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GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF HEALTH DEPARTEMENT VAN GESONDHEID

No. R. 1206

14 November 2008

FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT, 1972 (ACT NO. 54 OF 1972)

AMENDMENT OF REGULATIONS RELATING TO THE FORTIFICATION OF CERTAIN FOODSTUFFS

The Minister of Health has, under section 15(1) of the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act No. 54 of 1972), made the regulations in the Schedule.

SCHEDULE

1. Definitions

In this Schedule, "the Regulations" means the Regulations relating to the Fortification of Certain Foodstuffs, as published in Government Notice No. R. 504 of 7 April 2003.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended by –

(a) the insertion after the definition of "the Act" of the following definition:

"Vitamin A¹ means protected, stabilized vitamin A/retinyl palmitate containing 75 000 mcg RE activity per gram and specifying, on the label of its container, the transport and storage conditions and date up to which the product will comply with the requirements stipulated in Tables 1, 2a, 2b, 3 and 4 of the Regulations."

Amendment of regulation 9 of the Regulations

3. Regulation 9 of the Regulations is hereby amended by the substitution for regulation 9 of the following regulation:

"9(a) The formulation of the fortification mix for wheat flour, based on the micronutrient requirements specified in Annexure V, Table 4a, shall comply with the minimum levels as follows:

TABLE 1: FORTIFICATION MIX FOR WHEAT FLOUR

Fortificants and diluent	Micronutrient requirements (per 1 kg flour)	Fortificant requirements (per 1 kg flour)	Fortification mix (g/kg)
Vitamin A palmitate ¹ (Activity: 75 000 mcg RE ² /g)	1 786 mcg RE	23,8095 mg	119,0475
Thiamine mononitrate (Activity: 78% min.)	1,9444 mg	2,4929 mg	12,4644

Riboflavin	1,7778 mg	1,7778 mg	8,8889
Nicotinamide/ niacinamide	23,6842 mg	23,6842 mg	118,4210
Pyridoxine HCl (Activity: 81% min.)	2,6316 mg	3,2489 mg	16,2443
Folic acid (Activity: 90,5% min.)	1,4286 mg	1,5786 mg	7,8927
Electrolytic iron ³ (Activity: 98% min.)	35,00 mg	35,7143 mg	178,5714
Zinc oxide (Activity: 80% min.)	15,00 mg	18,7500 mg	93,7500
Diluent	-	To complete 200 mg	To complete 1 000 g

1. Protected, stabilized vitamin A palmitate containing 75 000 mcg RE activity per gram.
2. Retinol equivalents (RE) = 1 mcg retinol = 3,33 IU (International units) vitamin A.
3. Elemental iron powder where more than 95% passes through a 325 mesh (<45 microns particle size) made by an electrolytic process.

(b) The formulation of the fortification mix for maize meal based on the micronutrient requirements specified in Annexure V, Table 4b, shall comply with the minimum levels as follows:

**TABLE 2a: FORTIFICATION MIX FOR MAIZE MEAL
(Super, special, sifted, unsifted)**

Fortificants and diluent	Micronutrient requirements (per 1 kg meal)	Fortificant requirements (per 1 kg meal)	Fortification mix (g/kg)
Vitamin A palmitate ¹ (Activity: 75 000 mcg RE ² /g)	2 085 mcg RE	27,8000 mg	139,0000 g
Thiamine mononitrate (Activity: 78% min.)	2,1875 mg	2,8045 mg	14,0224 g
Riboflavin	1,6875 mg	1,6875 mg	8,4375 g
Nicotinamide/niacinamide	25,000 mg	25,0000 mg	125,0000 g
Pyridoxine HCl (Activity: 81% min.)	3,1250 mg	3,8580 mg	19,2901 g
Folic acid (Activity: 90,5% min.)	2,0000 mg	2,099 mg	11,0497 g
Electrolytic iron ³ (Activity: 98% min.)	35,0000 mg	35,7143 mg	178,6714 g
Zinc oxide (Activity: 80% min.)	15,00 mg	18,7500 mg	93,7500 g
Diluent	-	To complete 200 mg	To complete 1000 g

1. Protected, stabilized vitamin A palmitate containing 75 000 mcg RE activity per gram.
2. Retinol equivalents (RE) = 1 mcg retinol = 3.33 IU (International units) vitamin A.
3. Elemental iron powder where more than 95% passes through a 325 mesh (<45 microns particle size) made by an electrolytic process."

Amendment of regulation 10 of the Regulations

4. Regulation 10 of the Regulations is hereby amended by –
 - (a) the substitution for paragraph (b) of the following paragraph:
 - "(b) Where special permission was granted in terms of paragraph (a), the formulation of the fortification mix for unsifted maize meal based on the micronutrient requirements specified in Annexure V, Table 4c, shall comply with the minimum levels as follows:

**TABLE 2b: FORTIFICATION MIX FOR UNSIFTED MAIZE MEAL
(Special permission)**

Fortificants and diluent	Micronutrient requirements (per 1 kg meal)	Fortificant requirements (per 1 kg meal)	Fortification mix (g/kg)
Vitamin A palmitate ¹ (Activity: 75 000 mcg RE ² /g)	2 085 mcg RE	27,8000 mg	139,0000
Thiamine mononitrate (Activity: 78% min.)	2.1875 mg	2,8045 mg	14,0224
Riboflavin	1.6875 mg	1,6875 mg	8,4375
Nicotinamide/niacinamide	25.000 mg	25,0000 mg	125,0000
Pyridoxine HCl (Activity: 81% min.)	3.1250 mg	3,8580 mg	19,2901
Folic acid (Activity: 90,5% min.)	2.0000 mg	2,2099 mg	11,0497
Electrolytic iron ³ (Activity: 98% min.)	17.5000 mg	17,857 mg	89,2857
Zinc oxide (Activity: 80% min.)	15.00 mg	18,7500 mg	93,7500
Diluent	-	To complete 200 mg	To complete 1000 g

1. Protected, stabilized vitamin A palmitate containing 75 000 mcg RE activity per gram.
 2. Retinol equivalents (RE) = 1 mcg retinol = 3,33 IU (International units) vitamin A.
 3. Elemental iron powder where more than 95% passes through a 325 mesh (<45 microns particle size) made by an electrolytic process."
- (b) by the substitution for paragraph (c) of the following paragraph:

- “(c) The fortification mix shall be used at an addition rate per ton of food vehicle indicated in Annexure VIA: Provided that the final minimum levels in the food vehicle comply with the requirements stipulated in Table 3 and Table 4.”

