

**REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID-AFRIKA**

Regulation Gazette

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IMPORTANT ANNOUNCEMENT

Closing times **PRIOR TO PUBLIC HOLIDAYS** for

**GOVERNMENT NOTICES, GENERAL
NOTICES, REGULATION NOTICES** 2008
AND PROCLAMATIONS

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

- ▶ 18 September, Thursday, for the issue of Friday 26 September 2008
- ▶ 11 December, Thursday, for the issue of Friday 19 December 2008
- ▶ 15 December, Monday, for the issue of Wednesday 24 December 2008
- ▶ 19 December, Friday, for the issue of Friday 2 January 2009

Late notices will be published in the subsequent issue, if under special circumstances, a late notice is accepted, a double tariff will be charged

The copy for a SEPARATE Government Gazette must be handed in not later than three calendar weeks before date of publication

BELANGRIKE AANKONDIGING

Sluitingstye **VOOR VAKANSIEDAE** vir

**GOEWERMENTS-, ALGEMENE- &
REGULASIEKENNISGEWINGS** 2008
ASOOK PROKLAMASIES

Die sluitingstyd is stiptelik 15:00 op die volgende dae:

- ▶ 18 September, Donderdag, vir die uitgawe van Vrydag 26 September 2008
- ▶ 11 Desember, Donderdag, vir die uitgawe van Vrydag 19 Desember 2008
- ▶ 15 Desember, Maandag, vir die uitgawe van Woensdag 24 Desember 2008
- ▶ 19 Desember, Vrydag, vir die uitgawe van Vrydag 2 Januarie 2009

Laat kennisgewings sal in die daaropvolgende uitgawe geplaas word. Indien 'n laat kennisgewing wel, onder spesiale omstandighede, aanvaar word, sal 'n dubbeltarief gehef word

Wanneer 'n APARTE Staatskoerant verlang word moet die kopie drie kalenderweke voor publikasie ingedien word

**GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS**

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. 906

29 August 2008

“A”

LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY:
EXTENSION OF AMENDMENT OF COLLECTIVE AGREEMENT TO NON-
PARTIES**

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 Building Industry, Kimberley** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Collective Agreement, shall be binding on the other employers and employees in that Industry, with effect from ...9 September 2008..... and for the period ending 31 July 2011.

**MMS MDLADLANA
MINISTER OF LABOUR**

No. 906

29 Augustus 2008

“A”

WET OP ARBEIDSVERHOUDINGE, 1995**BEDINGINGSRAAD VIR DIE BOUNYWERHEID, KIMBERLEY:
UITBREIDING VAN WYSIGING VAN KOLLEKTIEWE OOREENKOMS NA
NIE-PARTYE**

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 Engelse Bylae hiervan verskyn, en wat in die **Bedingingsraad vir die Bounywerheid, Kimberley** aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Kollektiewe Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van9 September 2008..... en vir die tydperk wat op 31 Julie 2011 eindig.

**MMS MDLADLANA
MINISTER VAN ARBEID**

SCHEDULE

BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY

COLLECTIVE AMENDING AGREEMENT

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

Northern Cape Master Builders' and Allied Trades Association

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

Amalgamated Union of Building Trade Workers of South Africa

(hereinafter referred to as the "employees" or "trade union"), on the other part, being the parties to the Bargaining Council for the Building Industry, Kimberley, to amend the Collective Agreement published under Government Notice No. R. 957 of 7 August 1998, as amended and extended by Government Notices Nos R. 745 of 11 June 1999, R. 1365 of 15 December 2000, R. 1018 of 18 July 2003, R. 1049 of 25 July 2003 and R. 865 of 23 July 2004.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Building Industry -
 - (a) by the employers and employees who are members of the employers' organisation and the trade union, respectively;
 - (b) in an area bounded by and included in a radius of 20 kilometres of the General Post Office, Kimberley, in the Magisterial District of Kimberley;
 - (c) in the Magisterial District of Gordonia.
- (2) Notwithstanding the provisions of subclauses (1)(a) and 1A, the terms of this Agreement shall apply to -

- (a) apprentices only in so far as these provisions are not inconsistent with the provisions of the Skills Development Act, 1998, or any contract entered into or any conditions fixed thereunder;
 - (b) trainees under the Skills Development Act, 1998, only in so far as these provisions are not inconsistent with the provisions of that Act or any conditions fixed thereunder;
 - (c) labour-only contractors, working partners and working directors, principals and contractors.
- (3) Notwithstanding the provisions of subclause (1)(a), the terms of this Agreement shall not apply to -
- (a) clerical employees and administrative staff;
 - (b) university students and graduates in building science, and to construction supervisors, construction surveyors and other persons doing practical work, in the completion of their academic training;
 - (c) non-parties in respect of clauses 1(1)(a) and 1A of the Collective Agreement as extended or amended from time to time.

CLAUSE 1A: 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 of the Labour Relations Act, 1995, and shall remain in force until 31 July 2011.

2. CLAUSE 21: MINIMUM WAGES


Substitute the following for subclause (1):

SCHEDULE					
WAGE PER HOUR					
AREA					
		KIMBERLEY		GORDONIA	
		With effect from the coming into operation of this Agreement	With effect from 1 January 2009	With effect from the coming into operation of this Agreement	With effect from 1 January 2009
	CATEGORY OF EMPLOYEE	R	R	R	R
(a)	General Worker	6.68	7.35	6.28	6.91
(b)	Trainee Tradesman, Class 3, Tradesman, Class 3	7.98	8.65	7.58	8.21
(c)	Trainee Tradesman, Class 2, Tradesman, Class 2	8.08	8.75	7.68	8.31
(d)	Trainee Tradesman, Class 1, Tradesman, Class 1	10.48	11.15	10.08	10.71
(e)	Artisan	14.10	15.51	13.80	15.18
(f)	Craftsman	16.90	18.31	16.60	17.98


CHAIRMAN VN SMAILES :



VICE CHAIRMAN MS TOFFAR :



SECRETARY PR SERFONTEIN :



3. APPENDIXES

Substitute the appendixes attached to this Agreement for Appendix A and B (Craftsmen & Artisans, Kimberley); Appendix A and B (Non-Artisans & Specified Skilled Workers, Kimberley); Appendix A and B (Craftsmen & Artisans, Kimberley, 2005); Appendix A and B (Non-Artisans & Specified Skilled Workers, Kimberley, 2005); Appendix A and B (Craftsmen & Artisans, Gordonia); Appendix A and B (Non-Artisans & Specified Skilled Workers, Gordonia); Appendix A and B (Craftsmen & Artisans, Gordonia, 2005); Appendix A and B (Non-Artisans & Specified Skilled Workers, Gordonia, 2005).

4. CLAUSE 30: BENEFIT FUND FOR ARTISANS

Substitute the following for subclause (4)(c):

- "(c) **Medical benefits:** If a member and his or her accepted dependants incur medical expenses, he or she may claim benefits which shall not in any one calendar year exceed R2 000,00 per member, subject to the discretion of the Management Committee: Provided that benefits shall not be payable in respect of the following:
- (i) Claims arising through the member's own misconduct or negligence;
 - (ii) claims arising that are compensable in terms of the Compensation for Occupational Injuries and Diseases Act, 1993, or from any other source;
 - (iii) claims arising from any disease, abnormality or infirmity from which the member or his or her dependant was suffering at the date of commencement of membership;
 - (iv) holidays for recuperating purposes;

- (v) claims not medically essential, including non-essential plastic surgery or for cosmetic or similar reasons;
- (vi) supply of false teeth, artificial limbs or appliances;
- (vii) unprescribed or patent medicines;
- (viii) cost of specialist services not referred by a general practitioner;
- (ix) claims arising through riot, strike, civil commotion or war;
- (x) travelling expenses; and
- (xi) 20 per cent of the cost of all medicines dispensed by chemists or doctors."

**SIGNED AT KIMBERLEY ON BEHALF OF THE PARTIES THIS 8TH DAY OF JULY
2008**

VN SMAILES
Chairperson

MS TOFFAR
Vice Chairperson

PR SERFONTEIN
Secretary

**GORDONIA
- 2008**

NON-ARTISANS AND SPECIFIED SKILLED WORKERS			EMPLOYER'S CONTRIBUTION						EMPLOYEE'S CONTRIBUTION						
			APPENDIX A						APPENDIX B						
Wage Band	Min/Max Tariff per hour		G Cash Bonus	A Holid y Fund	B Pens. Fund	C Ben. Fund	D ICBI Levy	F EMPLOY TOTAL	B Pens. Fund	C Ben. Fund	D ICBI Levy	E Sav.	F WORKERS TOTAL	Cash Bonus Included	Stamp
GW 1		6,28	0,63	24,11	21,77	7,16	4,43	57,47	21,77	7,16	4,43	4,00	37,36	273,59	94,83
2	6,29	6,38	0,64	24,50	22,11	7,16	4,43	58,20	22,11	7,16	4,43	4,00	37,70	278,20	95,90
3	6,39	6,48	0,65	24,88	22,46	7,16	4,43	58,93	22,46	7,16	4,43	4,00	38,05	282,80	96,98
4	6,49	6,58	0,66	25,27	22,81	7,16	4,43	59,67	22,81	7,16	4,43	4,00	38,40	287,40	98,07
5	6,59	6,68	0,67	25,65	23,15	7,16	4,43	60,39	23,15	7,16	4,43	4,00	38,74	292,01	99,13
6	6,69	6,78	0,68	26,03	23,50	7,16	4,43	61,12	23,50	7,16	4,43	4,00	39,09	296,61	100,21
7	6,79	6,88	0,69	26,42	23,85	7,16	4,43	61,86	23,85	7,16	4,43	4,00	39,44	301,21	101,30
8	6,89	6,98	0,70	26,80	24,19	7,16	4,43	62,58	24,19	7,16	4,43	4,00	39,78	305,82	102,36
9	6,99	7,08	0,71	27,19	24,54	7,16	4,43	63,32	24,54	7,16	4,43	4,00	40,13	310,42	103,45
10	7,09	7,18	0,72	27,57	24,89	7,16	4,43	64,05	24,89	7,16	4,43	4,00	40,48	315,02	104,53
11	7,19	7,28	0,73	27,95	25,23	7,16	4,43	64,77	25,23	7,16	4,43	4,00	40,82	319,63	105,59
12	7,29	7,38	0,74	28,34	25,58	7,16	4,43	65,51	25,58	7,16	4,43	4,00	41,17	324,23	106,68

Class 3	13	7,39	7,48	0,75	28,72	25,92	7,16	4,43	66,23	25,92	7,16	4,43	4,00	41,51	328,84	107,74
Class 2	14	7,49	7,58	0,75	29,07	26,24	7,16	4,43	66,90	26,24	7,16	4,43	4,00	41,83	333,02	108,73
	15	7,59	7,68	0,76	29,45	26,59	7,16	4,43	67,63	26,59	7,16	4,43	4,00	42,18	337,62	109,81
	16	7,69	7,78	0,77	29,84	26,93	7,16	4,43	68,36	26,93	7,16	4,43	4,00	42,52	342,23	110,88
	17	7,79	7,88	0,78	30,22	27,28	7,16	4,43	69,09	27,28	7,16	4,43	4,00	42,87	346,83	111,96
	18	7,89	7,98	0,79	30,61	27,63	7,16	4,43	69,83	27,63	7,16	4,43	4,00	43,22	351,43	113,05
	19	7,99	8,08	0,80	30,99	27,97	7,16	4,43	70,55	27,97	7,16	4,43	4,00	43,56	356,04	114,11
	20	8,09	8,18	0,81	31,37	28,32	7,16	4,43	71,28	28,32	7,16	4,43	4,00	43,91	360,64	115,19
	21	8,19	8,28	0,82	31,76	28,67	7,16	4,43	72,02	28,67	7,16	4,43	4,00	44,26	365,24	116,28
	22	8,29	8,38	0,83	32,14	29,01	7,16	4,43	72,74	29,01	7,16	4,43	4,00	44,60	369,85	117,34
	23	8,39	8,48	0,84	32,52	29,36	7,16	4,43	73,47	29,36	7,16	4,43	4,00	44,95	374,45	118,42
	24	8,49	8,58	0,85	32,91	29,70	7,16	4,43	74,20	29,70	7,16	4,43	4,00	45,29	379,06	119,49
	25	8,59	8,68	0,86	33,29	30,05	7,16	4,43	74,93	30,05	7,16	4,43	4,00	45,64	383,66	120,57
	26	8,69	8,78	0,87	33,68	30,40	7,16	4,43	75,67	30,40	7,16	4,43	4,00	45,99	388,26	121,66
	27	8,79	8,88	0,88	34,06	30,74	7,16	4,43	76,39	30,74	7,16	4,43	4,00	46,33	392,87	122,72
	28	8,89	8,98	0,89	34,44	31,09	7,16	4,43	77,12	31,09	7,16	4,43	4,00	46,68	397,47	123,80
	29	8,99	9,08	0,90	34,83	31,44	7,16	4,43	77,86	31,44	7,16	4,43	4,00	47,03	402,07	124,89
	30	9,09	9,18	0,91	35,21	31,78	7,16	4,43	78,58	31,78	7,16	4,43	4,00	47,37	406,68	125,95
	31	9,19	9,28	0,92	35,60	32,13	7,16	4,43	79,32	32,13	7,16	4,43	4,00	47,72	411,28	127,04

