETI
DEPUTY MINISTER OF FINANCE**

SCHEDULE

By the substitution for Note 1(c) to rebate item 413.00 of the following and the substitution for the check digits in respect of rebate items 413.01, 413.02, 413.03, 413.04, 413.05 and 413.06 of the following:

Rebate Item	Tariff Heading	Rebate Code	C D	Description	Extent of Rebate
413.00				1. (c) the FIFA Flagship Store Operator may only import consumable, semi-durable or promotional Championship related goods under items 413.01, 413.02 and 413.03, excluding tobacco products and cosmetics, until one month after the date of the closing ceremony of the 2010 FIFA World Cup South Africa	
413.01	00.00	01.00	03	Consumable or semi-durable goods imported by qualifying persons for sale at any site during the Championship	Full duty
413.02	00.00	01.00	05	Capital goods, consumable goods or promotional material individually of little value imported by qualifying persons not for sale but for consumption, use or distribution in connection with the Championship	Full duty
413.03	00.00	01.00	07	Samples of consumable and semi-durable goods imported by a qualifying person not for sale, but for distribution at any site during the Championship	Full duty
413.04	00.00	01.00	09	Household furniture, other household effects and other removable articles, excluding alcoholic beverages and tobacco goods, including equipment necessary for the exercise of his or her calling, trade or profession and one motor vehicle, the <i>bona fide</i> property of any employee, not resident in the Republic for income tax purposes, of any qualifying person and members of his or her family, imported for own use on his or her temporary secondment to the Republic for purposes of the 2010 FIFA World Cup South Africa	Full duty
413.05	00.00	01.00	00	Goods of any description cleared under rebate items 413.01, 413.02, 413.03 and 413.04 unconditionally abandoned to the Commissioner or goods destroyed with the permission of the Commissioner: Provided that the Commissioner may decline to accept abandonment or grant permission for destruction	Full duty

Rebate Item	Tariff Heading	Rebate Code	C D	Description	Extent of Rebate
413.06	00.00	01.00	02	Goods of any description cleared under rebate items 413.01, 413.02, 413.03 and 413.04 unconditionally donated to a person exempt from income tax in terms of section 10 of the Income Tax Act, 1962, or any public benefit organisation as contemplated in paragraph (a) of the definition of "public benefit organisation" in section 30(1) that has been approved of by the Commissioner in terms of section 30(3) of that Act: Provided that if the goods are disposed of by that person or public benefit organisation within five years from the date of acquiring such donation, duty shall be payable as contemplated in Note 3	Full duty

By the insertion after rebate item 413.06 of the following rebate provision:

Rebate Item	Tariff Heading	Rebate Code	C D	Description	Extent of Rebate
413.07	4911.99	01.06	60	Admission tickets for spectators attending the Championship, imported by a FIFA Designated Service Provider	Full duty

**DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 4 (NO. 4/308)**

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 4 by bogenoemde Wet hiernec gewysig, met terugwerkende krag vanaf 1 April 2006, in die mate in die Bylae hierby aangetoon.

**J MOLEKETI
ADJUNKMINISTER VAN FINANSIES**

BYLAE

Deur Opmerking 1(c) by kortingitem 413.00 deur die volgende te vervang en die toetssyfers ten opsigte van kortingitems 413.01, 413.02, 413.03, 413.04, 413.05 en 413.06 deur die volgende te vervang:

Korting Item	Tariefpos	Korting Kode	T S	Beskrywing	Mate van Korting
413.00				1. (c) mag die FIFA Vlagskipwinkel Operateur slegs verbruiksartikels, semi-duursame of promosionele Kampioenskap verwante goedere invoer ingevolge item 413.01, 413.02 en 413.03, uitgesonderd tabakprodukte en kosmetiek, tot een maand na die datum van die sluitingsereemonie van die 2010 FIFA Wêreldbeker Suid-Afrika	
413.01	00.00	01.00	03	Verbruikbare of semi-duursame goedere deur kwalifiserende persone ingevoer vir verkoop by enige terrein gedurende die Kampioenskap	Volle reg
413.02	00.00	01.00	05	Kapitaalgoedere, verbruikbare goedere of promosie materiaal, individueel van klein waarde, deur kwalifiserende persone ingevoer nie vir verkoop nie, maar vir verbruik, gebruik of verspreiding in verband met die Kampioenskap	Volle reg
413.03	00.00	01.00	07	Monsters van verbruikbare en semi-duursame goedere deur 'n kwalifiserende persoon ingevoer nie vir verkoop nie, maar vir verspreiding by enige terrein gedurende die Kampioenskap	Volle reg
413.04	00.00	01.00	09	Huishoudelike meubels, ander huishoudelike goedere en ander verskuifbare artikels, uitgesluit alkoholieuse drankte en tabakprodukte, ingesluit toerusting wat nodig is vir die uitoefening van sy of haar roeping, ambag of beroep en een motorvoertuig, die <i>bona fide</i> eiendom van enige werknemer, wat nie 'n inwoner in die Republiek vir inkomstebelastingdoeleindes is nie, van enige kwalifiserende persoon en lid van sy of haar familieledere, ingevoer vir eie gebruik op sy of haar tydelike sekondering aan die Republiek	Volle reg