Amendment of regulation 11 of the Regulations

5. Regulation 11 of the Regulations is hereby amended-

(1) by the substitution for-

(a) paragraph (c) of the following paragraph

- “(c) The fortification standards referred to in Table 3 and Table 4 of these Regulations shall be the minimum micronutrient levels in uncooked wheat flour and uncooked maize meal when sampled at the point of manufacturing or importation.

Amendment of regulation 12 of the Regulations

6. Regulation 12 of the Regulations is hereby amended-

(1) by the substitution for-

(a) paragraph (a) of the following paragraph:

- “(a) the nutrient content claims may be used in addition to the word ‘fortified’ on one label only in cases where a micronutrient other than the specified fortificants is added to a food vehicle: Provided that the claim complies with the conditions of the specific nutrient content claim;”

(b) paragraph (b) of the following paragraph:

- “(b) the claim ‘Fortified for better health’ and the official fortification logo to that effect as indicated in Annexure VII are reserved only for food vehicles that have been identified and fortified in accordance with the Regulations and may be displayed on the label or in advertising material;”

(c) paragraph (f) of the following paragraph:

- “(f) the fortification addition rate must be clearly indicated on the label of the fortification mixes;” and

(d) paragraph (g) of the following paragraph:

- “(g) The label or container of the fortification mix sold as such must indicate the date up to which the product will comply with the requirements stipulated in Table 1, Table 2a and Table 2b of the Regulations.”

(2) by the insertion after subregulation (l) of the following new subregulation:

“(m) Any manufacturer or importer of food vehicles who wishes to be exempted from the provisions of regulations 12 must apply in writing, giving full reasons for the request, to the Director-General for the attention of the Directorate: Nutrition.”

Amendment of regulation 13 of the Regulations

7. Regulation of the regulations is hereby amended by the insertion after subregulation (5) of the following subregulation:

“(6) Any manufacturer or importer of food vehicles who wishes to be exempted from the provisions of regulation 12 must apply in writing, giving full reasons for the request, to the Director-General for the attention of the Directorate: Nutrition.”

Amendment of Annexure II of the Regulations

8. Annexure II of the Regulations is hereby amended by the substitution for –

(a) item 4 of the following item:

At least two inspection audits per year, including the taking of samples for laboratory analysis, in respect of all registered fortification mix manufacturers, suppliers and importers, to monitor compliance with the Regulations relating to the Fortification of Certain Foodstuffs shall be conducted at their premises and the manufacturers, suppliers or importers themselves shall bear the costs of such audits and analysis.

(b) item 4 of the following item:

“4. keep at least one labelled retention sample per batch for the expected shelf-life period”; and

Amendment of Annexure III of the Regulations

9. Annexure III of the Regulations are hereby amended by -

(a) the substitution for questions 17 and 18 of Annexure III of the Regulations of the following questions:

“17. Source of vitamin A compound (specify the manufacturers in the case of multiple sources and attach a certificate for each manufacturer):

17.1 Spray-dried vitamin A powder,

17.2 Oil-based vitamin A, and

17.3 Spray-dried

18. Source of iron compound (specify manufacturer and attach certificate),

(b) the insertion after question 18 of the following question:

"19. Is vitamin A compound stable as per specification? (Attach findings of internal vitamin A stability trials for each source as indicated in question 17)*

* For more information on the vitamin A stability specification, contact the Directorate: Nutrition, Department of Health."

Amendment of Annexure IV of the Regulations

10. Annexure IV of the Regulations is hereby amended by the insertion after item 7 of the following item:

"8. Fortification mix addition rate: _____ g/kg."

Insertion of Annexure VIA in the Regulations

11. The following Annexure is hereby inserted after Annexure VI of the Regulations:

"ANNEXURE VIA ADDITION RATE OF FORTIFICATION MIXES

TABLE 6(e): MAIZE MEAL (super, special, sifted)

Addition rate per ton maize meal	200 g	300 g	400 g	500 g
Ingredient	G/kg	G/kg	g/kg	g/kg
Vitamin A palmitate 250 000 IU / g	139,0000	92,6667	46,3333	18,5333
Thiamine mononitrate (Activity 78% minimum)	14,0224	9,3483	4,6741	1,8697
Riboflavin	8,4375	5,6250	2,8125	1,1250
Niacinamide	125,0000	83,3333	41,6667	16,6667
Pyridoxine HCl (Activity 81% minimum)	19,2901	12,8601	6,4300	2,5720
Folic acid (Activity 98% minimum)	11,0497	7,3665	3,6832	1,4733
Electrolytic iron (Activity 98% minimum)	178,6714	119,1143	59,5571	23,8229
Zinc oxide (Activity 80% minimum)	93,7500	62,5000	31,2500	12,5000
Diluent	To complete 1000 g	To complete 1000 g	To complete 1000 g	To complete 1000 g

TABLE 6(f): UNSIFTED MAIZE MEAL (special permission)

Addition rate per ton unsifted maize meal (special permission)	200 g	300 g	400 g	500 g
Ingredient	g/kg	G/kg	g/kg	g/kg
Vitamin A Palmitate 250 000 IU / g	139,0000	92,6667	46,3333	18,5333
Thiamine Mononitrate (Activity 78% minimum)	14,0224	9,3483	4,6741	1,8697

Riboflavin	8,4375	5,6250	2,8125	1,1250
Niacinamide	125,0000	83,3333	41,6667	16,6667
Pyridoxine HCl (Activity 81% minimum)	19,2901	12,8601	6,4300	2,5720
Folic acid (Activity 98% minimum)	11,0497	7,3665	3,6832	1,4733
Electrolytic iron (Activity 98% minimum)	89,2857	59,5238	29,7619	11,9048
Zinc oxide (Activity 80% minimum)	93,7500	62,5000	31,2500	12,5000
Diluent	To complete 1000 g	To complete 1000 g	To complete 1000 g	To complete 1000 g

TABLE 6(g): WHEAT FLOUR

Addition rate per ton Wheat Flour	200 g	300 g	400 g	500 g
Ingredient	g/kg	G/kg	g/kg	g/kg
Vitamin A palmitate 250 000 IU / g	119,0475	79,3650	39,6825	15,8730
Thiamine mononitrate (Activity 78% minimum)	12,4644	8,3096	4,1548	1,6619
Riboflavin	8,8889	5,9259	2,9630	1,1852
Niacinamide	118,4210	78,9473	39,4737	15,7895
Pyridoxine HCl (Activity 81% minimum)	16,2443	10,8295	5,4148	2,1659
Folic acid (Activity 98% minimum)	7,8927	5,2618	2,6309	1,0524
Electrolytic iron (Activity 98% minimum)	178,5714	119,0476	59,5238	23,8095
Zinc oxide (Activity 80% minimum)	93,7500	62,5000	31,2500	12,5000
Diluent	To complete 1000 g	To complete 1000 g	To complete 1000 g	To complete 1000 g


MS B HOGAN, MP
MINISTER OF HEALTH

No. R. 1206

14 November 2008

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

**WYSIGING VAN REGULASIES BETREFFENDE DIE FORTIFISERING VAN
SEKERE VOEDINGSMIDDELS**

Die Minister van Gesondheid het kragtens artikel 15(1) van die Wet op Voedingsmiddels, Skoonheidsmiddels en Ontsmettingsmiddels, 1972 (Wet No. 54 van 1972), die regulasies in die Bylae uitgevaardig.