	32	9,29	9,38	0,93	35,98	32,48	7,16	4,43	80,05	32,48	7,16	4,43	4,00	48,07	415,88	128,12
	33	9,39	9,48	0,94	36,36	32,82	7,16	4,43	80,77	32,82	7,16	4,43	4,00	48,41	420,49	129,18
	34	9,49	9,58	0,95	36,75	33,17	7,16	4,43	81,51	33,17	7,16	4,43	4,00	48,76	425,09	130,27
	35	9,59	9,68	0,96	37,13	33,52	7,16	4,43	82,24	33,52	7,16	4,43	4,00	49,11	429,69	131,35
Class 1	36	9,69	9,78	0,97	37,52	33,86	7,16	4,43	82,97	33,86	7,16	4,43	4,00	49,45	434,30	132,42
	37	9,79	9,88	0,98	37,90	34,21	7,16	4,43	83,70	34,21	7,16	4,43	4,00	49,80	438,90	133,50
	38	9,89	9,98	0,99	38,28	34,56	7,16	4,43	84,43	34,56	7,16	4,43	4,00	50,15	443,50	134,58
	39	9,99	10,08	1,00	38,67	34,90	7,16	4,43	85,16	34,90	7,16	4,43	4,00	50,49	448,11	135,65
	40	10,09	10,18	1,01	39,05	35,25	7,16	4,43	85,89	35,25	7,16	4,43	4,00	50,84	452,71	136,73
	41	10,19	10,28	1,02	39,43	35,60	7,16	4,43	86,62	35,60	7,16	4,43	4,00	51,19	457,31	137,81
	42	10,29	10,38	1,03	39,82	35,94	7,16	4,43	87,35	35,94	7,16	4,43	4,00	51,53	461,92	138,88
	43	10,39	10,48	1,04	40,20	36,29	7,16	4,43	88,08	36,29	7,16	4,43	4,00	51,88	466,52	139,96
	44	10,49	10,58	1,05	40,59	36,63	7,16	4,43	88,81	36,63	7,16	4,43	4,00	52,22	471,13	141,03
	45	10,59	10,68	1,06	40,97	36,98	7,16	4,43	89,54	36,98	7,16	4,43	4,00	52,57	475,73	142,11
	46	10,69	10,78	1,07	41,35	37,33	7,16	4,43	90,27	37,33	7,16	4,43	4,00	52,92	480,33	143,19
	47	10,79	10,88	1,08	41,74	37,67	7,16	4,43	91,00	37,67	7,16	4,43	4,00	53,26	484,94	144,26
	48	10,89	10,98	1,09	42,12	38,02	7,16	4,43	91,73	38,02	7,16	4,43	4,00	53,61	489,54	145,34
	49	10,99	11,08	1,10	42,51	38,37	7,16	4,43	92,47	38,37	7,16	4,43	4,00	53,96	494,14	146,43
	50	11,09	11,18	1,11	42,89	38,71	7,16	4,43	93,19	38,71	7,16	4,43	4,00	54,30	498,75	147,49

Chairperson **VN SMAILES** _____

V/Chairperson **MS TOFFAR** _____

Secretary **PR SERFONTEIN** _____

KIMBERLEY - 2008																
NON-ARTISANS AND SPECIFIED SKILLED WORKERS			EMPLOYER'S CONTRIBUTION					EMPLOYEE'S CONTRIBUTION								
			APPENDIX A					APPENDIX B								
Wage Band	Min/Max Tariff per hour		G Cash Bonus	A Holiday Fund	B Pens. Fund	C Ben. Fund	D ICBI Levy	F EMPLOY TOTAL	B Pens. Fund	C Ben. Fund	D ICBI Levy	E Sav.	F WORKERS TOTAL	Cash Bonus Included	Stamp	
G/W	1		6,68	0,68	25,68	23,18	7,61	2,02	58,49	23,18	7,61	2,02	4,00	36,81	294,39	95,30
	2	6,69	6,78	0,69	26,07	23,53	7,61	2,02	59,23	23,53	7,61	2,02	4,00	37,16	298,99	96,39
	3	6,79	6,88	0,70	26,45	23,88	7,61	2,02	59,96	23,88	7,61	2,02	4,00	37,51	303,59	97,47
	4	6,89	6,98	0,71	26,84	24,22	7,61	2,02	60,69	24,22	7,61	2,02	4,00	37,85	308,20	98,54

5	6,99	7,08	0,72	27,22	24,57	7,61	2,02	61,42	24,57	7,61	2,02	4,00	38,20	312,80	99,62	
6	7,09	7,18	0,73	27,60	24,92	7,61	2,02	62,15	24,92	7,61	2,02	4,00	38,55	317,40	100,70	
7	7,19	7,28	0,74	27,99	25,26	7,61	2,02	62,88	25,26	7,61	2,02	4,00	38,89	322,01	101,77	
8	7,29	7,38	0,75	28,37	25,61	7,61	2,02	63,61	25,61	7,61	2,02	4,00	39,24	326,61	102,85	
9	7,39	7,48	0,76	28,76	25,96	7,61	2,02	64,35	25,96	7,61	2,02	4,00	39,59	331,21	103,94	
10	7,49	7,58	0,77	29,14	26,30	7,61	2,02	65,07	26,30	7,61	2,02	4,00	39,93	335,82	105,00	
11	7,59	7,68	0,78	29,52	26,65	7,61	2,02	65,80	26,65	7,61	2,02	4,00	40,28	340,42	106,08	
12	7,69	7,78	0,79	29,91	27,00	7,61	2,02	66,54	27,00	7,61	2,02	4,00	40,63	345,02	107,17	
Class 3	13	7,79	7,88	0,80	30,29	27,34	7,61	2,02	67,26	27,34	7,61	2,02	4,00	40,97	349,63	108,23
Class 2	14	7,89	7,98	0,81	30,68	27,69	7,61	2,02	68,00	27,69	7,61	2,02	4,00	41,32	354,23	109,32
15	7,99	8,08	0,82	31,06	28,04	7,61	2,02	68,73	28,04	7,61	2,02	4,00	41,67	358,83	110,40	
16	8,09	8,18	0,83	31,44	28,38	7,61	2,02	69,45	28,38	7,61	2,02	4,00	42,01	363,44	111,46	
17	8,19	8,28	0,84	31,83	28,73	7,61	2,02	70,19	28,73	7,61	2,02	4,00	42,36	368,04	112,55	
18	8,29	8,38	0,85	32,21	29,07	7,61	2,02	70,91	29,07	7,61	2,02	4,00	42,70	372,65	113,61	
19	8,39	8,48	0,86	32,59	29,42	7,61	2,02	71,64	29,42	7,61	2,02	4,00	43,05	377,25	114,69	
20	8,49	8,58	0,87	32,98	29,77	7,61	2,02	72,38	29,77	7,61	2,02	4,00	43,40	381,85	115,78	
21	8,59	8,68	0,88	33,36	30,11	7,61	2,02	73,10	30,11	7,61	2,02	4,00	43,74	386,46	116,84	
22	8,69	8,78	0,89	33,75	30,46	7,61	2,02	73,84	30,46	7,61	2,02	4,00	44,09	391,06	117,93	
23	8,79	8,88	0,90	34,13	30,81	7,61	2,02	74,57	30,81	7,61	2,02	4,00	44,44	395,66	119,01	

	24	8,89	8,98	0,92	34,55	31,19	7,61	2,02	75,37	31,19	7,61	2,02	4,00	44,82	400,68	120,19
	25	8,99	9,08	0,93	34,93	31,53	7,61	2,02	76,09	31,53	7,61	2,02	4,00	45,16	405,29	121,25
	26	9,09	9,18	0,94	35,32	31,88	7,61	2,02	76,83	31,88	7,61	2,02	4,00	45,51	409,89	122,34
	27	9,19	9,28	0,95	35,70	32,22	7,61	2,02	77,55	32,22	7,61	2,02	4,00	45,85	414,50	123,40
	28	9,29	9,38	0,96	36,08	32,57	7,61	2,02	78,28	32,57	7,61	2,02	4,00	46,20	419,10	124,48
	29	9,39	9,48	0,97	36,47	32,92	7,61	2,02	79,02	32,92	7,61	2,02	4,00	46,55	423,70	125,57
	30	9,49	9,58	0,98	36,85	33,26	7,61	2,02	79,74	33,26	7,61	2,02	4,00	46,89	428,31	126,63
	31	9,59	9,68	0,99	37,24	33,61	7,61	2,02	80,48	33,61	7,61	2,02	4,00	47,24	432,91	127,72
	32	9,69	9,78	1,00	37,62	33,96	7,61	2,02	81,21	33,96	7,61	2,02	4,00	47,59	437,51	128,80
	33	9,79	9,88	1,01	38,00	34,30	7,61	2,02	81,93	34,30	7,61	2,02	4,00	47,93	442,12	129,86
	34	9,89	9,98	1,02	38,39	34,65	7,61	2,02	82,67	34,65	7,61	2,02	4,00	48,28	446,72	130,95
	35	9,99	10,08	1,03	38,77	35,00	7,61	2,02	83,40	35,00	7,61	2,02	4,00	48,63	451,32	132,03
Class 1	36	10,09	10,18	1,04	39,16	35,34	7,61	2,02	84,13	35,34	7,61	2,02	4,00	48,97	455,93	133,10
	37	10,19	10,28	1,05	39,54	35,69	7,61	2,02	84,86	35,69	7,61	2,02	4,00	49,32	460,53	134,18
	38	10,29	10,38	1,06	39,92	36,04	7,61	2,02	85,59	36,04	7,61	2,02	4,00	49,67	465,13	135,26
	39	10,39	10,48	1,07	40,31	36,38	7,61	2,02	86,32	36,38	7,61	2,02	4,00	50,01	469,74	136,33
	40	10,49	10,58	1,08	40,69	36,73	7,61	2,02	87,05	36,73	7,61	2,02	4,00	50,36	474,34	137,41
	41	10,59	10,68	1,09	41,07	37,08	7,61	2,02	87,78	37,08	7,61	2,02	4,00	50,71	478,94	138,49
	42	10,69	10,78	1,10	41,46	37,42	7,61	2,02	88,51	37,42	7,61	2,02	4,00	51,05	483,55	139,56

43	10,79	10,88	1,11	41,84	37,77	7,61	2,02	89,24	37,77	7,61	2,02	4,00	51,40	488,15	140,64
44	10,89	10,98	1,12	42,23	38,12	7,61	2,02	89,98	38,12	7,61	2,02	4,00	51,75	492,75	141,73
45	10,99	11,08	1,13	42,61	38,46	7,61	2,02	90,70	38,46	7,61	2,02	4,00	52,09	497,36	142,79
46	11,09	11,18	1,14	42,99	38,81	7,61	2,02	91,43	38,81	7,61	2,02	4,00	52,44	501,96	143,87
47	11,19	11,28	1,15	43,38	39,15	7,61	2,02	92,16	39,15	7,61	2,02	4,00	52,78	506,57	144,94
48	11,29	11,38	1,16	43,76	39,50	7,61	2,02	92,89	39,50	7,61	2,02	4,00	53,13	511,17	146,02
49	11,39	11,48	1,17	44,15	39,85	7,61	2,02	93,63	39,85	7,61	2,02	4,00	53,48	515,77	147,11
50	11,49	11,58	1,18	44,53	40,19	7,61	2,02	94,35	40,19	7,61	2,02	4,00	53,82	520,38	148,17