Korting Item	Tariefpos	Korting Kode	T S	Beskrywing	Mate van Korting
				vir doeleindes van die 2010 FIFA Wêreldbeker Suid-Afrika	
413.05	00.00	01.00	00	Goedere van enige beskrywing ingevolge kortingitems 413.01, 413.02, 413.03 en 413.04 geklaar wat onvoorwaardelik geabandoneer is aan die Kommissaris, of goedere met die toestemming van die Kommissaris vernietig: Met dien verstande dat die Kommissaris kan weier om die abandonering te aanvaar of toestemming vir die vernietiging te gee	Volle reg
413.06	00.00	01.00	02	Goedere van enige beskrywing geklaar ingevolge kortingitems 413.01, 413.02, 413.03 en 413.04 onvoorwaardelik geskenk aan 'n persoon wat ingevolge artikel 10 van die Inkomstebelastingwet, 1962, van inkomstebelasting vrygestel is of enige openbare weldaadorganisasie soos in paragraaf (a) beoog van die omskrywing van "openbare weldaadorganisasie" in artikel 30(1) wat deur die Kommissaris ingevolge artikel 30(3) van daardie Wet goedgekeur is: Met dien verstande dat indien die goedere deur daardie persoon of openbare weldaadorganisasie binne vyf jaar vanaf die datum van verkryging van sodanige skenking, weggemaak word, reg betaalbaar is soos in Opmerking 3 beoog	Volle reg

Deur na kortingitem 413.06 die volgende kortingvoorsiening in te voeg:

Korting Item	Tariefpos	Korting Kode	T S	Beskrywing	Mate van Korting
413.07	4911.99	01.06	60	Toegangskaartjies vir toeskouers vir bywoning van die Kampionskap, ingevoer deur 'n FIFA Aangewese Diensverskaffer	Volle reg

CORRECTION NOTICE

Substitute the following for Government Notice No. R. 1004 published in *Government Gazette* No. 30393 (*Regulation Gazette* No. 8762) of 26 October 2007:

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 1075

16 November 2007

CLASSIFICATION AND LABELLING OF CHEMICAL SUBSTANCES REGULATIONS

The Minister of Labour has under the section 43 of the Occupational Health and Safety Act, 1993 (Act No. 85 of 1993), after consultation with the Advisory Council for Occupational Health and Safety, to make the regulation in the Schedule.

Interested persons are invited to submit any substantiated comments or presentation on proposed regulations to the Director General:
Department of Labour, Private Bag X117, Pretoria, 0001
(for the attention of the Chief Inspector: Occupational Health and Safety) within 90 days of publication of this notice:

SCHEDULE

- Definitions.** - In this Schedule a word or expression to which a meaning has been assigned in the Act shall bear the meaning so assigned to it and unless the context otherwise indicates.

"Hazardous chemical substances" means any chemical substance or mixture which is classified as hazardous in accordance with SANS 10234.

"mixture" means more than one chemical element or its compound, obtained by any production process, including any additive necessary to preserve the stability of the product and any impurities deriving from the process used, but excluding any solvent which may be separated without affecting the stability of the substance or changing its composition.

"production process" means any process that results in a product that has different characteristics from the individual substances used as raw material to the process.

"SANS 10234" Globally Harmonized System of Classification and Labelling of Chemicals (GHS)

"substance" means obtained by any production process, including any additive necessary to preserve the stability of the product and any impurities deriving from the process used chemical elements and their compounds in the natural state or

- 2. Scope of application.** - (1) Subject to the provisions of sub-regulation (2), these regulations shall apply to:

(a) an employer or a self-employed person who carries out work at a workplace which may expose any person to the intake of an HCS at that workplace;

(b) any person who manufactures, imports, sells or supplies any hazardous chemical substance for use at work.

3. Information and training

(1) An employer shall ensure that all employees who may need to use the labels and safety sheets referred to in regulation 4 shall ensure that the employee is adequately and comprehensively informed and trained in using the information provided in the labels and safety data sheets applicable to his/her workplace.

4. Classification of Chemicals

(1) Every person who manufactures, imports, sells or supplies any hazardous chemical substance for use at work shall ensure that the substance or mixture is classified in accordance with SANS 10234.

5. Provision of Safety Data Sheets

(1) Subject to section 10 (3) of the Act, every person who manufactures, imports, sells or supplies any hazardous chemical substance for use at work shall, as far as is reasonably practicable, provide the person receiving such substance, free of charge, with a safety data sheet prepared in accordance with SANS 10234.

(2) Every employer who uses any hazardous chemical substance at work, shall be in possession of relevant safety data sheet referred to in sub regulation (1).

(3) Every employer shall make the relevant safety data sheet as referred to in sub regulation (1) available in the workplace where the hazardous chemical substance or mixture is being handled.

(4) Every employer shall make a safety data sheet as referred to in sub regulation (1) available, free of charge, at the request of any interested or affected person.

6. Labelling of hazardous chemical substances

(1) Subject to section 10 (3) of the Act, every person who manufactures, imports, sells or supplies any hazardous chemical substance for use at work shall, ensure that the substance or mixture is labelled in accordance with SANS 10234.

7. Transitional Provisions

(1) With effect from the date of publication of these regulations, the requirements of these regulations and the requirements of regulation 9A of GNR 1179 of 25 August 1995, may be implemented simultaneously for a period not exceeding three years for substances and not exceeding four years for mixtures.