BYLAE

Woordomskrywing

1. In hierdie regulasies beteken "die Regulasies" die Regulasies betreffende die Fortifisering van Sekere Voedingsmiddels afgekondig by Goewermentskennisgewing No. R. 504 van 7 April 2003.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig deur –

(a) die volgende omskrywing na die omskrywing van "verryking" in te voeg:

"'Vitamien A' beskermde, gestabiliseerde vitamien A/retinolpalmitaat bevattende 75 000 mkg RE-aktiwiteit per gram en met vermelding, op die etiket van die houer daarvan, van die vervoer- en bergingstoestand en datum tot wanneer die produk sal voldoen aan die vereistes vermeld in Tabela 1, 2a, 2b, 3 en 4 van die Regulasies."

Wysiging van regulasie 9 van die Regulasies

3. Regulasie 9 van die Regulasies word hierby gewysig deur regulasie 9 deur die volgende regulasie te vervang:

"9.(a) Die formulering van die fortifiseringsmengsel vir koringmeel, gebaseer op die mikronutriëntvereistes vermeld in Aanhangsel V, Tabel 4a, moet aan die minimum vlakke voldoen, soos volg:

TABEL 1: FORTIFISERINGSMENGSEL VIR KORINGMEEL

Fortifikante en verdunner	Mikronutriënt-vereistes (per 1 kg meel)	Fortifikant-vereistes (per 1 kg meel)	Fortifiseringsmengsel (g/kg)
Vitamiën A-palmitaat ¹ (Aktiwiteit: 75 000 mkg RE ² /g)	1 786 mkg RE	23,8095 mg	119,0475
Tiamienmononitrat (Aktiwiteit: 78% min.)	1,9444 mg	2,4929 mg	12,4644
Riboflaviën	1,7778 mg	1,7778 mg	8,8889
Nikotinamiëd/ Niasienamiëd	23,6842 mg	23,6842 mg	118,4210
Piridoksien-HCl (Aktiwiteit: 81% min.)	2,6316 mg	3,2489 mg	16,2443
Foliensuur (Aktiwiteit: 90,5% min.)	1,4286 mg	1,5786 mg	7,8927
Elektrolitiese yster ³ (Aktiwiteit: 98% min.)	35,00 mg	35,7143 mg	178,5714
Sinkoksied (Aktiwiteit: 80% min.)	15,00 mg	18,7500 mg	93,7500
Verdunner	-	Ter aanvulling tot 200 mg	Ter aanvulling tot 1 000 g

1. Beskermd, gestabiliseerde vitamien A-palmitaat bevattende 75 000 mkg RE-aktiwiteit per gram.
2. Retinolekwivalente (RE) = 1 mkg retinol = 3,33 IE (internasionale eenhede) vitamien A.
3. Elementele ysterpoeier waar meer as 95% deur 'n 325-maas kan gaan (partikelgrootte < 45 mikron), soos deur 'n elektrolitiese proses geskep.

(b) Die formulering van die fortifiseringsmengsel vir mieliemeel gebaseer op die mikronutriëntvereistes vermeld in Aanhangsel V, Tabel 4b, moet aan die minimum vlakke voldoen, soos volg:

**TABEL 2a: FORTIFISERINGSMENGSEL VIR MIELIEMEEL
(Super-, spesiale, gesifte, ongesifte)**

Fortifikante en verdunner	Mikronutriënt-vereistes (per 1 kg meel)	Fortifikant-vereistes (per 1 kg meel)	Fortifiseringsmengsel (g/kg)
Vitamiën A-palmitaat ¹ (Aktiwiteit: 75 000 mkg RE ² /g)	2 085 mkg RE	27,8000 mg	139,0000
Tiamienmononitrat (Aktiwiteit: 78% min.)	2,1875 mg	2,8045 mg	14,0224
Riboflaviën	1,6875 mg	1,6875 mg	8,4375
Nikotinamied/ Niasienamied	25,000 mg	25,0000 mg	125,0000
Piridoksien-HCl (Aktiwiteit: 81% min.)	3,1250 mg	3,8580 mg	19,2901
Foliensuur (Aktiwiteit: 90,5% min.)	2,0000 mg	2,099 mg	11,0497
Elektrolitiese yster ³ (Aktiwiteit: 98% min.)	35,0000 mg	35,7143 mg	178,6714
Sinkoksied (Aktiwiteit: 80% min.)	15,00 mg	18,7500 mg	93,7500
Verdunner	-	Ter aanvulling tot 200 mg	Ter aanvulling tot 1 000 g

1. Beskermd, gestabiliseerde vitamien A-palmitaat bevattende 75 000 mkg RE-aktiwiteit per gram.
2. Retinolekwivalente (RE) = 1 mkg retinol = 3,33 IE (internasionale eenhede) vitamien A.
3. Elementele ysterpoeier waar meer as 95% deur 'n 325-maas kan gaan (partikelgrootte < 45 mikron), soos deur 'n elektrolitiese proses geskep."

Wysiging van regulasie 10 van die Regulasies

4. Regulasie 10 van die Regulasies word hierby gewysig deur –
 - (a) paragraaf (b) deur die volgende paragraaf te vervang:
 - “(b) Waar spesiale toestemming verleen is ingevolge paragraaf (a), moet die formulering van die fortifiseringsmengsel vir ongesifte meliëmeel gebaseer op die mikronutriëntvereistes vermeld in Aanhangel V, Tabel 4c, aan die minimum vlakke voldoen, soos volg:

