

Regulation Gazette

No. 9206

Regulasiekoerant

Vol. 534

Pretoria, 18 December 2009
Desember

No. 32806

IMPORTANT NOTICE

The Government Printing Works will not be held responsible for faxed documents not received due to errors on the fax machine or faxes received which are unclear or incomplete. Please be advised that an "OK" slip, received from a fax machine, will not be accepted as proof that documents were received by the GPW for printing. If documents are faxed to the GPW it will be the sender's responsibility to phone and confirm that the documents were received in good order.

Furthermore the Government Printing Works will also not be held responsible for cancellations and amendments which have not been done on original documents received from clients.

CONTENTS**INHOUD**

No.	Page No.	Gazette No.	No.	Bladsy No.	Koerant No.		
GOVERNMENT NOTICES			GOEWERMENSKENNISGEWINGS				
Justice and Constitutional Development, Department of			Arbeid, Departement van				
<i>Government Notice</i>			<i>Goewermentskennisgewings</i>				
R. 1185	Promotion of Access to Information Act (2/2000): Description submitted in terms of section 15 (1)	4	32806	R. 1180	Wet op Arbeidsverhoudinge (66/1995): Intrekking van Goewermentskennisgewing: Metaal- en Ingenieursnywerhede Bedingingsraad: Hoof Kollektiewe Ooreenkoms.....	9	32806
Labour, Department of			Goewermentskennisgewings				
<i>Government Notices</i>			<i>Goewermentskennisgewings</i>				
R. 1180	Labour Relations Act (66/1995): Cancellation of Government Notice: Metal and Engineering Industries Bargaining Council: Main Collective Agreement.....	9	32806	R. 1181	do.: Metaal- en Ingenieursnywerhede Bedingingsraad: Uitbreiding na Nie-partye van Hoof Kollektiewe Herbekragtiging- en Wysigingsooreenkoms	11	32806
R. 1181	do.: Metal and Engineering Industries Bargaining Council: Extension to Non-parties of Main Collective Re-enacting and Amending Agreement.....	10	32806	R. 1182	do.: Intrekking van Goewermentskennisgewing: Metaal- en Ingenieursnywerhede Bedingingsraad: Registrasie- en Administrasiefonds Kollektiewe Ooreenkoms.....	20	32806
R. 1182	do.: Cancellation of Government Notice: Metal and Engineering Industries Bargaining Council: The Registration and Administration Expenses Collective Agreement.....	20	32806	R. 1183	do.: Metaal- en Ingenieursnywerhede Bedingingsraad: Uitbreiding na Nie-partye van Registrasie- en Administrasiefonds Kollektiewe Herbekragtiging- en Wysigingsooreenkoms	22	32806
R. 1183	do.: Metal and Engineering Industries Bargaining Council: Extension to Non-parties of the Registration and Administration Expenses Collective Re-enacting and Amending Agreement ..	21	32806	R. 1184	do.: Nasionale Bedingingsraad van die Leernywerheid van Suid-Afrika: Uitbreiding na Nie-partye van Kollektiewe Wysigingsooreenkoms vir die Looi-seksie	29	32806
R. 1184	do.: National Bargaining Council of the Leather Industry of South Africa: Extension to Non-parties of the Tanning Section Collective Amending Agreement	28	32806	Justisie en Staatkundige Ontwikkeling, Departement van			
South African Revenue Service			Goewermentskennisgewing				
<i>Government Notices</i>			<i>Goewermentskennisgewing</i>				
R. 1186	Customs and Excise Act (91/1964): Amendment of Schedule No. 1 Part 2B (No. 1/2/151)	43	32806	R. 1185	Promotion of Access to Information Act (2/2000): Description submitted in terms of section 15(1)	4	32806
R. 1187	do.: Amendment of Schedule No. 4 (No. 4/326)	45	32806	Suid-Afrikaanse Inkomstediens			
<i>Government Notices</i>			<i>Goewermentskennisgewings</i>				
R. 1186	Customs and Excise Act (91/1964): Amendment of Schedule No. 1 Part 2B (No. 1/2/151)	43	32806	R. 1186	Doeane- en Aksynswet (91/1964): Wysiging van Bylae No. 1 Deel 2B (No. 1/2/151)	44	32806
R. 1187	do.: Amendment of Schedule No. 4 (No. 4/326)	45	32806	R. 1187	do.: Wysiging van Bylae No. 4 (No. 4/326)	45	32806