Chairperson

VN SMAILES

V/Chairperson

MS TOFFAR

Secretary

PR SERFONTEIN

KIMBERLEY - 2008															
CRAFTSMEN & ARTISANS			APPENDIX A					APPENDIX B							
			EMPLOYERS CONTRIBUTION					EMPLOYEES CONTRIBUTION							
Wage Band	Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens. Fund B	Ben. Fund C	Council Levy D	EMPLOY TOTAL F	Pens. Fund B	Ben. Fund C	Council Levy D	Saving E	WORKER TOTAL F	Cash Bonus Include	Stamp
ART 1		14,10	1,49	54,41	49,11	21,08	2,32	126,92	49,11	21,08	2,32	4,00	76,51	625,04	203,43
2	14,11	14,20	1,50	54,79	49,46	21,08	2,32	127,65	49,46	21,08	2,32	4,00	76,86	629,64	204,51
3	14,21	14,30	1,51	55,17	49,80	21,08	2,32	128,37	49,80	21,08	2,32	4,00	77,20	634,25	205,57
4	14,31	14,40	1,52	55,56	50,15	21,08	2,32	129,11	50,15	21,08	2,32	4,00	77,55	638,85	206,66
5	14,41	14,50	1,53	55,94	50,49	21,08	2,32	129,83	50,49	21,08	2,32	4,00	77,89	643,46	207,72
6	14,51	14,60	1,54	56,33	50,84	21,08	2,32	130,57	50,84	21,08	2,32	4,00	78,24	648,06	208,81
7	14,61	14,70	1,55	56,71	51,19	21,08	2,32	131,30	51,19	21,08	2,32	4,00	78,59	652,66	209,89
8	14,71	14,80	1,56	57,09	51,53	21,08	2,32	132,02	51,53	21,08	2,32	4,00	78,93	657,27	210,95
9	14,81	14,90	1,57	57,48	51,88	21,08	2,32	132,76	51,88	21,08	2,32	4,00	79,28	661,87	212,04
10	14,91	15,00	1,58	57,86	52,23	21,08	2,32	133,49	52,23	21,08	2,32	4,00	79,63	666,47	213,12
11	15,01	15,10	1,59	58,24	52,57	21,08	2,32	134,21	52,57	21,08	2,32	4,00	79,97	671,08	214,18
12	15,11	15,20	1,61	58,66	52,95	21,08	2,32	135,01	52,95	21,08	2,32	4,00	80,35	676,10	215,36
13	15,21	15,30	1,62	59,05	53,30	21,08	2,32	135,75	53,30	21,08	2,32	4,00	80,70	680,70	216,45
14	15,31	15,40	1,63	59,43	53,64	21,08	2,32	136,47	53,64	21,08	2,32	4,00	81,04	685,31	217,51

15	15,41	15,50	1,64	59,82	53,99	21,08	2,32	137,21	53,99	21,08	2,32	4,00	81,39	689,91	218,60
16	15,51	15,60	1,65	60,20	54,34	21,08	2,32	137,94	54,34	21,08	2,32	4,00	81,74	694,51	219,68
17	15,61	15,70	1,66	60,58	54,68	21,08	2,32	138,66	54,68	21,08	2,32	4,00	82,08	699,12	220,74
18	15,71	15,80	1,67	60,97	55,03	21,08	2,32	139,40	55,03	21,08	2,32	4,00	82,43	703,72	221,83
19	15,81	15,90	1,68	61,35	55,38	21,08	2,32	140,13	55,38	21,08	2,32	4,00	82,78	708,32	222,91
20	15,91	16,00	1,69	61,73	55,72	21,08	2,32	140,85	55,72	21,08	2,32	4,00	83,12	712,93	223,97
21	16,01	16,10	1,70	62,12	56,07	21,08	2,32	141,59	56,07	21,08	2,32	4,00	83,47	717,53	225,06
22	16,11	16,20	1,71	62,50	56,42	21,08	2,32	142,32	56,42	21,08	2,32	4,00	83,82	722,13	226,14
23	16,21	16,30	1,72	62,89	56,76	21,08	2,32	143,05	56,76	21,08	2,32	4,00	84,16	726,74	227,21
24	16,31	16,40	1,73	63,27	57,11	21,08	2,32	143,78	57,11	21,08	2,32	4,00	84,51	731,34	228,29
25	16,41	16,50	1,74	63,65	57,46	21,08	2,32	144,51	57,46	21,08	2,32	4,00	84,86	735,94	229,37
CRF	26	16,51	16,60	1,75	64,04	57,80	21,08	145,24	57,80	21,08	2,32	4,00	85,20	740,55	230,44
	27	16,61	16,70	1,76	64,42	58,15	21,08	145,97	58,15	21,08	2,32	4,00	85,55	745,15	231,52
	28	16,71	16,80	1,77	64,81	58,50	21,08	146,71	58,50	21,08	2,32	4,00	85,90	749,75	232,61
	29	16,81	16,90	1,78	65,19	58,84	21,08	147,43	58,84	21,08	2,32	4,00	86,24	754,36	233,67
	30	16,91	17,00	1,80	65,61	59,22	21,08	148,23	59,22	21,08	2,32	4,00	86,62	759,38	234,85
	31	17,01	17,10	1,81	65,99	59,57	21,08	148,96	59,57	21,08	2,32	4,00	86,97	763,98	235,93
	32	17,11	17,20	1,82	66,38	59,91	21,08	149,69	59,91	21,08	2,32	4,00	87,31	768,59	237,00
	33	17,21	17,30	1,83	66,76	60,26	21,08	150,42	60,26	21,08	2,32	4,00	87,66	773,19	238,08

34	17,31	17,40	1,84	67,14	60,61	21,08	2,32	151,15	60,61	21,08	2,32	4,00	88,01	777,79	239,16
35	17,41	17,50	1,85	67,53	60,95	21,08	2,32	151,88	60,95	21,08	2,32	4,00	88,35	782,40	240,23
36	17,51	17,60	1,86	67,91	61,30	21,08	2,32	152,61	61,30	21,08	2,32	4,00	88,70	787,00	241,31
37	17,61	17,70	1,87	68,30	61,65	21,08	2,32	153,35	61,65	21,08	2,32	4,00	89,05	791,60	242,40
38	17,71	17,80	1,88	68,68	61,99	21,08	2,32	154,07	61,99	21,08	2,32	4,00	89,39	796,21	243,46
39	17,81	17,90	1,89	69,06	62,34	21,08	2,32	154,80	62,34	21,08	2,32	4,00	89,74	800,81	244,54
40	17,91	18,00	1,90	69,45	62,69	21,08	2,32	155,54	62,69	21,08	2,32	4,00	90,09	805,41	245,63
41	18,01	18,10	1,91	69,83	63,03	21,08	2,32	156,26	63,03	21,08	2,32	4,00	90,43	810,02	246,69
42	18,11	18,20	1,92	70,21	63,38	21,08	2,32	156,99	63,38	21,08	2,32	4,00	90,78	814,62	247,77
43	18,21	18,30	1,93	70,60	63,72	21,08	2,32	157,72	63,72	21,08	2,32	4,00	91,12	819,23	248,84
44	18,31	18,40	1,94	70,98	64,07	21,08	2,32	158,45	64,07	21,08	2,32	4,00	91,47	823,83	249,92
45	18,41	18,50	1,95	71,37	64,42	21,08	2,32	159,19	64,42	21,08	2,32	4,00	91,82	828,43	251,01
46	18,51	18,60	1,96	71,75	64,76	21,08	2,32	159,91	64,76	21,08	2,32	4,00	92,16	833,04	252,07
47	18,61	18,70	1,97	72,13	65,11	21,08	2,32	160,64	65,11	21,08	2,32	4,00	92,51	837,64	253,15
48	18,71	18,80	1,99	72,55	65,49	21,08	2,32	161,44	65,49	21,08	2,32	4,00	92,89	842,66	254,33
49	18,81	18,90	2,00	72,94	65,84	21,08	2,32	162,18	65,84	21,08	2,32	4,00	93,24	847,26	255,42
50	18,91	19,00	2,01	73,32	66,18	21,08	2,32	162,90	66,18	21,08	2,32	4,00	93,58	851,87	256,48
OPT	1	19,01	22,80	2,41	87,98	79,41	42,16	211,87	79,41	42,16	2,32	4,00	127,89	1 006,56	339,76
	2	22,81	27,36	2,89	105,57	95,29	42,16	245,34	95,29	42,16	2,32	4,00	143,77	1 217,48	389,11

3	27,37	32,83	3,47	126,68	114,35	42,16	2,32	285,51	114,35	42,16	2,32	4,00	162,83	1 470,67	448,34
4	32,84	39,40	4,16	152,02	137,21	42,16	2,32	333,71	137,21	42,16	2,32	4,00	185,69	1 774,51	519,40
5	39,41	47,28	4,99	182,41	164,65	42,16	2,32	391,54	164,65	42,16	2,32	4,00	213,13	2 139,02	604,67
6	47,29	56,74	5,99	218,91	197,60	42,16	2,32	460,99	197,60	42,16	2,32	4,00	246,08	2 576,77	707,07
7	56,75	68,09	7,19	262,71	237,13	42,16	2,32	544,32	237,13	42,16	2,32	4,00	285,61	3 101,99	829,93
8	68,10	81,71	8,63	315,27	284,57	42,16	2,32	644,32	284,57	42,16	2,32	4,00	333,05	3 732,25	977,37
9	81,72	98,05	10,35	378,29	341,46	42,16	2,32	764,23	341,46	42,16	2,32	4,00	389,94	4 488,06	1 154,17
10	98,06	117,66	12,42	453,95	409,75	42,16	2,32	908,18	409,75	42,16	2,32	4,00	458,23	5 395,37	1 366,41
11	117,67	141,19	14,92	544,76	491,72	42,16	2,32	1 080,96	491,72	42,16	2,32	4,00	540,20	6 484,75	1 621,16

Chairperson **VN SMAILES**

V/Chairperson **MS TOFFAR**

Secretary **PR SERFONTEIN**

GORDONIA - 2008															
CRAFTSMEN & ARTISANS				APPENDIX A					APPENDIX B						
				EMPLOYERS CONTRIBUTION					EMPLOYEES CONTRIBUTION						
Wage Band	Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens. Fund B	Ben. Fund C	ICBI Levy D	EMPLOY TOTAL F	Pens. Fund B	Ben. Fund C	ICBI Levy D	Saving E	WORKER TOTAL F	Cash Bonus Include	Stamp
ART 1		13,80	1,43	53,15	47,97	21,45	5,40	127,97	47,97	21,45	5,40	4,00	78,82	606,53	206,79
2	13,81	13,90	1,44	53,53	48,32	21,45	5,40	128,70	48,32	21,45	5,40	4,00	79,17	611,13	207,87
3	13,91	14,00	1,45	53,92	48,67	21,45	5,40	129,44	48,67	21,45	5,40	4,00	79,52	615,73	208,96
4	14,01	14,10	1,46	54,30	49,01	21,45	5,40	130,16	49,01	21,45	5,40	4,00	79,86	620,34	210,02
5	14,11	14,20	1,47	54,69	49,36	21,45	5,40	130,90	49,36	21,45	5,40	4,00	80,21	624,94	211,11
6	14,21	14,30	1,48	55,07	49,71	21,45	5,40	131,63	49,71	21,45	5,40	4,00	80,56	629,54	212,19
7	14,31	14,40	1,49	55,45	50,05	21,45	5,40	132,35	50,05	21,45	5,40	4,00	80,90	634,15	213,25
8	14,41	14,50	1,50	55,84	50,40	21,45	5,40	133,09	50,40	21,45	5,40	4,00	81,25	638,75	214,34
9	14,51	14,60	1,51	56,22	50,75	21,45	5,40	133,82	50,75	21,45	5,40	4,00	81,60	643,35	215,42
10	14,61	14,70	1,52	56,60	51,09	21,45	5,40	134,54	51,09	21,45	5,40	4,00	81,94	647,96	216,48
11	14,71	14,80	1,53	56,99	51,44	21,45	5,40	135,28	51,44	21,45	5,40	4,00	82,29	652,56	217,57
12	14,81	14,90	1,54	57,37	51,79	21,45	5,40	136,01	51,79	21,45	5,40	4,00	82,64	657,16	218,65
13	14,91	15,00	1,55	57,76	52,13	21,45	5,40	136,74	52,13	21,45	5,40	4,00	82,98	661,77	219,72