**TABEL 2b: FORTIFISERINGSMENGSEL VIR ONGESIFTE MIELIEMEEL
(Spesiale toestemming)**

Fortifikante en verdunner	Mikronutriënt-vereistes (per 1 kg meel)	Fortifikant-vereistes (per 1 kg meel)	Fortifiseringsmengsel (g/kg)
Vitamiën A-palmitaat ¹ (Aktiwiteit: 75 000 mkg RE ² /g)	2 085 mkg RE	27,8000 mg	139,0000
Tiamienmononitraat (Aktiwiteit: 78% min.)	2,1875 mg	2,8045 mg	14,0224
Riboflaviën	1,6875 mg	1,6875 mg	8,4375
Nikotinamied/ Niasienamied	25,000 mg	25,0000 mg	125,0000
Piridoksien-HCl (Aktiwiteit: 81% min.)	3,1250 mg	3,8580 mg	19,2901
Foliensuur (Aktiwiteit: 90,5% min.)	2,0000 mg	2,099 mg	11,0497
Elektrolitiese yster ³ (Aktiwiteit: 98% min.)	35,0000 mg	35,7143 mg	178,6714
Sinkoksied (Aktiwiteit: 80% min.)	15,00 mg	18,7500 mg	93,7500
Verdunner	-	Ter aanvulling tot 200 mg	Ter aanvulling tot 1 000 g

1. Beskermd, gestabiliseerde vitamien A-palmitaat bevattende 75 000 mkg RE-aktiwiteit per gram.
2. Retinolekwivalente (RE) = 1 mkg retinol = 3,33 IE (internasionale eenhede) vitamien A.
3. Elementele ysterpoëier waar meer as 95% deur 'n 325-maas kan gaan (partikelgrootte < 45 mikron), soos deur 'n elektrolitiese proses geskep."; en

(b) deur paragraaf (c) deur die volgende paragraaf te vervang:

"(c) Die fortifiseringsmengsel moet gebruik word teen 'n byvoegingskoers per ton voedseldraer aangedui in Aanhangsel VIA. Met dien verstande dat die finale minimum vlakke in die voedseldraer voldoen aan die vereistes in Tabel 3 en Tabel 4 vermeld."

Wysiging van regulasie 11 van die Regulasies

5. Regulasie 11 van die Regulasies word hierby gewysig deur –

(1) deur

(a) paragraaf (c) deur die volgende paragraaf te vervang

“(c) Die fortifiseringstandaarde bedoel in Tabel 3 en Tabel 4 van hierdie Regulasies moet die minimum mikronutriëntvlakke in rou koringmeel en rou mieliemeel wees wanneer ‘n monster geneem word by die punt van vervaardiging of invoer.

Wysiging van regulasie 12 van die Regulasies

6. Regulasie 12 van die Regulasies word hierby gewysig –

(1) deur -

(a) paragraaf (a) deur die volgende paragraaf te vervang:

“(a) Die nutriëntinhoudaansprake mag benewens die woord “gefortifiseer” op ‘n enkele etiket gebruik word slegs in gevalle waar ‘n mikronutriënt, buiten die gespesifiseerde fortifikante, by ‘n voedseldraer gevoeg word: Met dien verstande dat die aanspraak voldoen aan die voorwaardes van die spesifieke nutriëntinhoudaanspraak.”;

(b) paragraaf (b) deur die volgende paragraaf te vervang:

“(b) Die aanspraak “Gefortifiseer vir beter gesondheid” en die amptelike fortifiseringslogo te dien effekte soos in Aanhangsel VII aangedui, word voorbehou slegs vir voedseldraers wat ooreenkomstig hierdie regulasies geïdentifiseer en gefortifiseer is, en kan op die etiket of in reklamemateriaal vertoon word.”;

(c) paragraaf (f) deur die volgende paragraaf te vervang:

“(f) Die fortifiseringstoevoegingskoers moet duidelik op die etiket van die fortifiseringsmengsels aangedui word.”; en

(d) paragraaf (g) deur die volgende paragraaf te vervang:

“(g) Die etiket of houer van die fortifiseringsmengsel wat as sodanig verkoop word, moet die datum aandui tot wanneer die produk sal

voldoen aan die vereistes vermeld in Tabel 1, Tabel 2a en Tabel 2b van die Regulasies."; en

- (2) deur die volgende nuwe subregulasie na subregulasie (l) in te voeg:

"(m) 'n Vervaardiger of invoerder van voedseldraers wat van die bepalings van regulasie 12 vrygestel wil word, moet skriftelik aansoek doen by die Direkteur-generaal, vir die aandag van die Direkoraat: Voeding, met vermelding van volledige redes vir die versoek."

Wysiging van regulasie 13 van die Regulasies

7. Regulasie 13 van die regulasies word hierby gewysig deur na subregulasie (5) die volgende subregulasie in te voeg:

"(6) Enige vervaardiger of invoerder van voedseldraers wat van die bepalings van regulasie 12 vrygestel wil word, moet skriftelik aansoek doen by die Direkteur-generaal, vir die aandag van die Direkoraat: Voeding, met vermelding van volledige redes vir die versoek."

Wysiging van Aanhangsel II van die Regulasies

8. Aanhangsel II van die Regulasies word hierby gewysig –

- (a) deur item 4 deur die volgende item te vervang:

"Minstens twee inspeksieoudits per jaar, insluitende die neem van monsters vir laboratoriumanalises, ten opsigte van alle geregistreerde vervaardigers, verskaffers en invoerders van fortifiseringsmense, om nakoming van die Regulasies betreffende die Fortifisering van Sekere Voedingsmiddels te moniteer, moet gehou word by julle persele en die vervaardigers, verskaffers of invoerders self moet die koste van sodanige oudits en ontledings dra."

- (b) item 4 deur die volgende item:

"4. Hou minstens een geëtiketteerde retensiemonster per lot vir die verwagte rakteefydperiode"; en

Wysiging van Aanhangsel III van die Regulasies

9. Aanhangsel III van die Regulasies word hierby gewysig –

(a) deur vrae 17 en 18 van Aanhangsel III van die Regulasies deur die volgende vrae te vervang:

"17. Bron van vitamien A-verbinding (meld die vervaardigers in die geval van meervoudige bronne en heg 'n sertifikaat vir elke vervaardiger aan):

17.1 Sproeigedroogde vitamien A-poeier

17.2 Vitamien A met oliebasis, en

17.3 Sproeigedroogde

18. Bron van ysterverbinding (meld vervaardiger en heg sertifikaat aan)

(b) deur die volgende vraag na vraag 18 in te voeg:

"19. Is die vitamien A-verbinding stabiel ooreenkomstig die spesifikasie? (Heg bevindings van interne vitamien A-stabiliteitsproewe aan vir elke bron soos in vraag 17 aangedui)*

* Vir meer inligting oor die vitamien A-stabiliteitspesifikasie, skakel die Direkoraat: Voeding, Departement van Gesondheid."

Wysiging van Aanhangsel IV van die Regulasies

10. Aanhangsel IV van die Regulasies word hierby gewysig deur die volgende item na item 7 in te voeg:

"8. Byvoegingskoers van fortifiseringsmengsel: _____ g/kg."