IMPORTANT ANNOUNCEMENT

Closing times **PRIOR TO PUBLIC HOLIDAYS** for
**GOVERNMENT NOTICES, GENERAL NOTICES,
 REGULATION NOTICES AND PROCLAMATIONS**

2009

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

- ▶ **10 December**, Thursday, for the issue of Friday **18 December 2009**
- ▶ **15 December**, Tuesday, for the issue of Thursday **24 December 2009**
- ▶ **21 December**, Monday, for the issue of Thursday **31 December 2009**
- ▶ **30 December**, Wednesday, for the issue of Friday **8 January 2010**

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- & REGULASIE-
 KENNISGEWINGS ASOOK PROKLAMASIES**

2009

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

- ▶ **10 Desember**, Donderdag, vir die uitgawe van Vrydag **18 Desember 2009**
- ▶ **15 Desember**, Dinsdag, vir die uitgawe van Donderdag **24 Desember 2009**
- ▶ **21 Desember**, Maandag, vir die uitgawe van Donderdag **31 Desember 2009**
- ▶ **30 Desember**, Woensdag, vir die uitgawe van Vrydag **8 Januarie 2010**

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 kople drie kalenderweke voor publikasie ingedien word

GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT
DEPARTEMENT VAN JUSTISIE EN STAATKUNDIGE ONTWIKKELING

No. R. 1185

18 December 2009

PROMOTION OF ACCESS TO INFORMATION ACT, 2000

DESCRIPTION SUBMITTED IN TERMS OF SECTION 15(1)

I, Jeffrey Thamsanqa Radebe, Minister of Justice and Constitutional Development, hereby publish under section 15(2) of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000), the descriptions submitted to me in terms of section 15(1) of the said Act by the –

DEPARTMENT OF JUSTICE AND CONSTITUTIONAL DEVELOPMENT

As set out in the Schedule



JEFFREY THAMSANQA RADEBE, MP

MINISTER FOR JUSTICE AND CONSTITUTIONAL DEVELOPMENT

DESCRIPTION OF CATEGORIES OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15 (1) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000 (ACT NO. 2 OF 2000)

1. DESCRIPTION OF CATEGORIES OF RECORDS AUTOMATICALLY AVAILABLE FOR INSPECTION IN TERMS OF SECTION 15(1)(a)(i)

Court Services

- Court Services Structure.
- Application form for appointment as Commissioner of Oaths.
- Requirements for application as Commissioner of Oaths.
- Application form for appointment as sheriff
- Application form for appointment as appraiser
- General information on the Office of the Family Advocate.
- Contact numbers of the Chief Family Advocate and Family Advocate sub-offices
- The Hague Convention of the Civil Aspects of International Child Abduction, 1996, (Act 72 of 1996)
- General information on the Equality Courts and Legislation.
- Legislation on Equality Courts.
- Forms used in the Equality Courts.
- Other documents, booklets, brochures and pamphlets, general documents.
- Equality Review Committee matters and documents.
- Contact numbers for Court Services.
- Interim national protocol for the management of children awaiting trial.

Legislative Development

- General information on Legislative and Constitutional Development.
- The Legislative Process.
- Legislation administered by the Department.

<u>Public Education and Communication</u>	<ul style="list-style-type: none"> • The South African Law Reform Commission (SALRC)
	<ul style="list-style-type: none"> • General Information on Public Education and Communication. • Calendar of events.
<u>Financial Management</u>	<ul style="list-style-type: none"> • General information on Financial Services.
<u>Legal Advisory Services</u>	<ul style="list-style-type: none"> • General information on Legal Advisory Services. • Legislation reports and work schedules.
<u>Human Resources</u>	<ul style="list-style-type: none"> • Publication on vacancies in the Public Service and the Department of Justice and Constitutional Development.
<u>Masters of the High Courts</u>	<ul style="list-style-type: none"> • Forms • Newsletters/reports • Pamphlets • Master's newsletter
<u>Information Systems Management</u>	<ul style="list-style-type: none"> • The Vanguard • Hearsay newsletter • Human Resources special report • The Headline Review • Our Voice • National Crime Prevention Strategy