14	15,01	15,10	1,56	58,14	52,48	21,45	5,40	137,47	52,48	21,45	5,40	4,00	83,33	666,37	220,80	
15	15,11	15,20	1,57	58,52	52,83	21,45	5,40	138,20	52,83	21,45	5,40	4,00	83,68	670,97	221,88	
16	15,21	15,30	1,59	58,94	53,20	21,45	5,40	138,99	53,20	21,45	5,40	4,00	84,05	676,00	223,04	
17	15,31	15,40	1,60	59,33	53,55	21,45	5,40	139,73	53,55	21,45	5,40	4,00	84,40	680,60	224,13	
18	15,41	15,50	1,61	59,71	53,90	21,45	5,40	140,46	53,90	21,45	5,40	4,00	84,75	685,20	225,21	
19	15,51	15,60	1,62	60,09	54,24	21,45	5,40	141,18	54,24	21,45	5,40	4,00	85,09	689,81	226,27	
20	15,61	15,70	1,63	60,48	54,59	21,45	5,40	141,92	54,59	21,45	5,40	4,00	85,44	694,41	227,36	
21	15,71	15,80	1,64	60,86	54,94	21,45	5,40	142,65	54,94	21,45	5,40	4,00	85,79	699,01	228,44	
22	15,81	15,90	1,65	61,25	55,28	21,45	5,40	143,38	55,28	21,45	5,40	4,00	86,13	703,62	229,51	
23	15,91	16,00	1,66	61,63	55,63	21,45	5,40	144,11	55,63	21,45	5,40	4,00	86,48	708,22	230,59	
24	16,01	16,10	1,67	62,01	55,98	21,45	5,40	144,84	55,98	21,45	5,40	4,00	86,83	712,82	231,67	
25	16,11	16,20	1,68	62,40	56,32	21,45	5,40	145,57	56,32	21,45	5,40	4,00	87,17	717,43	232,74	
26	16,21	16,30	1,69	62,78	56,67	21,45	5,40	146,30	56,67	21,45	5,40	4,00	87,52	722,03	233,82	
CRF	27	16,31	16,40	1,70	63,17	57,02	21,45	5,40	147,04	57,02	21,45	5,40	4,00	87,87	726,63	234,91
28	16,41	16,50	1,71	63,55	57,36	21,45	5,40	147,76	57,36	21,45	5,40	4,00	88,21	731,24	235,97	
29	16,51	16,60	1,72	63,93	57,71	21,45	5,40	148,49	57,71	21,45	5,40	4,00	88,56	735,84	237,05	
30	16,61	16,70	1,73	64,32	58,05	21,45	5,40	149,22	58,05	21,45	5,40	4,00	88,90	740,45	238,12	
31	16,71	16,80	1,74	64,70	58,40	21,45	5,40	149,95	58,40	21,45	5,40	4,00	89,25	745,05	239,20	

32	16,81	16,90	1,75	65,08	58,75	21,45	5,40	150,68	58,75	21,45	5,40	4,00	89,60	749,65	240,28
33	16,91	17,00	1,76	65,47	59,09	21,45	5,40	151,41	59,09	21,45	5,40	4,00	89,94	754,26	241,35
34	17,01	17,10	1,77	65,85	59,44	21,45	5,40	152,14	59,44	21,45	5,40	4,00	90,29	758,86	242,43
35	17,11	17,20	1,78	66,24	59,79	21,45	5,40	152,88	59,79	21,45	5,40	4,00	90,64	763,46	243,52
36	17,21	17,30	1,79	66,62	60,13	21,45	5,40	153,60	60,13	21,45	5,40	4,00	90,98	768,07	244,58
37	17,31	17,40	1,80	67,00	60,48	21,45	5,40	154,33	60,48	21,45	5,40	4,00	91,33	772,67	245,66
38	17,41	17,50	1,81	67,39	60,83	21,45	5,40	155,07	60,83	21,45	5,40	4,00	91,68	777,27	246,75
39	17,51	17,60	1,82	67,77	61,17	21,45	5,40	155,79	61,17	21,45	5,40	4,00	92,02	781,88	247,81
40	17,61	17,70	1,83	68,16	61,52	21,45	5,40	156,53	61,52	21,45	5,40	4,00	92,37	786,48	248,90
41	17,71	17,80	1,84	68,54	61,87	21,45	5,40	157,26	61,87	21,45	5,40	4,00	92,72	791,08	249,98
42	17,81	17,90	1,85	68,92	62,21	21,45	5,40	157,98	62,21	21,45	5,40	4,00	93,06	795,69	251,04
43	17,91	18,00	1,86	69,31	62,56	21,45	5,40	158,72	62,56	21,45	5,40	4,00	93,41	800,29	252,13
44	18,01	18,10	1,88	69,73	62,94	21,45	5,40	159,52	62,94	21,45	5,40	4,00	93,79	805,31	253,31
45	18,11	18,20	1,89	70,11	63,28	21,45	5,40	160,24	63,28	21,45	5,40	4,00	94,13	809,92	254,37
46	18,21	18,30	1,90	70,49	63,63	21,45	5,40	160,97	63,63	21,45	5,40	4,00	94,48	814,52	255,45
47	18,31	18,40	1,91	70,88	63,98	21,45	5,40	161,71	63,98	21,45	5,40	4,00	94,83	819,12	256,54
48	18,41	18,50	1,92	71,26	64,32	21,45	5,40	162,43	64,32	21,45	5,40	4,00	95,17	823,73	257,60
49	18,51	18,60	1,93	71,65	64,67	21,45	5,40	163,17	64,67	21,45	5,40	4,00	95,52	828,33	258,69

50	18,61	18,70	1,94	72,03	65,02	21,45	5,40	163,90	65,02	21,45	5,40	4,00	95,87	832,93	259,77
OPT 1	18,71	22,44	2,32	86,41	77,99	42,90	5,40	212,70	77,99	42,90	5,40	4,00	130,29	983,91	342,99
2	22,45	26,93	2,79	103,72	93,62	42,90	5,40	245,64	93,62	42,90	5,40	4,00	145,92	1 191,48	391,56
3	26,94	32,32	3,35	124,48	112,36	42,90	5,40	285,14	112,36	42,90	5,40	4,00	164,66	1 440,49	449,80
4	32,33	38,78	4,02	149,36	134,82	42,90	5,40	332,48	134,82	42,90	5,40	4,00	187,12	1 738,88	519,60
5	38,79	46,54	4,82	179,24	161,78	42,90	5,40	389,32	161,78	42,90	5,40	4,00	214,08	2 097,12	603,40
6	46,55	55,85	5,79	215,11	194,17	42,90	5,40	457,58	194,17	42,90	5,40	4,00	246,47	2 527,33	704,05
7	55,86	67,02	6,94	258,11	232,97	42,90	5,40	539,38	232,97	42,90	5,40	4,00	285,27	3 042,93	824,65
8	67,03	80,42	8,33	309,72	279,56	42,90	5,40	637,58	279,56	42,90	5,40	4,00	331,86	3 661,89	969,44
9	80,43	96,50	10,00	371,66	335,48	42,90	5,40	755,44	335,48	42,90	5,40	4,00	387,78	4 404,72	1 143,22
10	96,51	115,80	12,00	446,00	402,57	42,90	5,40	896,87	402,57	42,90	5,40	4,00	454,87	5 296,13	1 351,74
11	115,81	138,96	14,40	535,20	483,08	42,90	5,40	1 066,58	483,08	42,90	5,40	4,00	535,38	6 365,82	1 601,96

Chairperson **VN SMAILES**

V/Chairperson **MS TOFFAR**

Secretary **PR SERFONTEIN**

KIMBERLEY - As from 2009-01-01															
CRAFTSMEN & ARTISANS			APPENDIX A					APPENDIX B							
			EMPLOYERS CONTRIBUTION					EMPLOYEES CONTRIBUTION							
Wage Band	Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens. Fund B	Ben. Fund C	Council Levy D	EMPLOY TOTAL F	Pens. Fund B	Ben. Fund C	Council Levy D	Saving E	WORKER TOTAL F	Cash Bonus Include	Stamp
ART 1		15,51	2,27	62,05	56,01	24,04	2,64	144,74	56,01	24,04	2,64	4,00	86,69	713,41	231,43
2	15,52	15,61	2,29	62,47	56,39	24,04	2,64	145,54	56,39	24,04	2,64	4,00	87,07	718,43	232,61
3	15,62	15,71	2,30	62,85	56,73	24,04	2,64	146,26	56,73	24,04	2,64	4,00	87,41	723,04	233,67
4	15,72	15,81	2,32	63,27	57,11	24,04	2,64	147,06	57,11	24,04	2,64	4,00	87,79	728,06	234,85
5	15,82	15,91	2,33	63,65	57,46	24,04	2,64	147,79	57,46	24,04	2,64	4,00	88,14	732,66	235,93
6	15,92	16,01	2,35	64,07	57,83	24,04	2,64	148,58	57,83	24,04	2,64	4,00	88,51	737,69	237,09
7	16,02	16,11	2,36	64,46	58,18	24,04	2,64	149,32	58,18	24,04	2,64	4,00	88,86	742,29	238,18
8	16,12	16,21	2,38	64,88	58,56	24,04	2,64	150,12	58,56	24,04	2,64	4,00	89,24	747,31	239,36
9	16,22	16,31	2,39	65,26	58,91	24,04	2,64	150,85	58,91	24,04	2,64	4,00	89,59	751,91	240,44
10	16,32	16,41	2,41	65,68	59,28	24,04	2,64	151,64	59,28	24,04	2,64	4,00	89,96	756,94	241,60
11	16,42	16,51	2,42	66,06	59,63	24,04	2,64	152,37	59,63	24,04	2,64	4,00	90,31	761,54	242,68
12	16,52	16,61	2,44	66,48	60,01	24,04	2,64	153,17	60,01	24,04	2,64	4,00	90,69	766,56	243,86
13	16,62	16,71	2,45	66,86	60,35	24,04	2,64	153,89	60,35	24,04	2,64	4,00	91,03	771,17	244,92
14	16,72	16,81	2,46	67,25	60,70	24,04	2,64	154,63	60,70	24,04	2,64	4,00	91,38	775,77	246,01

15	16,82	16,91	2,48	67,67	61,08	24,04	2,64	155,43	61,08	24,04	2,64	4,00	91,76	780,79	247,19	
16	16,92	17,01	2,49	68,05	61,43	24,04	2,64	156,16	61,43	24,04	2,64	4,00	92,11	785,39	248,27	
17	17,02	17,11	2,51	68,47	61,80	24,04	2,64	156,95	61,80	24,04	2,64	4,00	92,48	790,42	249,43	
18	17,12	17,21	2,52	68,85	62,15	24,04	2,64	157,68	62,15	24,04	2,64	4,00	92,83	795,02	250,51	
19	17,22	17,31	2,54	69,27	62,53	24,04	2,64	158,48	62,53	24,04	2,64	4,00	93,21	800,04	251,69	
20	17,32	17,41	2,55	69,66	62,87	24,04	2,64	159,21	62,87	24,04	2,64	4,00	93,55	804,65	252,76	
21	17,42	17,51	2,57	70,08	63,25	24,04	2,64	160,01	63,25	24,04	2,64	4,00	93,93	809,67	253,94	
22	17,52	17,61	2,58	70,46	63,60	24,04	2,64	160,74	63,60	24,04	2,64	4,00	94,28	814,27	255,02	
23	17,62	17,71	2,60	70,88	63,98	24,04	2,64	161,54	63,98	24,04	2,64	4,00	94,66	819,29	256,20	
24	17,72	17,81	2,61	71,26	64,32	24,04	2,64	162,26	64,32	24,04	2,64	4,00	95,00	823,90	257,26	
25	17,82	17,91	2,63	71,68	64,70	24,04	2,64	163,06	64,70	24,04	2,64	4,00	95,38	828,92	258,44	
CRF	26	17,92	18,01	2,64	72,06	65,05	24,04	2,64	163,79	65,05	24,04	2,64	4,00	95,73	833,52	259,52
27	18,02	18,11	2,65	72,45	65,39	24,04	2,64	164,52	65,39	24,04	2,64	4,00	96,07	838,13	260,59	
28	18,12	18,21	2,67	72,87	65,77	24,04	2,64	165,32	65,77	24,04	2,64	4,00	96,45	843,15	261,77	
29	18,22	18,31	2,68	73,25	66,12	24,04	2,64	166,05	66,12	24,04	2,64	4,00	96,80	847,75	262,85	
30	18,32	18,41	2,70	73,67	66,50	24,04	2,64	166,85	66,50	24,04	2,64	4,00	97,18	852,77	264,03	
31	18,42	18,51	2,71	74,05	66,84	24,04	2,64	167,57	66,84	24,04	2,64	4,00	97,52	857,38	265,09	
32	18,52	18,61	2,73	74,47	67,22	24,04	2,64	168,37	67,22	24,04	2,64	4,00	97,90	862,40	266,27	
33	18,62	18,71	2,74	74,86	67,57	24,04	2,64	169,11	67,57	24,04	2,64	4,00	98,25	867,00	267,36	