Invoeging van Aanhangsel VIA in die Regulasies

11. Die volgende aanhangsel word hierby na Aanhangsel VI van die Regulasies ingevoeg:

"AANHANGSEL VIA BYVOEGINGSKOERS VAN FORTIFISERINGSMENGSELS

TABEL 6(e): MIELIEMEEL (super-, spesiale, gesifte)

Byvoegingskoers per ton meliemeel	200 g	300 g	400 g	500 g
Bestanddeel	g/kg	g/kg	g/kg	g/kg
Vitamiën A-palmitaat 250 000 IE/g	139,0000	92,6667	46,3333	18,5333
Tiamienmononitrat (Aktiwiteit 78% minimum)	14,0224	9,3483	4,6741	1,8697
Riboflaviën	8,4375	5,6250	2,8125	1,1250
Niasienamied	125,0000	83,3333	41,6667	16,6667
Piridoksien-HCl (Aktiwiteit 81% minimum)	19,2901	12,8601	6,4300	2,5720
Foliensuur (Aktiwiteit 98% minimum)	11,0497	7,3665	3,6832	1,4733
Elektrolitiese yster (Aktiwiteit 98% minimum)	178,6714	119,1143	59,5571	23,8229
Sinkoksied (Aktiwiteit 80% minimum)	93,7500	62,5000	31,2500	12,5000
Verdunner	Ter aanvulling tot 1 000 g	Ter aanvulling tot 1 000 g	Ter aanvulling tot 1 000 g	Ter aanvulling tot 1 000 g

TABEL 6(f): ONGESIFTE MIELIEMEEL (spesiale toestemming)

Byvoegingskoers per ton ongesifte meliemeel (spesiale toestemming)	200 g	300 g	400 g	500 g
Bestanddeel	g/kg	g/kg	g/kg	g/kg
Vitamiën A-palmitaat 250 000 IE/g	139,0000	92,6667	46,3333	18,5333
Tiamienmononitrat (Aktiwiteit 78% minimum)	14,0224	9,3483	4,6741	1,8697
Riboflaviën	8,4375	5,6250	2,8125	1,1250
Niasienamied	125,0000	83,3333	41,6667	16,6667
Piridoksien-HCl (Aktiwiteit 81% minimum)	19,2901	12,8601	6,4300	2,5720
Foliensuur (Aktiwiteit 98% minimum)	11,0497	7,3665	3,6832	1,4733

Elektrolitiese yster (Aktiwiteit 98% minimum)	89,2857	59,5238	29,7619	11,9048
Sinkoksied (Aktiwiteit 80% minimum)	93,7500	62,5000	31,2500	12,5000
Verdunner	Ter aanvulling tot 1 000 g	Ter aanvulling tot 1 000 g	Ter aanvulling tot 1 000 g	Ter aanvulling tot 1 000 g

TABEL 6(g): KORINGMEEL

Byvoegingskoers per ton koringmeel	200 g	300 g	400 g	500 g
Bestanddeel	g/kg	g/kg	g/kg	g/kg
Vitamiën A-palmitaat 250 000 IE/g	119,0475	79,3650	39,6825	15,8730
Tiamienmononitrat (Aktiwiteit 78% minimum)	12,4644	8,3096	4,1548	1,6619
Riboflaviën	8,8889	5,9259	2,9630	1,1852
Niasienamied	118,4210	78,9473	39,4737	15,7895
Piridoksien-HCl (Aktiwiteit 81% minimum)	16,2443	10,8295	5,4148	2,1659
Foliensuur (Aktiwiteit 98% minimum)	7,8927	5,2618	2,6309	1,0524
Elektrolitiese yster (Aktiwiteit 98% minimum)	178,5714	119,0476	59,5238	23,8095
Sinkoksied (Aktiwiteit 80% minimum)	93,7500	62,5000	31,2500	12,5000
Verdunner	Ter aanvulling tot 1 000 g	Ter aanvulling tot 1 000 g	Ter aanvulling tot 1 000 g	Ter aanvulling tot 1 000 g



MS B HOGAN, MP
MINISTER VAN GESONDHEID

No. R. 1207

14 November 2008

FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT, 1972**(ACT NO. 54 OF 1972)****REGULATIONS GOVERNING MICROBIOLOGICAL STANDARDS FOR
FOODSTUFFS AND RELATED MATTERS: AMENDMENT**

The Minister of Health has, under section 15(1) of the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act No. 54 of 1972) made the regulations in the schedule.

SCHEDULE

1. In these regulations "the Regulations" means the regulations published under Government Notice No. R. 692 of 16 May 1997, as amended by Government Notice No. R. 427 of 5 May 2000, Government Notice No. R. 490 of 8 June 2001, Government Notice No. R. 1588 of 20 December 2002 and Government Notice No. R. 556 of 07 May 2004.

Amendment of regulation 1 of the Regulations

2. Regulation 1 of the Regulations is hereby amended by the insertion of the following definition after the definition of "egg product":

"fruit juice/nectar" means an unfermented, but fermentable pulpy or non-pulpy turbid or clear beverage intended for direct consumption, as obtained by a mechanical process from the blending of one or two or more species of sound ripe fruit or the flesh thereof, ground and/or sieved, concentrated or unconcentrated, with water and sugars;"

Amendment of regulation 9 of the Regulations

3. Regulation 9 of the Regulations is hereby amended by -

- (1) the deletion of paragraph (a)(i);
- (2) the deletion of the expression "and" after the expression "product" in paragraph (b)(ii); and
- (3) the addition of the following paragraph:

"(b)(iv) *Bacillus cereus*: 10^3 per gram of the product".

Substitution of regulation 14 of the Regulations

4(1) The following regulation is hereby substituted for regulation 14:

"14. No person shall sell for consumption fruit juice which -

- a) gives a total viable colony count of more than 10 000 colony forming units per 1,0 ml of the product;
 - b) gives a coliform organism count of more than 100 colony forming units per 1,0 ml of the product;
 - c) gives a yeast and mould count of 1 000 colony forming units per 1,0 ml of the product;
 - d) contains any detectable levels of *E. coli* in 1,0 ml of the product; and
 - e) contains any detectable *Salmonella* spp. in 25 ml of the product”.
- (2) the renumbering of the existing regulation 14 as regulation 15.



MS B.A. HOGAN, MP

MINISTER OF HEALTH

No. R. 1207

14 November 2008

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

**REGULASIES BETREFFENDE MIKROBIOLOGIESE STANDAARDE VIR
VOEDINGSMIDDELS EN VERWANTE AANGELEENTHEDE: WYSIGING**

Die Minister van Gesondheid het, kragtens artikel 15(1) van die Wet op Voedingsmiddels, Skoonheidsmiddels en Ontsmettingsmiddels, 1972 (Wet No. 54 van 1972) die regulasies in die Bylae uitgevaardig.