2. DESCRIPTION OF CATEGORIES OF RECORDS OF RECORDS AUTOMATICALLY AVAILABLE FOR PURCHASING IN TERMS OF SECTION 15 (1)(a)(ii)	
The list of records above	The records may be obtained on request in writing and addressed to the PAIA Unit; Department of Justice; Private Bag X81; Pretoria 0001, (fax number 012 357 8004) and on payment of the amount of R20-00.
3. DESCRIPTION OF CATEGORIES OF RECORDS AUTOMATICALLY AVAILABLE FOR COPYING IN TERMS OF SECTION 15(1)(a)(ii)	
The list of records above	The records may be obtained on request in writing and addressed to the PAIA Unit; Department of Justice; Private Bag X81; Pretoria 0001, (fax number 012 357 8004) and on payment of the fee prescribed in item 2 of Part II of Annexure A of the Regulations relating to the Promotion of Access to Information.
4. DESCRIPTION OF CATEGORY OF RECORDS AUTOMATICALLY AVAILABLE FREE OF CHARGE IN TERMS OF SECTION 15(1)(a)(iii)	
The list of records above and where the record requested is available free of charge	The records may be obtained on request in writing addressed to the PAIA Unit; Department of Justice; Private Bag X81; Pretoria 0001. (fax number 012 357 8004).

MANNER OF ACCESS TO AUTOMATICALLY AVAILABLE RECORDS

Section 15 of the Promotion of Access to Information Act prescribes that the Department must publish in the Government Gazette the schedule (list) of records that are automatically available in the Department. Requests for these records are not by filling out the prescribed Form A that is utilized to request information. There are also no requestor fees payable for these records. The fees payable are only where copies of the record are to be made, irrespective of whether it is in hard copy format, compact disc, stiffy drive, cassette recording, etc.

In the case of such records already placed with the National Archives of South Africa, the records will be made available in compliance with laws applicable to the perusal of such records:

- The Promotion of Access to Information Act, 2000 (Act No. 2 of 2000)
- The Protection of Information Act, 1982 (Act No. 84 of 1982)
- The National Archives and Records of South Africa Act, 1996 (Act No. 43 of 1996)

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID****No. R. 1180****18 December 2009****LABOUR RELATIONS ACT, 1995****CANCELLATION OF GOVERNMENT NOTICE****METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL: MAIN
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 Notice No. R. 899 of 11 September 2009 with effect from28 December 2009.....

**MMS MDLADLANA
MINISTER OF LABOUR**

No. R. 1180**18 Desember 2009****WET OP ARBEIDSVERHOUDINGE, 1995****INTREKKING VAN GOEWERMENSKENNISGEWING****METAAL-EN INGENIEURSNYWERHEDE BEDINGINGSRAAD: HOOF
KOLLEKTIEWE OOREENKOMS**

Ek, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister van Arbeid, trek hierby, kragtens artikel 32(7) van die Wet op Arbeidsverhoudinge, 1995, Goewermentskennisgewing No. R. 899 of 11 September 2009 in, met ingang van28 Desember 2009.....

**MMS MDLADLANA
MINISTER VAN ARBEID**

No. R. 1181

18 December 2009

LABOUR RELATIONS ACT, 1995**METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL:
EXTENSION TO NON-PARTIES OF MAIN 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 from28 December 2009..... and for the period ending 30 June 2011.

**MMS MDLADLANA
MINISTER OF LABOUR**

No. R. 1181

18 Desember 2009

WET OP ARBEIDSVERHOUDINGE, 1995**METAAL-EN INGENIEURSNYWERHEDE BEDINGINGSRAAD:
UITBREIDING NA NIE-PARTYE VAN HOOF 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 van28 Desember 2009..... , en vir die tydperk wat op 30 Junie 2011 eindig.

**MMS MDLADLANA
MINISTER VAN ARBEID**

SCHEDULE**METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL
COLLECTIVE MAIN AGREEMENT**

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

**EMPLOYER ASSOCIATIONS WHICH ARE MEMBERS OF THE EMPLOYER
FEDERATION:**

Association of Electrical Cable Manufacturers of South Africa

Association of Metal Service Centres of South Africa

Bright Bar Association

Cape Engineers' and Founders' Association

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

Gate and Fence Association

Hand Tool Manufacturers' Association (HATMA)

KwaZulu-Natal Engineering Industries' Association

Lift Engineering Association of South Africa

Light Engineering Industries' Association of South Africa

Non-ferrous Metal Industries' Association of South Africa

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. Fastener Manufacturers' Association (SAFMA)