34	18,72	18,81	2,76	75,27	67,95	24,04	2,64	169,90	67,95	24,04	2,64	4,00	98,63	872,02	268,53
35	18,82	18,91	2,77	75,66	68,29	24,04	2,64	170,63	68,29	24,04	2,64	4,00	98,97	876,63	269,60
36	18,92	19,01	2,79	76,08	68,67	24,04	2,64	171,43	68,67	24,04	2,64	4,00	99,35	881,65	270,78
37	19,02	19,11	2,80	76,46	69,02	24,04	2,64	172,16	69,02	24,04	2,64	4,00	99,70	886,25	271,86
38	19,12	19,21	2,82	76,88	69,39	24,04	2,64	172,95	69,39	24,04	2,64	4,00	100,07	891,28	273,02
39	19,22	19,31	2,83	77,26	69,74	24,04	2,64	173,68	69,74	24,04	2,64	4,00	100,42	895,88	274,10
40	19,32	19,41	2,85	77,68	70,12	24,04	2,64	174,48	70,12	24,04	2,64	4,00	100,80	900,90	275,28
41	19,42	19,51	2,86	78,07	70,47	24,04	2,64	175,22	70,47	24,04	2,64	4,00	101,15	905,50	276,37
42	19,52	19,61	2,87	78,45	70,81	24,04	2,64	175,94	70,81	24,04	2,64	4,00	101,49	910,11	277,43
43	19,62	19,71	2,89	78,87	71,19	24,04	2,64	176,74	71,19	24,04	2,64	4,00	101,87	915,13	278,61
44	19,72	19,81	2,90	79,25	71,54	24,04	2,64	177,47	71,54	24,04	2,64	4,00	102,22	919,73	279,69
45	19,82	19,91	2,92	79,67	71,91	24,04	2,64	178,26	71,91	24,04	2,64	4,00	102,59	924,76	280,85
46	19,92	20,01	2,93	80,06	72,26	24,04	2,64	179,00	72,26	24,04	2,64	4,00	102,94	929,36	281,94
47	20,02	20,11	2,95	80,47	72,64	24,04	2,64	179,79	72,64	24,04	2,64	4,00	103,32	934,38	283,11
48	20,12	20,21	2,96	80,86	72,99	24,04	2,64	180,53	72,99	24,04	2,64	4,00	103,67	938,98	284,20
49	20,22	20,31	2,98	81,28	73,36	24,04	2,64	181,32	73,36	24,04	2,64	4,00	104,04	944,01	285,36
50	20,32	20,41	2,99	81,66	73,71	24,04	2,64	182,05	73,71	24,04	2,64	4,00	104,39	948,61	286,44
OPT	1	20,42	24,49	3,59	97,99	88,45	48,08	237,16	88,45	48,08	2,64	4,00	143,17	1 120,43	380,33
	2	24,50	29,39	4,31	117,61	106,16	48,08	274,49	106,16	48,08	2,64	4,00	160,88	1 355,62	435,37

3	29,40	35,27	5,17	141,13	127,39	48,08	2,64	319,24	127,39	48,08	2,64	4,00	182,11	1 637,69	501,35
4	35,28	42,32	6,20	169,32	152,84	48,08	2,64	372,88	152,84	48,08	2,64	4,00	207,56	1 975,84	580,44
5	42,33	50,78	7,44	203,18	183,39	48,08	2,64	437,29	183,39	48,08	2,64	4,00	238,11	2 381,79	675,40
6	50,79	60,94	8,93	243,83	220,09	48,08	2,64	514,64	220,09	48,08	2,64	4,00	274,81	2 869,34	789,45
7	60,95	73,13	10,72	292,62	264,13	48,08	2,64	607,47	264,13	48,08	2,64	4,00	318,85	3 454,40	926,32
8	73,14	87,76	12,87	351,18	316,98	48,08	2,64	718,88	316,98	48,08	2,64	4,00	371,70	4 156,65	1 090,58
9	87,77	105,31	15,44	421,39	380,36	48,08	2,64	852,47	380,36	48,08	2,64	4,00	435,08	4 998,67	1 287,55
10	105,32	126,37	18,53	505,67	456,44	48,08	2,64	1 012,83	456,44	48,08	2,64	4,00	511,16	6 009,34	1 523,99
11	126,38	151,64	22,23	606,77	547,69	48,08	2,64	1 205,18	547,69	48,08	2,64	4,00	602,41	7 221,74	1 807,59

Chairperson **VN SMAILES**

V/Chairperson **MS TOFFAR**

Secretary **PR SERFONTEIN**

KIMBERLEY - As from 2009-01-01															
NON-ARTISANS AND SPECIFIED SKILLED WORKERS				EMPLOYER'S CONTRIBUTION					EMPLOYEE'S CONTRIBUTION						
				APPENDIX A					APPENDIX B						
Wage Band	Min/Max Tariff per hour		G Cash Bonus	A Holiday Fund	B Pens. Fund	C Ben. Fund	D ICBI Levy	F EMPLOY TOTAL	B Pens. Fund	C Ben. Fund	D ICBI Levy	E Sav.	F WORKERS TOTAL	Cash Bonus Included	Stamp
G/W 1		7,35	1,01	29,17	26,33	8,38	2,27	66,15	26,33	8,38	2,27	4,00	40,98	335,22	107,13
2	7,36	7,45	1,03	29,59	26,71	8,38	2,27	66,95	26,71	8,38	2,27	4,00	41,36	340,24	108,31
3	7,46	7,55	1,04	29,98	27,06	8,38	2,27	67,69	27,06	8,38	2,27	4,00	41,71	344,84	109,40
4	7,56	7,65	1,05	30,36	27,41	8,38	2,27	68,42	27,41	8,38	2,27	4,00	42,06	349,44	110,48
5	7,66	7,75	1,07	30,78	27,78	8,38	2,27	69,21	27,78	8,38	2,27	4,00	42,43	354,47	111,64
6	7,76	7,85	1,08	31,16	28,13	8,38	2,27	69,94	28,13	8,38	2,27	4,00	42,78	359,07	112,72
7	7,86	7,95	1,10	31,58	28,51	8,38	2,27	70,74	28,51	8,38	2,27	4,00	43,16	364,09	113,90
8	7,96	8,05	1,11	31,97	28,85	8,38	2,27	71,47	28,85	8,38	2,27	4,00	43,50	368,70	114,97
9	8,06	8,15	1,12	32,35	29,20	8,38	2,27	72,20	29,20	8,38	2,27	4,00	43,85	373,30	116,05
10	8,16	8,25	1,14	32,77	29,58	8,38	2,27	73,00	29,58	8,38	2,27	4,00	44,23	378,32	117,23
11	8,26	8,35	1,15	33,15	29,93	8,38	2,27	73,73	29,93	8,38	2,27	4,00	44,58	382,92	118,31
12	8,36	8,45	1,17	33,57	30,30	8,38	2,27	74,52	30,30	8,38	2,27	4,00	44,95	387,95	119,47
Class 3 13	8,46	8,55	1,18	33,96	30,65	8,38	2,27	75,26	30,65	8,38	2,27	4,00	45,30	392,55	120,56
Class 2 14	8,56	8,65	1,19	34,34	31,00	8,38	2,27	75,99	31,00	8,38	2,27	4,00	45,65	397,15	121,64

15	8,66	8,75	1,21	34,76	31,37	8,38	2,27	76,78	31,37	8,38	2,27	4,00	46,02	402,18	122,80
16	8,76	8,85	1,22	35,14	31,72	8,38	2,27	77,51	31,72	8,38	2,27	4,00	46,37	406,78	123,88
17	8,86	8,95	1,23	35,53	32,07	8,38	2,27	78,25	32,07	8,38	2,27	4,00	46,72	411,38	124,97
18	8,96	9,05	1,25	35,94	32,45	8,38	2,27	79,04	32,45	8,38	2,27	4,00	47,10	416,40	126,14
19	9,06	9,15	1,26	36,33	32,79	8,38	2,27	79,77	32,79	8,38	2,27	4,00	47,44	421,01	127,21
20	9,16	9,25	1,28	36,75	33,17	8,38	2,27	80,57	33,17	8,38	2,27	4,00	47,82	426,03	128,39
21	9,26	9,35	1,29	37,13	33,52	8,38	2,27	81,30	33,52	8,38	2,27	4,00	48,17	430,63	129,47
22	9,36	9,45	1,30	37,52	33,86	8,38	2,27	82,03	33,86	8,38	2,27	4,00	48,51	435,24	130,54
23	9,46	9,55	1,32	37,93	34,24	8,38	2,27	82,82	34,24	8,38	2,27	4,00	48,89	440,26	131,71
24	9,56	9,65	1,33	38,32	34,59	8,38	2,27	83,56	34,59	8,38	2,27	4,00	49,24	444,86	132,80
25	9,66	9,75	1,34	38,70	34,93	8,38	2,27	84,28	34,93	8,38	2,27	4,00	49,58	449,47	133,86
26	9,76	9,85	1,36	39,12	35,31	8,38	2,27	85,08	35,31	8,38	2,27	4,00	49,96	454,49	135,04
27	9,86	9,95	1,37	39,50	35,66	8,38	2,27	85,81	35,66	8,38	2,27	4,00	50,31	459,09	136,12
28	9,96	10,05	1,39	39,92	36,04	8,38	2,27	86,61	36,04	8,38	2,27	4,00	50,69	464,11	137,30
29	10,06	10,15	1,40	40,31	36,38	8,38	2,27	87,34	36,38	8,38	2,27	4,00	51,03	468,72	138,37
30	10,16	10,25	1,41	40,69	36,73	8,38	2,27	88,07	36,73	8,38	2,27	4,00	51,38	473,32	139,45
31	10,26	10,35	1,43	41,11	37,11	8,38	2,27	88,87	37,11	8,38	2,27	4,00	51,76	478,34	140,63
32	10,36	10,45	1,44	41,49	37,45	8,38	2,27	89,59	37,45	8,38	2,27	4,00	52,10	482,95	141,69
33	10,46	10,55	1,45	41,88	37,80	8,38	2,27	90,33	37,80	8,38	2,27	4,00	52,45	487,55	142,78

	34	10,56	10,65	1,47	42,30	38,18	8,38	2,27	91,13	38,18	8,38	2,27	4,00	52,83	492,57	143,96
	35	10,66	10,75	1,48	42,68	38,52	8,38	2,27	91,85	38,52	8,38	2,27	4,00	53,17	497,18	145,02
Class 1	36	10,76	10,85	1,50	43,10	38,90	8,38	2,27	92,65	38,90	8,38	2,27	4,00	53,55	502,20	146,20
	37	10,86	10,95	1,51	43,48	39,25	8,38	2,27	93,38	39,25	8,38	2,27	4,00	53,90	506,80	147,28
	38	10,96	11,05	1,52	43,87	39,60	8,38	2,27	94,12	39,60	8,38	2,27	4,00	54,25	511,40	148,37
	39	11,06	11,15	1,54	44,29	39,97	8,38	2,27	94,91	39,97	8,38	2,27	4,00	54,62	516,43	149,53
	40	11,16	11,25	1,55	44,67	40,32	8,38	2,27	95,64	40,32	8,38	2,27	4,00	54,97	521,03	150,61
	41	11,26	11,35	1,57	45,09	40,70	8,38	2,27	96,44	40,70	8,38	2,27	4,00	55,35	526,05	151,79
	42	11,36	11,45	1,58	45,47	41,04	8,38	2,27	97,16	41,04	8,38	2,27	4,00	55,69	530,66	152,85
	43	11,46	11,55	1,59	45,86	41,39	8,38	2,27	97,90	41,39	8,38	2,27	4,00	56,04	535,26	153,94
	44	11,56	11,65	1,61	46,27	41,77	8,38	2,27	98,69	41,77	8,38	2,27	4,00	56,42	540,28	155,11
	45	11,66	11,75	1,62	46,66	42,12	8,38	2,27	99,43	42,12	8,38	2,27	4,00	56,77	544,88	156,20
	46	11,76	11,85	1,63	47,04	42,46	8,38	2,27	100,15	42,46	8,38	2,27	4,00	57,11	549,49	157,26
	47	11,86	11,95	1,65	47,46	42,84	8,38	2,27	100,95	42,84	8,38	2,27	4,00	57,49	554,51	158,44
	48	11,96	12,05	1,66	47,85	43,19	8,38	2,27	101,69	43,19	8,38	2,27	4,00	57,84	559,11	159,53
	49	12,06	12,15	1,68	48,26	43,56	8,38	2,27	102,47	43,56	8,38	2,27	4,00	58,21	564,14	160,68
	50	12,16	12,25	1,69	48,65	43,91	8,38	2,27	103,21	43,91	8,38	2,27	4,00	58,56	568,74	161,77