BYLAE

1. In hierdie regulasies beteken "die Regulasies" die regulasies uitgevaardig by Goewermentskennisgewing No. R. 692 van 16 Mei 1997, soos gewysig by Goewermentskennisgewing No. R. 427 van 5 Mei 2000, Goewermentskennisgewing No. R. 490 van 8 Junie 2001, Goewermentskennisgewing No. R. 1588 van 20 Desember 2002 en Goewermentskennisgewing No. R556 van 07 Mei 2004.

Wysiging van regulasie 1 van die Regulasies

2. Regulasie 1 van die Regulasies word hierby gewysig deur die invoeging van die volgende woordskrywing na die definisie van " eier produk" :

"vrugtesap/-nektar' 'n ongefermenteerde, maar fermenteerbare pulpagtige of niepulpagtige troebel of helder drank bedoel vir direkte verbruik, soos verkry deur 'n meganiese proses die vermenging van een of van twee of meer soorte gesonde ryp vrug(te) of die vlees daarvan, gemaal en/of gesif, gekonsentreer of ongekonsentreer, met water en suikers;".

Wysiging van regulasie 9 van die Regulasies

3. Regulasie 9 van die Regulasies word hierby gewysig deur -

(1) die skraping van paragraaf (a)(i);

(2) die skraping van "en" na die uitdrukking "produk" in paragraaf (b)(ii); en

(3) die byvoeging van die volgende paragraaf:

"(b)(iv) *Bacillus cereus*: 10^3 per gram van die produk."

Vervanging van regulasie 14 van die Regulasies

4(1) Die volgende regulasie word hierby vervang met regulasie 14:

"14. Niemand mag vir verbruik vrugtesap verkoop wat -

- a) 'n totale lewensvatbare-kolonie-telling van meer as 10 000 kolonievormende eenhede per 1,0 ml van die produk gee nie;
- b) 'n kolivormige-organisme-telling van meer as 100 kolonievormende eenhede per 1,0 ml van die produk gee nie;
- c) 'n gis- en skimmeltelling van 1 000 kolonievormende eenhede per 1,0 ml van die produk gee nie;
- d) enige bespeurbare vlakke van *E. coli* in 1,0 ml van die produk bevat nie; en
- e) enige bespeurbare *Salmonella* spp. in 25 ml van die produk bevat nie”.

(2) die hernommering van die bestaande regulasie 14 as regulasie 15.



MS B.A. HOGAN, MP

MINISTER VAN GESONDHEID

No. R. 1208

14 November 2008

FOODSTUFFS, COSMETICS AND DISINFECTANTS ACT, 1972**AMENDMENT TO REGULATIONS RELATING TO HEALTH MESSAGES ON CONTAINER LABELS OF ALCOHOLIC BEVERAGES**

The Minister of Health has, under section 15 of the Foodstuffs, Cosmetics and Disinfectants Act, 1972 (Act No. 54 of 1972), made the regulations in the Schedule.

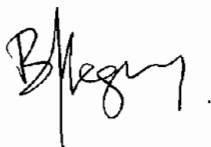
SCHEDULE**1. Definitions**

In this Schedule, "the Regulations" means the Regulations Relating to Health Messages on Container Labels of Alcoholic Beverages published in the Government Notice No. R 764 on 24 August 2007.

Amendment of regulation 6 of the Regulations

2. Regulation 6 of the Regulations is hereby amended by the substitution for regulation 6 of the following regulation:

"6. These regulations come into operation on 24 February 2009, and shall only apply to all alcoholic beverages labeled from this date.

B Hogan, MP**Minister of Health**

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID****No. R. 1204****14 November 2008****LABOUR RELATIONS ACT, 1995****CANCELLATION OF GOVERNMENT NOTICES****METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL: SICK PAY
FUND COLLECTIVE AGREEMENT**

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of Labour, hereby, in terms of section 32(7) of the Labour Relations Act, 1995, cancel Government Notices Nos. R. 251 of 24 March 2006, 1271 of 15 December 2007 and R. 533 of 6 July 2008 with effect from 24 November 2008.

**MMS MDLADLANA
MINISTER OF LABOUR**

No. R. 1204**14 November 2008****WET OP ARBEIDSV ERHOUDINGE, 1995****INTREKKING VAN GOEWERMENSKENNISGEWINGS****METAAL-EN INGENIEURSNYWERHEDE BEDINGINGSRAAD:
SIEKTEBYSTANDSFONDS KOLLEKTIEWE OOREENKOMS**

Ek, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister van Arbeid, trek hierby, kragtens artikel 32(7) van die Wet op Arbeidsverhoudinge, 1995, Goewermentskennisgewings Nos. R. 251 of 24 Maart 2006, R. 1271 of 15 Desember 2007 en R. 533 van 6 Julie 2008 in, met ingang van 24 November 2008.

**MMS MDLADLANA
MINISTER VAN ARBEID**

No. R. 1205

14 November 2008

LABOUR RELATIONS ACT, 1995**LABOUR RELATIONS ACT, 1995: METAL AND ENGINEERING
INDUSTRIES BARGAINING COUNCIL: EXTENSION TO NON-PARTIES
OF THE SICK PAY FUND COLLECTIVE RE-ENACTING AND 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 Metal and Engineering Industries Bargaining Council and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry with effect from 24 November 2008 and for the period ending 20 November 2011.

MMS MDLADLANA**MINISTER OF LABOUR**

No. R. 1205

14 November 2008

WET OP ARBEIDSVERHOUDINGE, 1995**METAAL-EN INGENIEURSNYWERHEDE BEDINGINGSRAAD:
UITBREIDING NA NIE-PARTYE VAN SIEKTEBYSTANDSFONDS
KOLLEKTIEWE HERBEKRAGTIGING- EN 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 Metaal- en Ingenieursnywerhede Bedingingsraad 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 24 November 2008, en vir die tydperk wat op 20 November 2011 eindig.