S.A. Refrigeration and Air Conditioning Contractors' Association (SARACCA)

S.A. Post Tensioning Association (SAPTA)

S.A. Pump Manufacturers' Association

S.A. Reinforced Concrete Engineers' Association (SARCEA)

S.A. Valve and Actuator Manufacturers' Association (SAVAMA)

**EMPLOYER ORGANISATIONS WHICH ARE NOT MEMBERS OF THE EMPLOYER
FEDERATION:**

Consolidated Association of employers of S.A. (CAESAR)

Federated Employers Organisation of S.A. (FEOSA)

National Employers Association of S.A. (NEASA)

Plastic Convertors Association of S.A.

(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 (MEWUSA)

Solidarity / Solidariteit

United Association of S.A. (UASA the Union)

National Union of Metalworkers of South Africa (NUMSA)

S.A. Equity Workers’ Association (SAEWA)

(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 to amend the Collective Agreement published under Government Notice R.404 of 31 March 1998, as re-enacted and amended under Government Notices Nos. R.1491 of 27 November 1998, R.941 of 6 August 1999, R.1128 of 17 November 2000, R.1051 of 26 October 2001, R.138 of 8 February 2002, R.1082 of 16 August 2002, R.570 of 2 May 2003, R.1374 of 3 October 2003, R.542 of 30 April 2004, R.1165 of 8 October 2004, R.59 of 28 January 2005, R.868 of 9 September 2005, R.819 of 11 August 2006, R.77 of 2 February 2007, R.839 of 14 September 2007, R.1041 of 3 October 2008, and R.899 of 11 September 2009 (hereinafter referred to as the “Former Agreement”).

PART I**CONDITIONS OF EMPLOYMENT****1. SCOPE OF APPLICATION OF AGREEMENT**

- (1) The terms of this Agreement shall be observed—
 - (a) in the Iron, Steel, Engineering and Metallurgical Industry throughout the Republic of South Africa;
 - (b) in the Provinces of the Transvaal and Natal by the section of the Industry concerned with the installation, repair and servicing of radios, refrigerators and domestic electrical appliances;
 - (c) in the Magisterial Districts of Durban, East London, Johannesburg, Pietersburg, Pinetown and The Cape by the section of the industry concerned with radio manufacture;
 - (d) by all employers who are members of the employers' organisations and by all employees who are members of the trade unions.
- (2) Notwithstanding the provisions of clauses 1(1)(d), 2 and the special provisions, the terms of this Agreement shall not apply to employers and employees who are not members of the employers organizations and trade unions, respectively.
- (3) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall not apply to the following:
 - (a) the installation, repair and servicing of radios and domestic electrical appliances in the Provinces of the Cape of Good Hope and the Orange Free State.
 - (b) the manufacture, for sale, of standard high-speed cutting tools made from high-speed steel by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial

Districts of Boksburg, Johannesburg, Pietermaritzburg and Vereeniging.

- (c) the manufacture of aluminium sheet and/or foil, and interrelated operations.
- (d) the installation and/or repair and/or maintenance of electrical lifts and escalators.
- (e) the production of iron and/or steel and/or ferro-alloys.
- (f) the installation, maintenance and repair of electrical equipment referred to in paragraph (a)(ii) of the definition 'Electrical Engineering Industry' in clause 3 of this Agreement in the provinces of the Cape and Transvaal.
- (g) the manufacture of tungsten carbide (hard metal).
- (h) the assembling, servicing, installation, maintenance and/or repair of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles, or any combination of such principles, that are primarily intended for use in accounting and/or business and/or calculation and/or office and/or educational procedures.
- (i) the Venetian Blind and Allied Products Manufacturing Industry in the Province of the Transvaal.
- (j) the installation and/or repair of burglar and/or other similar alarm systems in the Provinces of the Cape of Good Hope and the Orange Free State.
- (k) the manufacture of plumbers' and/or engineers' brassware by means of gravity die-casting and/or pressure die-casting and/or hot pressing and/or machining.
- (l) the undertaking of Union Steel Corporation of South Africa (Pty) Limited, in the Magisterial District of Vereeniging, Transvaal.
- (m) the Locksmithing Trade in the Magisterial Districts of Benoni, Boksburg, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort, Springs and The Cape.