Chairperson

VN SMAILES

V/Chairperson **MS TOFFAR**

Secretary **PR SERFONTEIN**

GORDONIA - As from 2009-01-01															
NON-ARTISANS AND SPECIFIED SKILLED WORKERS			EMPLOYER'S CONTRIBUTION					EMPLOYEE'S CONTRIBUTION							
			APPENDIX A					APPENDIX B							
Wage Band	Min/Max Tariff per hour		G Cash Bonus	A Holiday Fund	B Pens. Fund	C Ben. Fund	D ICBI Levy	F EMPLOY TOTAL	B Pens. Fund	C Ben. Fund	D ICBI Levy	E Sav.	F WORKERS TOTAL	Cash Bonus Included	Stamp
G/W 1		6,91	0,94	27,39	24,73	7,88	4,87	64,87	24,73	7,88	4,87	4,00	41,48	311,77	106,35
2	6,92	7,01	0,96	27,81	25,11	7,88	4,87	65,67	25,11	7,88	4,87	4,00	41,86	316,79	107,53
3	7,02	7,11	0,97	28,20	25,45	7,88	4,87	66,40	25,45	7,88	4,87	4,00	42,20	321,40	108,60
4	7,12	7,21	0,98	28,58	25,80	7,88	4,87	67,13	25,80	7,88	4,87	4,00	42,55	326,00	109,68
5	7,22	7,31	1,00	29,00	26,18	7,88	4,87	67,93	26,18	7,88	4,87	4,00	42,93	331,02	110,86
6	7,32	7,41	1,01	29,38	26,52	7,88	4,87	68,65	26,52	7,88	4,87	4,00	43,27	335,63	111,92
7	7,42	7,51	1,03	29,80	26,90	7,88	4,87	69,45	26,90	7,88	4,87	4,00	43,65	340,65	113,10

	8	7,52	7,61	1,04	30,19	27,25	7,88	4,87	70,19	27,25	7,88	4,87	4,00	44,00	345,25	114,19
	9	7,62	7,71	1,05	30,57	27,59	7,88	4,87	70,91	27,59	7,88	4,87	4,00	44,34	349,86	115,25
	10	7,72	7,81	1,07	30,99	27,97	7,88	4,87	71,71	27,97	7,88	4,87	4,00	44,72	354,88	116,43
	11	7,82	7,91	1,08	31,37	28,32	7,88	4,87	72,44	28,32	7,88	4,87	4,00	45,07	359,48	117,51
	12	7,92	8,01	1,09	31,76	28,67	7,88	4,87	73,18	28,67	7,88	4,87	4,00	45,42	364,08	118,60
Class 3	13	8,02	8,11	1,11	32,18	29,04	7,88	4,87	73,97	29,04	7,88	4,87	4,00	45,79	369,11	119,76
Class 2	14	8,12	8,21	1,12	32,56	29,39	7,88	4,87	74,70	29,39	7,88	4,87	4,00	46,14	373,71	120,84
	15	8,22	8,31	1,14	32,98	29,77	7,88	4,87	75,50	29,77	7,88	4,87	4,00	46,52	378,73	122,02
	16	8,32	8,41	1,15	33,36	30,11	7,88	4,87	76,22	30,11	7,88	4,87	4,00	46,86	383,34	123,08
	17	8,42	8,51	1,16	33,75	30,46	7,88	4,87	76,96	30,46	7,88	4,87	4,00	47,21	387,94	124,17
	18	8,52	8,61	1,18	34,17	30,84	7,88	4,87	77,76	30,84	7,88	4,87	4,00	47,59	392,96	125,35
	19	8,62	8,71	1,19	34,55	31,19	7,88	4,87	78,49	31,19	7,88	4,87	4,00	47,94	397,56	126,43
	20	8,72	8,81	1,20	34,93	31,53	7,88	4,87	79,21	31,53	7,88	4,87	4,00	48,28	402,17	127,49
	21	8,82	8,91	1,22	35,35	31,91	7,88	4,87	80,01	31,91	7,88	4,87	4,00	48,66	407,19	128,67
	22	8,92	9,01	1,23	35,74	32,26	7,88	4,87	80,75	32,26	7,88	4,87	4,00	49,01	411,79	129,76
	23	9,02	9,11	1,24	36,12	32,60	7,88	4,87	81,47	32,60	7,88	4,87	4,00	49,35	416,40	130,82
	24	9,12	9,21	1,26	36,54	32,98	7,88	4,87	82,27	32,98	7,88	4,87	4,00	49,73	421,42	132,00
	25	9,22	9,31	1,27	36,92	33,33	7,88	4,87	83,00	33,33	7,88	4,87	4,00	50,08	426,02	133,08
	26	9,32	9,41	1,29	37,34	33,71	7,88	4,87	83,80	33,71	7,88	4,87	4,00	50,46	431,04	134,26

27	9,42	9,51	1,30	37,72	34,05	7,88	4,87	84,52	34,05	7,88	4,87	4,00	50,80	435,65	135,32	
28	9,52	9,61	1,31	38,11	34,40	7,88	4,87	85,26	34,40	7,88	4,87	4,00	51,15	440,25	136,41	
29	9,62	9,71	1,33	38,53	34,78	7,88	4,87	86,06	34,78	7,88	4,87	4,00	51,53	445,27	137,59	
30	9,72	9,81	1,34	38,91	35,12	7,88	4,87	86,78	35,12	7,88	4,87	4,00	51,87	449,88	138,65	
31	9,82	9,91	1,35	39,30	35,47	7,88	4,87	87,52	35,47	7,88	4,87	4,00	52,22	454,48	139,74	
32	9,92	10,01	1,37	39,71	35,85	7,88	4,87	88,31	35,85	7,88	4,87	4,00	52,60	459,50	140,91	
33	10,02	10,11	1,38	40,10	36,19	7,88	4,87	89,04	36,19	7,88	4,87	4,00	52,94	464,11	141,98	
34	10,12	10,21	1,39	40,48	36,54	7,88	4,87	89,77	36,54	7,88	4,87	4,00	53,29	468,71	143,06	
35	10,22	10,31	1,41	40,90	36,92	7,88	4,87	90,57	36,92	7,88	4,87	4,00	53,67	473,73	144,24	
Class 1	36	10,32	10,41	1,42	41,28	37,26	7,88	4,87	91,29	37,26	7,88	4,87	4,00	54,01	478,34	145,30
	37	10,42	10,51	1,44	41,70	37,64	7,88	4,87	92,09	37,64	7,88	4,87	4,00	54,39	483,36	146,48
	38	10,52	10,61	1,45	42,09	37,99	7,88	4,87	92,83	37,99	7,88	4,87	4,00	54,74	487,96	147,57
	39	10,62	10,71	1,46	42,47	38,34	7,88	4,87	93,56	38,34	7,88	4,87	4,00	55,09	492,56	148,65
	40	10,72	10,81	1,48	42,89	38,71	7,88	4,87	94,35	38,71	7,88	4,87	4,00	55,46	497,59	149,81
	41	10,82	10,91	1,49	43,27	39,06	7,88	4,87	95,08	39,06	7,88	4,87	4,00	55,81	502,19	150,89
	42	10,92	11,01	1,50	43,66	39,41	7,88	4,87	95,82	39,41	7,88	4,87	4,00	56,16	506,79	151,98
	43	11,02	11,11	1,52	44,08	39,78	7,88	4,87	96,61	39,78	7,88	4,87	4,00	56,53	511,82	153,14
	44	11,12	11,21	1,53	44,46	40,13	7,88	4,87	97,34	40,13	7,88	4,87	4,00	56,88	516,42	154,22
	45	11,22	11,31	1,54	44,84	40,48	7,88	4,87	98,07	40,48	7,88	4,87	4,00	57,23	521,02	155,30

46	11,32	11,41	1,56	45,26	40,86	7,88	4,87	98,87	40,86	7,88	4,87	4,00	57,61	526,04	156,48
47	11,42	11,51	1,57	45,65	41,20	7,88	4,87	99,60	41,20	7,88	4,87	4,00	57,95	530,65	157,55
48	11,52	11,61	1,59	46,07	41,58	7,88	4,87	100,40	41,58	7,88	4,87	4,00	58,33	535,67	158,73
49	11,62	11,71	1,60	46,45	41,93	7,88	4,87	101,13	41,93	7,88	4,87	4,00	58,68	540,27	159,81
50	11,72	11,81	1,61	46,83	42,27	7,88	4,87	101,85	42,27	7,88	4,87	4,00	59,02	544,88	160,87

Chairperson

VN SMAILES

V/Chairperson

MS TOFFAR

Secretary

PR SERFONTEIN

GORDONIA
As from
2009-01-01

CRAFTSMEN & ARTISANS			APPENDIX A					APPENDIX B							
			EMPLOYER'S CONTRIBUTION					EMPLOYEE'S CONTRIBUTION							
Wage Band	Min/Max tariff per hour		Cash Bonus G	Holiday Fund A	Pens. Fund B	Ben. Fund C	ICBI Levy D	EMPLOY TOTAL F	Pens. Fund B	Ben. Fund C	ICBI Levy D	Saving E	WORKER TOTAL F	Cash Bonus Include	Stamp
ART 1		15,18	2,12	60,37	54,50	24,37	6,13	145,37	54,50	24,37	6,13	4,00	89,00	689,50	234,37
2	15,19	15,28	2,13	60,76	54,84	24,37	6,13	146,10	54,84	24,37	6,13	4,00	89,34	694,11	235,44
3	15,29	15,38	2,15	61,18	55,22	24,37	6,13	146,90	55,22	24,37	6,13	4,00	89,72	699,13	236,62
4	15,39	15,48	2,16	61,56	55,57	24,37	6,13	147,63	55,57	24,37	6,13	4,00	90,07	703,73	237,70
5	15,49	15,58	2,17	61,94	55,91	24,37	6,13	148,35	55,91	24,37	6,13	4,00	90,41	708,34	238,76
6	15,59	15,68	2,19	62,36	56,29	24,37	6,13	149,15	56,29	24,37	6,13	4,00	90,79	713,36	239,94
7	15,69	15,78	2,20	62,75	56,64	24,37	6,13	149,89	56,64	24,37	6,13	4,00	91,14	717,96	241,03
8	15,79	15,88	2,22	63,17	57,02	24,37	6,13	150,69	57,02	24,37	6,13	4,00	91,52	722,98	242,21
9	15,89	15,98	2,23	63,55	57,36	24,37	6,13	151,41	57,36	24,37	6,13	4,00	91,86	727,59	243,27
10	15,99	16,08	2,24	63,93	57,71	24,37	6,13	152,14	57,71	24,37	6,13	4,00	92,21	732,19	244,35
11	16,09	16,18	2,26	64,35	58,09	24,37	6,13	152,94	58,09	24,37	6,13	4,00	92,59	737,21	245,53
12	16,19	16,28	2,27	64,74	58,43	24,37	6,13	153,67	58,43	24,37	6,13	4,00	92,93	741,82	246,60
13	16,29	16,38	2,29	65,15	58,81	24,37	6,13	154,46	58,81	24,37	6,13	4,00	93,31	746,84	247,77
14	16,39	16,48	2,30	65,54	59,16	24,37	6,13	155,20	59,16	24,37	6,13	4,00	93,66	751,44	248,86