**MMS MDLADLANA
MINISTER VAN ARBEID**

SCHEDULE**METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL
RE-ENACTING AND AMENDING SICK PAY FUND COLLECTIVE AGREEMENT**

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

Association of Electric Cable Manufacturers of S.A.
 Association of Metal Service Centres of South Africa
 Bright Bar Association
 Cape Engineers' and Founders' Association
 Consolidated Association of Employers of South Africa (CAESAR)
 Constructional Engineering Association (South Africa)
 Covered Conductor Manufacturers' Association
 Electrical Engineering and Allied Industries' Association
 Electrical Manufacturers' Association of South Africa (EMASA)
 Electronics and Telecommunications Industries' Association
 Federated Employers' Organisation of South Africa (FEOSA)
 Ferro Alloy Producers Association
 Gate and Fence Association
 Hand Tool Manufacturers' Association (HATMA)
 Iron and Steel Producers' Association of South Africa (ISPA)
 Kwa-Zulu Natal Engineering Industries' Association
 Lift Engineering Association of South Africa
 Light Engineering Industries' Association of South Africa
 National Employers' Association of South Africa (NEASA)
 Non-Ferrous Metal Industries' Association of South Africa
 Plastic Convertors' Association of South Africa
 Plumbers and Engineers Brassware Manufacturers' Association
 Port Elizabeth Engineers' Association
 Pressure Vessel Manufacturers' Association of South Africa
 Radio, Appliance and Television Association of South Africa (RATA)
 Refrigeration and Air Conditioning Manufacturers' and Suppliers' Association
 Sheetmetal Industries' Association of South Africa
 S.A. Electro-Plating Industries' Association
 S.A. Engineers and Founders' Association
 S.A. Fasteners Manufacturers' Association (SAFMA)
 S.A. Refrigeration and Air Conditioning Contractors' Association (SARACCA)
 S.A. Post Tensioning Association (SAPTA)
 S.A. Reinforced Concrete Engineers' Association (SARCEA)
 S.A. Valve and Actuator Manufacturers' Association (SAVAMA)
 S.A. Wire and Wire Rope Manufacturers' Association

(hereinafter referred to as the “employers” or the “employers’ organisations”), of the one part, and the –

Chemical, Energy, Paper, Printing, Wood and Allied Workers' Union (CEPPWAWU)
Metal and Electrical Workers' Union of South Africa
Solidariteit / MWU – Solidarity / MWU
United Association of S.A. (UASA)
National Union of Metalworkers of South Africa (NUMSA)
S.A. Equity Workers' Association

(hereinafter referred to as the “employees” or the “trade unions”), of the other part, being the parties to the Metal and Engineering Industries Bargaining Council.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed –
 - (a) throughout the Republic of South Africa; and
 - (b) by all employers in the Iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and by all employees who are members of the trade unions.
- (2) Clauses 1(1)(b), 2, 9 and 15 of this Agreement shall not apply to employers and employees who are not members of the employers' organizations and trade unions 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 of the Labour Relations Act 1995, and shall remain in force until 20 November 2011..

3. SPECIAL PROVISIONS

The provisions contained in clauses 9 and 15 of the Agreement published under Government Notices R.251 of 24 March 2006, R.1271 of 15 December 2006 and R.533 of 6 July 2007 (hereinafter referred to as “the former Agreement”) shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 8, 10 to 14 and 16 to 21 of the former Agreement, shall apply to employers and employees.

5. CLAUSE 6: MEMBERSHIP

Substitute the following for subclause 6(1):

- “(1) Membership of the Fund shall be compulsory for all employees employed on any of the classes of work scheduled in any Agreement in the Industries, including apprentices and employees employed in operative processes”.

6. CLAUSE 8: BENEFITS

Substitute the following for the existing clause:

8. Benefits

(1) Sick pay benefits

- (a) Subject to the terms, conditions, provisions and requirements of this Agreement, a member shall be entitled to sick-pay benefits for each completed day of absence from work through illness or injury, other than injury on duty, that exceeds the member's qualification for paid sick-leave from his employer under clause 34 of the Main Agreement or under the sick-leave provisions of any other Agreement.

- (b) Sick-pay benefits shall be payable at the rate of 50 per cent of the weekly wage of the member for each completed week of absence in accordance with paragraph (a): Provided that, where the absence does not comprise a complete week, sick-pay benefits shall be calculated *pro rata* for each completed day of absence, depending on whether a five-day week or a six-day week is worked.
- (c) For purposes of calculation of the benefits the amount shall not exceed the maximum weekly wage as prescribed in the Unemployment Insurance Act (No.30 of 1966) from time to time. Should a member receive the maximum wage rate he shall receive benefits in accordance with the maximum rate.

(2) Compassionate leave

subject to the provisions of subclause 6(a), an employee shall be entitled to a maximum of three working days leave for compassionate reasons per year for which he or she shall receive full payment at his or her normal wage rate for a normal working day: Provided that where an employee has worked for part of his ordinary shift on the date on which compassionate leave is taken, the benefit payable for that day shall be reduced pro-rata.

(3) Special benefits-injury on duty

Subject to the provisions of subclause (6)(a), where an employee is absent from work owing to disablement falling within the provisions of the Compensation for Occupational Injuries and Diseases Act, 1993 (Act 130 of 1993), a special sick-pay benefit up to a maximum of three working days for each period of such absence (calculated on the ordinary hours of the shift of the establishment concerned, excluding overtime) shall be payable to the employee at the actual hourly rate of pay which the employee was receiving at the time of the disablement: Provided that where an employee worked for part of his or her ordinary shift on the date on which the disablement commenced, the special sick pay benefit payable for the day shall be reduced *pro rata*.

(4) Funeral benefit

Subject to the provisions of subclause (6)(a), on the death of a member, a funeral benefit of R5000 shall be payable to the surviving spouse or to such person as the Management Committee may consider entitled to receive the benefit, on production of such proof of death of the employee as the Management Committee may from time to time prescribe or require.

(5) Benefits – pregnancy / confinement / stillborn confinement / adoption of children under two years of age

Notwithstanding the provisions of subclause 6(a) and subject to subclause 6(b), benefits shall be payable to members in respect of absences from work owing to pregnancy, or confinement or adoption of children under two years of age as follows:

A. In respect of members with one year or more continuous service with the same employer

(a) Pregnancy benefits

Benefits shall be payable for each completed week of absence up to a maximum of 26 weeks for any one pregnancy at the actual wage rate of the member immediately prior to such absence.

(b) Stillborn benefits

Benefits shall be payable for each completed week of absence up to a maximum of 12 weeks for any one stillborn confinement at the actual wage rate of the member immediately prior to such absence.

(c) Benefits: Adoption of children under two years of age

Benefits shall be payable for each completed week of absence up to a maximum of 26 weeks for any one legal adoption of a child under the age of two years at the actual wage rate of the member immediately prior to absence from work owing to adoption.

B. In respect of members with less than one year's continuous service with the same employer

(a) Pregnancy benefits

Benefits shall be payable for each completed week of absence up to a maximum of 18 weeks for any one pregnancy at the actual wage rate of the member immediately prior to such absence.

(b) Stillborn benefits

Benefits shall be payable for each completed week of absence up to a maximum of 8 weeks for any one stillborn confinement at the actual wage rate of the member immediately prior to such absence.

(c) Benefits: Adoption of children under two years of age

Benefits shall be payable for each completed week of absence up to a maximum of 18 weeks for any one legal adoption of a child under the age of two years at the actual wage rate of the member immediately prior to absence from work owing to adoption.