- (n) the production, for sale, of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Brits, Germiston, Kempton Park and Pretoria.
 - (o) the undertaking of Billiton Aluminium S.A. (Pty) Ltd in the Magisterial District of Lower Umfolozi.
 - (p) the erecting, on site, of products referred to in the preamble to Division D/7 of Part II of the Agreement published under Government Notice R.404 of 31 March 1998 (but shall exclude the manufacture on site of palisade fencing).
 - (q) the servicing and/or maintenance and/or repairing of lawn-mowing machines, cultivators, sickle-cutters, grass-cutters, edge-trimmers, chainsaws and/or parts and/or components thereof.
- (4) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to
- (a) apprentices only to the extent to which they are not inconsistent with the provisions of the Manpower Training Act, 1981, and learners in terms of chapter iv of the Skills Development Act 97/1998, or any contract entered into or any conditions fixed thereunder; and
 - (b) trainees under training in terms of section 30 of the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of the Act or any conditions fixed thereunder.
- (5) Notwithstanding the limitation of the Agreement to the operations therein scheduled—
- (a) the provisions of the clauses relating to Leave Pay, Additional Leave Pay and Leave Enhancement Pay of Part I of the Agreement published under Government Notice No. R.404 of 31 March 1998 shall apply to all employees employed in operative processes receiving a rate of pay equivalent to or more than that

prescribed from time to time in the Agreement for Rate D employees, whether paid weekly or monthly, but excluding payment for overtime;

- (b) no person directly employed in a manufacturing or production process shall be paid a wage less than Rate H as prescribed from time to time in Part II of this Agreement.

For the purposes of this subclause, 'employed in a manufacturing or production process' shall apply to those employees whose rate of pay is not scheduled in this Agreement but whose activities are directly concerned with the creation of the engineering goods and/or services as covered by the scope of application of this Agreement. This provision shall not apply to the work carried out by administrative staff and/or those employees employed in non-production operations.

- (6) The conditions of employment of watchmen shall be regulated by the provisions of this Agreement, except in respect of ordinary working hours, which shall be a maximum of 44 hours per week.

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 clause 32 of the Labour Relations Act, 1995, and shall remain in force until 30 June 2011.

3. SPECIAL PROVISIONS

The provisions contained in clause 28 of the Agreement published under Government Notice No. R.899 of 11 September 2009. (hereinafter referred to as the "former Agreement") shall apply to employers and employees.

4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 27, and 29 to 47 of Part I and Part II of the Former Agreement shall apply to employers and employees.

5. CLAUSE 3: DEFINITIONS

Insert the following above “Region A”.

“Note:

The magisterial districts demarcation of Regions is only for purposes of determination of the borders of Regional Councils”.

Thus signed at Johannesburg for and on behalf of the parties, this 9th day of November 2009.

L Trentini
Member.

V Mabho
Member

A Smith
Chief Executive Officer.

No. R. 1182

18 December 2009

LABOUR RELATIONS ACT, 1995
CANCELLATION OF GOVERNMENT NOTICE
METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL: THE
REGISTRATION AND ADMINISTRATION EXPENSES 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 Notice No 416 of 17 April 2009 with effect from28 December 2009.....

MMS MDLADLANA
MINISTER OF LABOUR

No. R. 1182

18 Desember 2009

WET OP ARBEIDSVERHOUDINGE, 1995
INTREKKING VAN GOEWERMENSKENNISGEWING
METAAL-EN INGENIEURSNYWERHEDE BEDINGINGSRAAD:
REGISTRASIE EN ADMINISTRASIEFONDS KOLLEKTIEWE
OOREENKOMS

EK, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, trek hierby, kragtens artikel 32(7) van die wet op Arbeidsverhoudinge, 1995, Goewermentskennisgewing No 416 van 17 April 2009 in, met ingang van28 Desember 2009.....

MMS MDLADLANA
MINISTER VAN ARBEID

No. R. 1183

18 December 2009

LABOUR RELATIONS ACT, 1995**METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL:
EXTENSION TO NON-PARTIES OF THE REGISTRATION AND
ADMINISTRATION EXPENSES 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 from28 December 2009..... and for the period ending 31 March 2010.