15	16,49	16,58	2,31	65,92	59,50	24,37	6,13	155,92	59,50	24,37	6,13	4,00	94,00	756,05	249,92	
16	16,59	16,68	2,33	66,34	59,88	24,37	6,13	156,72	59,88	24,37	6,13	4,00	94,38	761,07	251,10	
17	16,69	16,78	2,34	66,72	60,23	24,37	6,13	157,45	60,23	24,37	6,13	4,00	94,73	765,67	252,18	
18	16,79	16,88	2,36	67,14	60,61	24,37	6,13	158,25	60,61	24,37	6,13	4,00	95,11	770,69	253,36	
19	16,89	16,98	2,37	67,53	60,95	24,37	6,13	158,98	60,95	24,37	6,13	4,00	95,45	775,30	254,43	
20	16,99	17,08	2,38	67,91	61,30	24,37	6,13	159,71	61,30	24,37	6,13	4,00	95,80	779,90	255,51	
21	17,09	17,18	2,40	68,33	61,68	24,37	6,13	160,51	61,68	24,37	6,13	4,00	96,18	784,92	256,69	
22	17,19	17,28	2,41	68,71	62,02	24,37	6,13	161,23	62,02	24,37	6,13	4,00	96,52	789,53	257,75	
23	17,29	17,38	2,43	69,13	62,40	24,37	6,13	162,03	62,40	24,37	6,13	4,00	96,90	794,55	258,93	
24	17,39	17,48	2,44	69,52	62,75	24,37	6,13	162,77	62,75	24,37	6,13	4,00	97,25	799,15	260,02	
25	17,49	17,58	2,45	69,90	63,09	24,37	6,13	163,49	63,09	24,37	6,13	4,00	97,59	803,76	261,08	
26	17,59	17,68	2,47	70,32	63,47	24,37	6,13	164,29	63,47	24,37	6,13	4,00	97,97	808,78	262,26	
CRF	27	17,69	17,78	2,48	70,70	63,82	24,37	6,13	165,02	63,82	24,37	6,13	4,00	98,32	813,38	263,34
28	17,79	17,88	2,50	71,12	64,20	24,37	6,13	165,82	64,20	24,37	6,13	4,00	98,70	818,40	264,52	
29	17,89	17,98	2,51	71,51	64,54	24,37	6,13	166,55	64,54	24,37	6,13	4,00	99,04	823,01	265,59	
30	17,99	18,08	2,52	71,89	64,89	24,37	6,13	167,28	64,89	24,37	6,13	4,00	99,39	827,61	266,67	
31	18,09	18,18	2,54	72,31	65,27	24,37	6,13	168,08	65,27	24,37	6,13	4,00	99,77	832,63	267,85	
32	18,19	18,28	2,55	72,69	65,61	24,37	6,13	168,80	65,61	24,37	6,13	4,00	100,11	837,24	268,91	

33	18,29	18,38	2,57	73,11	65,99	24,37	6,13	169,60	65,99	24,37	6,13	4,00	100,49	842,26	270,09
34	18,39	18,48	2,58	73,50	66,34	24,37	6,13	170,34	66,34	24,37	6,13	4,00	100,84	846,86	271,18
35	18,49	18,58	2,59	73,88	66,69	24,37	6,13	171,07	66,69	24,37	6,13	4,00	101,19	851,46	272,26
36	18,59	18,68	2,61	74,30	67,06	24,37	6,13	171,86	67,06	24,37	6,13	4,00	101,56	856,49	273,42
37	18,69	18,78	2,62	74,68	67,41	24,37	6,13	172,59	67,41	24,37	6,13	4,00	101,91	861,09	274,50
38	18,79	18,88	2,64	75,10	67,79	24,37	6,13	173,39	67,79	24,37	6,13	4,00	102,29	866,11	275,68
39	18,89	18,98	2,65	75,48	68,13	24,37	6,13	174,11	68,13	24,37	6,13	4,00	102,63	870,72	276,74
40	18,99	19,08	2,66	75,87	68,48	24,37	6,13	174,85	68,48	24,37	6,13	4,00	102,98	875,32	277,83
41	19,09	19,18	2,68	76,29	68,86	24,37	6,13	175,65	68,86	24,37	6,13	4,00	103,36	880,34	279,01
42	19,19	19,28	2,69	76,67	69,21	24,37	6,13	176,38	69,21	24,37	6,13	4,00	103,71	884,94	280,09
43	19,29	19,38	2,71	77,09	69,58	24,37	6,13	177,17	69,58	24,37	6,13	4,00	104,08	889,97	281,25
44	19,39	19,48	2,72	77,47	69,93	24,37	6,13	177,90	69,93	24,37	6,13	4,00	104,43	894,57	282,33
45	19,49	19,58	2,73	77,86	70,28	24,37	6,13	178,64	70,28	24,37	6,13	4,00	104,78	899,17	283,42
46	19,59	19,68	2,75	78,28	70,65	24,37	6,13	179,43	70,65	24,37	6,13	4,00	105,15	904,20	284,58
47	19,69	19,78	2,76	78,66	71,00	24,37	6,13	180,16	71,00	24,37	6,13	4,00	105,50	908,80	285,66
48	19,79	19,88	2,78	79,08	71,38	24,37	6,13	180,96	71,38	24,37	6,13	4,00	105,88	913,82	286,84
49	19,89	19,98	2,79	79,46	71,73	24,37	6,13	181,69	71,73	24,37	6,13	4,00	106,23	918,42	287,92
50	19,99	20,08	2,80	79,85	72,07	24,37	6,13	182,42	72,07	24,37	6,13	4,00	106,57	923,03	288,99

OPT	1	20,09	24,10	3,36	95,83	86,50	48,74	6,13	237,20	86,50	48,74	6,13	4,00	145,37	1 090,33	382,57
	2	24,11	28,92	4,04	115,02	103,82	48,74	6,13	273,71	103,82	48,74	6,13	4,00	162,69	1 320,51	436,40
	3	28,93	34,70	4,84	137,99	124,55	48,74	6,13	317,41	124,55	48,74	6,13	4,00	183,42	1 595,88	500,83
	4	34,71	41,64	5,81	165,59	149,47	48,74	6,13	369,93	149,47	48,74	6,13	4,00	208,34	1 926,91	578,27
	5	41,65	49,97	6,98	198,74	179,39	48,74	6,13	433,00	179,39	48,74	6,13	4,00	238,26	2 324,49	671,26
	6	49,98	59,96	8,37	238,46	215,24	48,74	6,13	508,57	215,24	48,74	6,13	4,00	274,11	2 800,74	782,68
	7	59,97	71,95	10,04	286,13	258,27	48,74	6,13	599,27	258,27	48,74	6,13	4,00	317,14	3 372,41	916,41
	8	71,96	86,34	12,05	343,36	309,93	48,74	6,13	708,16	309,93	48,74	6,13	4,00	368,80	4 058,75	1 076,96
	9	86,35	103,61	14,46	412,04	371,92	48,74	6,13	838,83	371,92	48,74	6,13	4,00	430,79	4 882,36	1 269,62
	10	103,62	124,33	17,36	494,47	446,32	48,74	6,13	995,66	446,32	48,74	6,13	4,00	505,19	5 870,86	1 500,85
	11	124,34	149,20	20,83	593,37	535,59	48,74	6,13	1 183,83	535,59	48,74	6,13	4,00	594,46	7 056,89	1 778,29

Chairperson **VN SMAILES**

V/Chairperson **MS TOFFAR**

Secretary **PR SERFONTEIN**

No. 907

29 August 2008

“B”

LABOUR RELATIONS ACT, 1995**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY:
RENEWAL OF PERIOD OF OPERATION OF COLLECTIVE AGREEMENT**

I, **MEMBATHISI MPHUMZI SHEPHERD MDLADLANA**, Minister of Labour, hereby, in terms of section 32(6)(a)(ii) of the Labour Relations Act, 1995, declare the provisions of Government Notices Nos. R.957 of 7 August 1998, R.745 of 11 June 1999, R.1365 of 15 December 2000, R.1018 of 18 July 2003, R.865 of 23 July 2004 and R.906 of 29 August 2008, to be effective from 9 September 2008 and for the period ending 31 July 2011.

MMS MDLADLANA
MINISTER OF LABOUR

No. 907

29 Augustus 2008

“B”

WET OP ARBEIDSVERHOUDINGE, 1995**BEDINGINGSRAAD VIR DIE BOUNYWERHEID, KIMBERLEY:
HERNUWING VAN TYDPERK VAN KOLLEKTIEWE OOREENKOMS**

Ek, **MEMBATHISI MPHUMZI SHEPHERD MDLADLANA**, Minister van Arbeid, verklaar hierby, kragtens artikel 32(6)(a)(ii) van die Wet op Arbeidsverhoudinge, 1995, dat die bepalings van Goewermentskennisgewings Nos. R.957 van 7 Augustus 1998, R.745 van 11 Junie 1999, R.1365 van 15 Desember 2000, R.1018 van 18 Julie 2003, R.865 van 23 Julie 2004 en R.906 van 29 Augustus 2008, van krag is met ingang van 9 September 2008 en vir die tydperk wat op 31 Julie 2011 eindig.

MMS MDLADLANA
MINISTER VAN ARBEID

No. 908

29 August 2008

LABOUR RELATIONS ACT, 1995**BARGAINING COUNCIL FOR THE TEAROOM, RESTAURANT AND CATERING TRADE,
PRETORIA: EXTENSION OF AMENDMENT OF MAIN COLLECTIVE AGREEMENT TO
NON-PARTIES**

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 Tearoom, Restaurant and Catering Trade, Pretoria 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 Trade, with effect from9 September 2008..... and for the period ending 29 February 2012.

**MMS MDLADLANA
MINISTER OF LABOUR**

No. 908

29 Augustus 2008

WET OP ARBEIDSVERHOUDINGE, 1995**BEDINGINGSRAAD VIR DIE TEEKAMER, RESTAURANT EN VERVERSINGBEDRYF,
PRETORIA: UITBREIDING VAN WYSIGING VAN HOOF KOLLEKTIEWE
OOREENKOMS NA NIE – PARTYE**

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 Engelse Bylae hiervan verskyn, en wat in die Bedingingsraad vir die Teekamer, Restaurant en Verversingsbedryf, Pretoria, aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend vir die ander werkgewers en werknemers in daardie Bedryf, met ingang van ...9 September 2008..... en vir die tydperk wat op 29 Februarie 2012 eindig.

**MMS MDLADLANA
MINISTER VAN ARBEID**

SCHEDULE
BARGAINING COUNCIL FOR THE TEAROOM, RESTAURANT
AND CATERING TRADE, PRETORIA

AMENDMENT OF MAIN COLLECTIVE AGREEMENT

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

Professional Caterers Association (PCA)

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

South African Commercial, Catering and Allied Workers' Union

(SACCAWU)

and the

Care Centre, Catering, Retail and Allied Workers' Union of South Africa

(CCRAWUSA)

(hereinafter referred to as the "employees" or the "trade unions"), of the other
part, being the parties to the Bargaining Council for the Tearoom, Restaurant and

Catering Trade, Pretoria, to amend the Agreement published under Government Notice No. R. 768 of 24 August 2007.

1. SCOPE OF APPLICATION OF AGREEMENT

The terms of this Agreement shall be observed in the Tearoom, Restaurant and Catering Trade –

- (1) (a) by all employers and employees who are members of the employers' organisation and the trade unions, respectively;
- (b) in the Magisterial Districts of Brits, Bronkhorstspuit, Cullinan, Pretoria, Rustenburg, Warmbaths, Witbank and Wonderboom.
- (2) Clauses 1(1)(a) and 1A of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade unions, respectively.

2. CLAUSE 5: REMUNERATION: WAGES

(B) MINIMUM WAGES

Substitute the following for the existing subclause (B)(1):

- "(1) Employees that are paid above the minimum wage as determined in this Agreement shall be entitled to a minimum increase of “-

1A. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall come into operation on the date fixed by the Minister of Labour to be the effective date from which the Agreement shall be extended to become binding on non-parties, or the date on which the Minister of Labour declines to extend the Agreement to non-parties, and the Agreement shall remain in force until 29 February 2012.

3. CLAUSE 33: PROVIDENT FUND

Substitute the following for the existing clause 33:

- "(a) The employer shall deduct from the earnings of his or her employees 4,5% of the employee's monthly wage with effect from the date of coming into operation of this Agreement to 28 February 2011. To the amounts so deducted the employer shall, in respect of each employee, add the same amount.
- (b) The employer shall then forward the total amount not later than the 7th day of the following month to the Chief Administrative Officer of the Council, P.O. Box 1256, Pretoria, 0001, or pay the total amount directly into the account of the Bargaining Council Provident Fund, Standard

Bank, account number 010331484, and submit proof to the Council with details in respect of each employee for whom the total amount was paid.

- (c) The Council shall then forward the amount so received to the Administrators of the Fund.
- (d) This clause is subject to the rules of the Provident Fund."

Signed in Pretoria this 11th day of July 2008.