Payment of the benefits set out above are subject to the following conditions:

- (i) The Fund shall also pay an additional amount when the member proceeds on maternity or adoption leave, which is the equivalent of the pro-rata leave pay and leave enhancement pay which the employee would have received had she not been absent on maternity or adoption leave.

- (ii) Where absence from work owing to pregnancy or adoption is less than 26 weeks or 18 weeks, as the case may be, or in the case of a stillborn confinement less than 12 weeks or 8 weeks as the case may be, or where a member whose employment has been suspended owing to pregnancy or adoption recommences employment within 26 weeks or 18 weeks or where a member whose employment has been suspended due to a stillborn confinement recommences employment within 12 weeks or 8 weeks, benefits shall be payable for such lesser period that the member has not worked during such pregnancy.
- (iii) Benefits for days of absence not comprising a complete week shall be calculated pro rata for each completed day of absence, depending on whether a five-day week or a six-day week was being worked immediately prior to the absence.
- (iv) Benefits under this subclause shall be payable for a maximum of three pregnancies (which shall include any stillbirths or adoptions) per member: provided that the member shall have not less than one year's continuous membership of the Fund between pregnancies or adoptions for which benefits are payable under this subclause.
- (v) Applications for benefits shall be supported by such documentary evidence as may be required by the Management Committee from time to time.

- (vi) Members qualifying for benefits under this subclause shall be entitled to an advance payment as set out hereunder after completion of the first week of absence. Benefits shall accrue on a weekly basis for absence owing to pregnancy / confinement or adoption after expiry of such period:
- (a) Four weeks in respect of pregnancy or adoption in respect of members with more than one year's service with the same employer.
 - (b) Two weeks in respect of pregnancy or adoption in respect of members with less than one year's service with the same employer".

(6) Qualifications, limitations and exclusions

No benefits shall be payable-

- (a) Until 13 consecutive weeks' contributions have been made to the Fund: Provided that contributions terminated by a period of unemployment of up to two months or a change of employer within the Industry, where the break in contributions does not exceed two months and the employee was actually unemployed during such period, shall be regarded as being consecutive with the contributions made following such unemployment or change of employer: Provided further that employees leaving the Industry and subsequently returning to the Industry shall be eligible for benefits only after 13 consecutive weekly contributions have been made to the Fund;

- (b) In respect of continuous periods of absence exceeding 30 weeks until such time as the employee shall have completed a further 26 weeks of employment, and for purposes of this section, absences separated from each other by less than 26 weeks shall be deemed to be continuous;
- (c) In respect of paid public holidays specified in the Agreement for the Industry, or in respect of any part of the paid holiday period for which an employee receives holiday pay, and where an employee works part of the shift on the day he is first absent and is not entitled to paid sick leave from his employer under clause 34 of the Main Agreement or under sick-leave provisions of any other Agreement, such day shall count as a day of absence due to illness, for purposes of benefits payable by the Fund;
- (d) To employees who become unemployed during the period they are entitled to receive unemployment benefits falling within the scope of the Unemployment Insurance Act 1966;
- (e) For any illness, disablement or death falling within the provisions of the Compensation for Occupational Injuries and Diseases Act, No.130 of 1993, except as provided for under subclause (3);
- (f) In respect of absence from work due to pregnancy (including stillbirths), confinement or the legal adoption of a child under the age of two years, except as provided for under subclause (5).
- (g) In respect of absences from work directly or indirectly caused by, or resulting from-
 - (i) alcoholism or the use of narcotics;
 - (ii) engaging in hunting, racing on wheels or motor-cycle rallying, including breakfast runs and motor-cross;

- (iii) the performance of any unlawful act, service in the armed forces, flight or attempted flight in any aircraft, except as a fare-paying passenger on a regular scheduled airline;
 - (iv) death or injury inflicted by any military or usurper power, whether or not there has been a declaration of war, or due to riots or civil commotion.
- (1) Notwithstanding the provisions of subclause (6)(a), a member-
- (a) Who is unable to continue working owing to pregnancy (including stillbirths) or the legal adoption of a child under the age of two years; and
 - (b) Who has been in the employ of the same employer and a member of the Fund for a period of not less than two years immediately prior to suspension of employment due to pregnancy (including stillbirths) or the legal adoption of a child under the age of two years; and
 - (c) Who has been issued with a written agreement of re-employment by the employer, as provided for in clause 9(2) of the Main Agreement, or relevant provisions of any other Agreement, shall, on recommencing employment with the same employer, have the break in service condoned for the purpose of determining qualification and/or entitlement to benefits.

For the purpose of the above, the employer, when notifying of the suspension of service on the contribution return forms submitted in terms of clause 7(3), shall record thereon that such suspension was due to pregnancy (including stillbirths) or the legal adoption of a child under two years of age and that the employee has been issued with a written agreement of re-employment in terms of clause 9(2) of the Main Agreement or relevant provisions of any other Agreement.

- (2) Notwithstanding anything contained in this clause the Management Committee shall have discretionary powers to grant additional assistance to employees in cases of hardship arising from illness and may grant special relief to employees by means of pecuniary grants, loans or otherwise on such conditions as it may from time to time determine.

Signed at Johannesburg for and on behalf of the parties, this 6 October 2008

L Trentini
Member

L Mthiyane
Member

N Faasen
Operations Manager

No. R. 1209

14 November 2008

LABOUR RELATIONS ACT, 1995**BARGAINING COUNCIL FOR THE FISHING INDUSTRY: EXTENSION OF PERIOD OF OPERATION OF MAIN COLLECTIVE AGREEMENT**

I, Ian Anthony Macun, Executive Manager: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the periods fixed in Government Notices Nos. R. 891 of 28 September 2007 and R. 356 of 4 April 2008 by a further period ending 30 June 2009.

I A MACUN

EXECUTIVE MANAGER: COLLECTIVE BARGAINING

No. R. 1209

14 November 2008

WET OP ARBEIDSVERHOUDINGE, 1995**BEDINGINGSRAAD VIR DIE VISNYWERHEID: VERLENGING VAN TYDPERK VAN HOOF KOLLEKTIEWE OOREENKOMS**

Ek, Ian Anthony Macun Uitvoerende Bestuurder: Kollektiewe Bedinging, behoortlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 32(6)(a)(i) van die Wet op Arbeidsverhoudinge, 1995, die tydperke vasgestel in Goewermentskennisgewings Nos. R. 891 van 28 September 2007 en R. 356 van 4 April 2008, met 'n verdere tydperk wat op 30 Junie 2009 eindig.

I A MACUN

UITVOERENDE BESTUURDER: KOLLEKTIEWE BEDINGING