**MMS MDLADLANA
MINISTER OF LABOUR**

No. R. 1183

18 Desember 2009

**METAAL-EN INGENIEURSNYWERHEDE BEDINGINGSRAAD:
UITBREIDING NA NIE-PARTYE VAN REGISTRASIE EN
ADMINISTRASIEFONDS 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 van28 Desember 2009.....en vir die tydperk wat op 31 March 2010 eindig.

**MMS MDLADLANA
MINISTER VAN ARBEID**

SCHEDULE**METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL RE-ENACTING AND
AMENDING REGISTRATION AND ADMINISTRATION EXPENSES AGREEMENT**

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

Association of Electric Cable Manufacturers' of South Africa

Bright Bar Association

Cape Engineers' and Founders' Association

Consolidated Association of Employers of S.A. (CAESAR)

Constructional Engineering Association (South Africa)

Covered Conductor Manufacturers' Association

Electrical Engineering and Allied Industries' Association

Electronics and Telecommunications Industries' Association

Federated Employers Organisation of S.A. (FEOSA)

Ferro Alloy Producers' Association

Gate and Fence Association

Hand Tool Manufacturers' Association (HATMA)

Iron and Steel Producers' Association of South Africa

Kwa-Zulu Natal Engineering Industries' Association

Lift Engineering Association of South Africa

Light Engineering industries' Association of South Africa

National Employers Association of S.A. (NEASA)

Non-Ferrous Metal Industries' Association of South Africa

Plastics Convertors' Association of S.A.

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. Pump Manufacturers' Association

S.A. Reinforced Concrete Engineers' Association (SARCEA)

S.A. Valve and Actuator Manufacturers' Association (SAVAMA)

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

Metal and Electrical Workers Union of S.A.

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.

PART I: GENERAL

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 the employers and employees in the iron, Steel, Engineering and Metallurgical Industries who are members of the employers' organisations and the trade unions, respectively.
 - (c) for purposes of subclause 5(3)(c) and item (vi) of the definition of "employee" in terms of clause 3, the employers and employees therein referred to.

- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall not apply to-
- (a) the manufacture, for sale, of standard high-speed cutting tools made from high-speed steel by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Johannesburg, Boksburg, Vereeniging and Pietermaritzburg;
 - (b) the installation, maintenance and repair of electrical equipment referred to in paragraph (b) of the definition of 'Electrical Engineering Industry' in clause 3 of Part I of the Main Agreement published under Government Notice No. R. 404 of 31 March 1998, in the Provinces of the Cape of Good Hope and the Orange Free State;
 - (c) assembling, servicing, installation, maintenance and/or repair of appliances, equipment, machines, devices and apparatus, whether utilising manual, photographic, mechanical, electrical, electrostatic or electronic principles, or any combination of such principles, which are primarily intended for use in accounting and/or business and/or calculating and/or office and/or educational procedures;
 - (d) the Venetian Blind and Allied Products' Manufacturing Industry in the Province of the Transvaal;
 - (e) the installation and/or repair of burglar and/or other similar alarm systems in the Provinces of the Cape of Good Hope and the Orange Free State;
 - (f) the Locksmithing Trade in the Magisterial Districts of Benoni, Boksburg, Durban, Germiston, Johannesburg, Krugersdorp, Lower Umfolozi, Pinetown, Port Elizabeth, Pretoria, Randburg, Roodepoort, Springs and The Cape;
 - (g) the production, for sale, of welding electrodes by means of plant and/or equipment and/or methods specifically adapted and/or designed for production by repetitive processes, in the Magisterial Districts of Brits, Germiston, Kempton Park and Pretoria;
 - (h) the installation and/or repair and/or servicing of radios and/or refrigerators and/or domestic electrical appliances in the Provinces of the Cape of Good Hope and the Orange Free State;

- (3) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to-
- (a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder; and
 - (b) trainees under training in terms of section 30 of the Manpower Training Act, 1981, only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder.
- (4) Clauses 1(1) (b) 2 and 3 of this Agreement shall not apply to employers and employees who are not members of the employer's organisations and trade unions, respectively.

2. SPECIAL PROVISIONS

The provisions contained in clause 8 of the Agreement published under Government Notice No. R.416 of 17 April 2009, (hereinafter referred to as the "Former Agreement") shall apply to employers and employees.

3. GENERAL PROVISIONS

The provisions contained in clauses 3 to 7 and 9 to 10 of Parts I to IV of the Former Agreement shall apply to employers and employees.