EMPLOYERS' ORGANISATION

D.C. GRAHAM
PCA

TRADE UNIONS

R. MATJILA
SACCAWU

I. MOSWEU
CCRAWUSA

**BARGAINING COUNCIL FOR THE TEAROOM, RESTAURANT AND
CATERING TRADE, PRETORIA**

**R. MATJILA
CHAIRPERSON**

**D.C. GRAHAM
VICE-CHAIRPERSON**

**M. BASILIO
SECRETARY**

**NATIONAL TREASURY
NASIONALE TESOURIE**

No. R. 910

29 August 2008

**DETERMINATION OF AMOUNTS FOR PURPOSES OF THE MILITARY PENSIONS
ACT, 1976 (ACT 84 OF 1976)**

1. The Minister of Finance has, in terms of the provisions of sections 1 and 5 of the Military Pensions Act, 1976 (Act 84 of 1976), read with section 3 (2) of the Act, determined that, with effect from 1 April 2008—
 - (a) for the purposes of formula I as defined in section 1 of the said Act, factor A of the said formula shall represent an amount—
 - (i) mentioned in the Schedule; or
 - (ii) the amount as determined by the Director-General to a minimum of **R46 756.08**, according to which one of the said amounts is the most advantageous to the member:
 - (b) for the purposes of formula II, as defined in section 1 of the said Act, factor C of the said formula shall represent the amount of **R7 761.24**, and
 - (c) the gratuity payable to the member who suffers from a pensionable disability which has in terms of the said Act been determined at 10 per cent or less shall be **R5 175.00**;
 - (d) the gratuity payable to a member who suffers from a pensionable disability which has in terms of the said Act been determined at more than 10 per cent but less than 20 per cent shall be **R10 349.00**.
2. All members who are in possession of a three-year bachelor's degree or a matriculation certificate and who have, immediately prior to 1 April 1998, received an amount as contemplated in paragraph 1 (a) of Government Notice No. R.1280 of 3 October 1997 shall receive an amount as set out in the Schedule.
3. Government Notice No. R29881 of 18 May 2007 is hereby withdrawn.

T A Manuel (MP)
Minister of Finance

SCHEDULE OF ANNUAL PENSIONS

Percentage disablement	Basic pension	Matriculation certificate	Three- year bachelor's degree
100	46756.08	49707.72	59019.00
90	42080.28	44737.08	53116.92
80	37404.96	39766.20	47215.32
70	32729.16	34795.44	41313.36
60	28053.72	29824.92	35411.64
50	23378.16	24854.04	29509.80
40	18702.48	19883.04	23607.60
30	14026.92	14912.40	17705.52
20	9351.12	9941.52	11803.80

No. R. 910

29 Augustus 2008

**BETALING VAN BEDRAE VIR DOELEINDES VAN DIE WET OP MILITÊRE
PENSIOENE, 1976 (WET 84 VAN 1976)**

1. Die Minister van Finansies het kragtens die bepalings van artikels 1 en 5 van die Wet op Militêre Pensioene, 1976 (Wet 84 van 1976), saamgelees met artikel 3 (2) van die Wet, met ingang van 1 April 2008—
 - (a) vir die doeleindes van formule I, soos omskryf in artikel 1 van vermelde Wet, faktor A van bedoelde formule I, 'n bedrag voorstel—
 - (i) die toepaslike bedrag volgens die Bylae; of
 - (ii) die bedrag soos deur die Direkteur-generaal bepaal tot 'n minimum van **R46 756.08**; na gelang van watter een van sodanige bedrae vir die lid die voordeligste is;
 - (b) vir die doeleindes van formule II, soos omskryf in artikel 1 van vermelde Wet, faktor C van bedoelde formule die bedrag van **R7 761.24** voorgestel; en
 - (c) die gratifikasie betaalbaar aan 'n lid wat ly aan 'n pensioengewende ongeskiktheid wat ingevolge vermelde Wet op 10 persent of minder vasgestel is, bedra **R5 175.00**;
 - (d) die gratifikasie betaalbaar aan 'n lid wat ly aan 'n pensioengewende ongeskiktheid wat ingevolge vermelde Wet op meer as 10 persent en minder as 20 persent vasgestel is, bedra **R10 349.00**.
2. Alle lede wat in besit van 'n driejarige baccalaureusgraad of 'n matrikulasie sertifikaat is en wat onmiddellik voor 1 April 1998 'n bedrag bedoel in paragraaf 1 (a) van Goewermentskennisgewing No. R.1280 van 3 Oktober 1997 ontvang het, moet 'n bedrag soos uiteengesit in die Bylae ontvang.
3. Goewermentskennisgewing No. R29881 van 18 Mei 2007 word hierby herroep.

T A Manuel (LP)
Minister van Finansies

BYLAE VAN JAARLIKSE PENSIOENE

Persentasie ongeskiktheid	Basiese pensioen	Matrikulasi-sertifikaat	Driejarige baccalaureus-graad
100	46756.08	49707.72	59019.00
90	42080.28	44737.08	53116.92
80	37404.96	39766.20	47215.32
70	32729.16	34795.44	41313.36
60	28053.72	29824.92	35411.64
50	23378.16	24854.04	29509.80
40	18702.48	19883.04	23607.60
30	14026.92	14912.40	17705.52
20	9351.12	9941.52	11803.80

**SOUTH AFRICAN REVENUE SERVICE
SUID-AFRIKAANSE INKOMSTEDIENS****No. 909****29 August 2008****CUSTOMS AND EXCISE ACT, 1964
AMENDMENT OF RULES (DAR/45)**

Under section 120 of the Customs and Excise Act, 1964, the rules published in Government Notice R.1874 of 8 December 1995 are amended to the extent set out in the Schedule hereto.

**PRAVIN JAMNADAS GORDHAN
COMMISSIONER FOR THE SOUTH AFRICAN REVENUE SERVICE**

SCHEDULE

- (a) By the substitution in item 202.00 of the Schedule to the Rules for the form DA 185.4B4 of the following form:
- “DA 185.4B4 Licensing Client Type 4B4 – Special Storage Warehouse”



ANNEXURE DA 185.4B4

LICENSING CLIENT TYPE 4B4 – SPECIAL STORAGE WAREHOUSE**Notes:**

- Whenever an asterisk (*) appears, please delete whichever is not applicable
- Indicate with an X in the appropriate block(s) whichever is applicable

Trading Particulars:

Please supply all trade names and physical addresses if the business is conducted from a different address or under a different name as that stated in Block 5 of the application form (DA 185).

Trade name of business:

 Customs Client Number
 (if already registered):

Physical address: Street name and number:

Building name and floor number:

Suburb:

City/Town:

Street code:

Authority to apply:

I/We,

(name of applicant)

herein represented by:

 (1) (2)
 (Capacity) (Capacity)

being duly authorised thereto by virtue of –

- (a) *a resolution passed at a meeting of the Board of Directors, held at on the day of (CCYY); or
- (b) *express consent in writing of all the members of the close corporation /* partners of the partnership /* trustees of the trust; or
- (c) * being a person having the management of any other association; or
- (d) * delegated officer of an organ of State,
- hereby apply for licensing of a Special Storage Warehouse.

Warehouse Particulars:

(a) Please indicate with an X the type of SOS warehouse to be licensed

- | | |
|---|--------------------------|
| (i) Storage of dutiable imported goods | <input type="checkbox"/> |
| (ii) Storage of duty-free imported goods for export in terms of section 21(3) | <input type="checkbox"/> |
| (iii) Storage of dutiable locally manufactured goods for export | <input type="checkbox"/> |
| (iv) Duty-free shop for the storage of locally manufactured and/or imported goods | <input type="checkbox"/> |
| (v) Ship / Aircraft chandler for the storage of locally manufactured and/or imported goods for supply as ship/aircraft stores | <input type="checkbox"/> |
| (vi) Storage of locally manufactured and/or imported goods for supply to (iv) and (v) above | <input type="checkbox"/> |
| (vii) Storage of dutiable locally manufactured goods for the purpose of denaturing and/or packing of such products for supply to rebate users and/or other SOS warehouses | <input type="checkbox"/> |
| (viii) Storage of dutiable locally manufactured goods for the purpose of packing and/or repacking of such products for supply to rebate users | <input type="checkbox"/> |
| (ix) Storage of fuel levy goods which will be marked or used as aviation kerosene | <input type="checkbox"/> |

Continues overleaf

**DEPARTMENT OF ENVIRONMENTAL AFFAIRS AND TOURISM
DEPARTEMENT VAN OMGEWINGSAKE EN TOERISME**

No. 916

29 August 2008

**NATIONAL ENVIRONMENTAL MANAGEMENT: BIODIVERSITY ACT,
2004(ACT 10 OF 2004): THREATENED OR PROTECTED SPECIES: SECOND
AMENDMENTS REGULATION, 2008**

I, Marthinus Christoffel Johannes Van Schalkwyk, Minister of Environmental Affairs and Tourism, hereby in terms of section publishes the second amendments to the regulations pertaining to threatened or protected species published in Government Gazette no 29657, Government notice No. R. 152 of 23 February 2007.



**MARTHINUS VAN SCHALKWYK
MINISTER OF ENVIRONMENTAL AFFAIRS AND TOURISM**

No. 917

29 August 2008

**NATIONAL ENVIRONMENTAL MANAGEMENT: BIODIVERSITY ACT, 2004
(ACT NO. 10 OF 2004):
THREATENED OR PROTECTED SPECIES SECOND AMENDMENT
REGULATIONS**

I, Marthinus Christoffel Johannes Van Schalkwyk, Minister of Environmental Affairs and Tourism, hereby, in terms of section 100 of the National Environmental Management: Biodiversity Act, 2004 (Act 10 of 2004), publish for public comment, the draft Threatened or Protected Species Second Amendment Regulations in the Schedule.

Any person who wishes to submit representations or comments in connection with the draft regulations is invited to do so within 30 days of the date of this notice. All representations and comments must be submitted in writing to the Director-General of the Department of Environmental Affairs and Tourism:

By post to: The Director-General: Environmental Affairs and Tourism
 Attention: Mrs. Sonja Meintjes
 Private Bag X447
 Pretoria, 0001

By fax to: (012) 320 7026, and by e-mail to smeintjes@deat.gov.za


MARTHINUS VAN SCHALKWYK
MINISTER OF ENVIRONMENTAL AFFAIRS AND TOURISM

GENERAL EXPLANATORY NOTE:

[] Words in bold typed in square brackets indicate omissions from existing enactments.

— Words underlined with a solid line indicate insertions in existing enactments.

SCHEDULE**Definitions**

1. In these regulations—

“the Biodiversity Act” means the National Environment Management Biodiversity Act, 2004 (Act. No. 10 of 2004); and

“the Regulations” means the Threatened or Protected Species Regulations, 2007 published in Government Gazette No. 29657, Government Notice No. R 152 of 23 February 2007, as amended by Government Notice No. R. 69 of 28 January 2008, published in Government Gazette No. 30703.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended by the substitution of the definition “management plan” for the following definition:

“management plan”, means—

- (a) a management plan referred to in section 41 of the National Environmental Management: Protected Areas Act, 2003 (Act No. 57 of 2003);
- (b) a biodiversity management plan developed in terms of section 43 of the Biodiversity Act; or
- (c) a management plan done in terms of paragraph 6 of the National Norms and Standards for the Management of Elephants in South Africa, 2008 issued in terms of section 9 of the Biodiversity Act.”

Amendment of regulation 6 of the Regulations

3. Regulation 6 of the Regulations is hereby amended by the deletion of the word “and” at the end of subregulation (3)(d) and the insertion in subregulation (3) after paragraph (d) of the following paragraph:

“(dA) An approved management plan; and”.

Amendment of regulation 25 of the Regulations

4. Regulation 25 of the Regulations is hereby amended by the substitution of paragraph (b) for the following paragraph:

“(b) trade in artificially propagated specimens of critically endangered or endangered *Encephalartos* species, or the export of such specimens with a stem diameter of more than 15cm, except where provided for in a Biodiversity Management Plan approved by the Minister in terms of section 43 of the Biodiversity Act.”

Amendment of regulation 73 of the Regulations

5. Regulation 73 of the Regulations is hereby amended by—

- (a) the insertion in subregulation (1) after paragraph (a) of the following paragraph:
“(aA) undertakes an activity prohibited in terms of regulations 23, 24, 25, 26, or operates in contravention of subregulation 27(1);”; and
- (b) the addition to subregulation (1) of the following paragraph:
“(e) permits or allows any other person to undertake any restricted activity, which is an offence, in terms of paragraph (a).”.
- (c) the insertion in subregulation (2) after paragraph (a) of the following paragraph:
“(aA) conducts a captive breeding operation, commercial exhibition facility, nursery, scientific institution, sanctuary, rehabilitation facility or acts as a wildlife trader involving specimens of any listed threatened or protected species without being registered with the issuing authority in terms of Chapter 3 of these regulations;”; and
- (d) the addition of the following subregulation:
“(6) A person who—
(a) owns or is in control of an elephant or land on which an elephant roams or is kept, or
(b) is a management authority of a protected area,
is guilty of an offence if he or she or it fails to comply with the norms and standards issued in terms of section 9 of the Biodiversity Act.”.

Short title and commencement

6. These regulations are called the Threatened or Protected Species Second Amendment Regulation, 2008, and take effect on a date determined by the Minister by notice in the Government Gazette.