4. CLAUSE 2: PERIOD OF OPERATION OF THE 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 March 2010.

5. CLAUSE 3: DEFINITIONS

Insert the following above "Region A"

Note:

The magisterial districts demarcation of Regions is only for purposes of determination of the borders of Regional Councils.

Thus signed at Johannesburg for and on behalf of the parties this 9th Day of November 2009 ,

L. Trentini
Member

V Mabho
Member

A Smith
Chief Executive Officer

No. R. 1184

18 December 2009

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

I, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council of the Leather Industry of South Africa, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry with effect from 21 December 2009 and for the period ending 30 June 2011.

M M S MDLADLANA
MINISTER OF LABOUR

No. R. 1184

18 Desember 2009

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

Ek, MEMBATHISI MPHUMZI SHEPHERD MDLADLANA, Minister van Arbeid, verklaar hierby, kragtens artikel 32(2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Ooreenkoms wat in die Bylae hiervan verskyn en wat in die Nasionale Bedingingsraad van die Leernywerheid van Suid-Afrika aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van 21 Desember 2009 en vir die tydperk wat op 30 Junie 2011 eindig.

M M S MDLADLANA
MINISTER VAN ARBEID

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

Made and entered in accordance with the provisions of the Labour Relations Act, 1995, between the

South African Tanning Employers' Organisation (SATEO)

(hereafter referred to as "the employers" or "the employers' organisation")

and

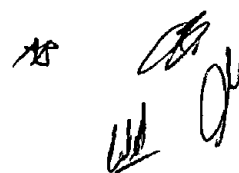
Southern African Clothing and Textile Workers' Union (SACTWU)

and

National Union of Leather and Allied Workers (NULAW)

(hereafter referred to as "the employees" or "the trade unions")

being parties to the National Bargaining Council of the Leather Industry of South Africa, who hereby agree to extend and amend the Agreement published under Government Notices Nos R.823 of 7 September 2001, as re-enacted, amended and renewed by Government Notices Nos R.1230 of 30 November 2001, R.693 of 17 May 2002, R.1531 of 13 December 2002, R.714 of 6 June 2003, R.1357 of 3 October 2003, R.748 of 25 June 2004, R.592 and R.593 of 24 June 2005, R.335 of 13 April 2006, R.631 of 30 June 2006, R.1269 of 15 December 2006, R.513 of 22 June 2007, R.1068 of 16 November 2007, R.1038 of 3 October 2008 and R.474 of 8 May 2009.



1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this agreement will be observed in the tanning section of the leather industry-
 - (a) in the Republic of South Africa, which includes the former Republic of Transkei, the former Republic of Bophuthatswana, the former Republic of Venda and the former Republic of Ciskei, as well as the former self-governing territories of KwaZulu, Qwa-Qwa, Lebowa, Gazankulu, Ka Ngwana and Kwa Ndebele;
 - (b) by all employers who are members of the employers' organisation, and by all employees who are members of the trade union, and who are engaged or employed in the said section of the industry.
- (2) The terms of this Agreement will apply only to employees for whom wages are prescribed in terms of this agreement, and to employers of such employees.
- (3) Clauses 1(1)(b) and 2(1) of this agreement will not apply to non parties.

2. DATE AND PERIOD OF OPERATION

- (1) This Agreement will come into operation for the parties on 1 July 2009 and remain in force for the period ending 30 June 2011.
- (2) This Agreement will come into operation for non-parties on such date as the Minister of Labour extends the agreement to them, and will thereafter remain in force for the period ending 30 June 2011.

3. CLAUSE 3 – DEFINITIONS

Insert the following definition after "**Assistant Splitter**":

"**Automotive Tanning Industry**" means that part of the leather industry in which employers and employees are associated with the process of tanning and dressing of hides and/or skins and cutting of upholstery panels for the automotive industry.

Handwritten initials and signatures in the bottom right corner of the page. The initials appear to be 'AS' and 'W', with a signature that looks like 'Dk'.

Insert the following definition after "**Night Worker**":

"**Non-Automotive Industry**" means that part of the leather industry in which employers and employees are associated with the process of tanning, dressing and fellmongering of hides and skins.

4. **CLAUSE 7 – REMUNERATION**

1. 7.1 Wages and Wage Rates

Substitute the following for subclause (1):

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

AR
WJ
GU

WAGES AND WAGE RATES
SCHEDULE 1

		Rate Per Hour
1	<p>Lime/Tan Yard, Shaving, Splitting, Dyeing, Drying and Finishing Section Rates:</p> <p>Band A1 employees engaged in:</p> <p>ROUNDING 23.89 SPLITTING 29.55</p> <p>Band A2 employees engaged in:</p> <p>SHAVING 25.32</p> <p>Band B employees engaged in:</p> <p>COLOUR MATCHING 22.32 GLAZING 22.32 HAND SPRAYING 23.57 HAND TIPPING 22.32 PILOT PLANT OPERATING 23.57 POLISHING 22.32</p> <p>Band C employees engaged in:</p> <p>ASSISTING SPLITTER 21.99 BRUSHING 21.99 BUFFING 21.99 CHEMICAL WEIGHING 21.99 COLOUR MIXING 21.99 CURTAIN COATING 21.99 CONDITIONING 20.55 DRUM OPERATING 20.55 DRY CLEANING MACHINE 20.55 EMBOSSING/PRINTING 21.99 FLESHING (HAND OR MACHINE) 21.99 HIDE STAMPING 20.78 HYDRAULIC PRESS 21.99 MEASURING 21.99 PADDING 21.99 PASTING 21.99 ROLLER COATING 21.99 ROTOR PRESS 21.99 ROTOR SPRAYING 21.99 SAMMYING 21.99 SETTING 21.99 SOLE ROLLING 21.99 STAKING 21.99 TRIMMING AFTER SHAVING 20.55 VACUUM DRYING 21.99</p>	

[Handwritten signatures and initials]

Band D Employees engaged in:

FLESH TRIMMING	20.26
GENERAL WORKERS..... (on operations as defined in definition of General Worker)	20.26
HANG DRYING	20.26
MILLING	20.26
SUBSTANCE CHECKING	20.26
TOGGLING	20.26

Band E Employees

General Worker Entry Level as defined in Definition of General Worker, Entry Level	16.46
--	-------

Learners employed on operations specified in Bands A1, A2, B and C will be paid on the following basis:

First six months of experience	80% of prescribed wage
Second six months of experience	90% of prescribed wage

2 **Quality examining and/or Sorting rates:**

Band A1 employees engaged as a:

FINAL SORTER.....	23.89
WET BLUE SORTER.....	23.89

Band B employees engaged as a:

CRUST SORTER.....	22.32
-------------------	-------

Band C employees engaged as a:

SPLIT SORTER.....	21.99
-------------------	-------

3 **Fellmongering Section Rates:**

Band B Employees engaged in –

PICKLE SORTING	22.32
----------------------	-------

Band C Employees engaged in –

BREAK FLESHING	21.99
FINAL FLESHING	21.99
PICKLE DRUM OPERATING	20.55
SULPHIDE PAINTING	20.55

Band D Employees engaged in –

BREAK FLESHING ASSISTANT	20.26
COUNTING AND PACKING	20.26
DRUM CLOSING	20.26
HAND WOOL PULLING	20.26
MACHINE WOOL PULLING	20.26
PADDLE OPERATING	20.26
WOOL BALING / PACKING	20.26
WOOL DRYING	20.26
WOOL PICKING	20.26
WOOL WASHING	20.26

Handwritten initials and signature:
 WJ
 AB
 OK

	Band E Employees	
	General Workers entry level as defined in Definition of General Worker, entry level	16.46
	Learners employed on operations as specified in Bands B and C will be paid on the following basis:	
	First six months of experience	80% of prescribed wage
	Second six months of experience	90% of prescribed wage
4	Wool-Skin Processing and Operations not elsewhere Specified rates:	
	Band C employees engaged in –	
	CARDING	21.03
	COMBING	21.03
	CUTTING TO PATTERNS	20.69
	IRONING	21.03
	SHEARING	21.03
	STITCHING BY MACHINE.....	21.42
5	Cutting Section Rates:	
	Band A1 employees engaged in:	
	CUTTER 1	25.70
	FINAL INSPECTING	23.89
	Band A2 employees engaged in:	
	HAND CUTTING	23.89
	Band B employees engaged in:	
	COMPONENT SPLITTING	21.72
	CUTTER 2	23.57
	HIDE MARKING	23.57
	Band C employees engaged in:	
	COMPONENT PACKING	20.78
	LAMINATING	20.78
	LAYING OUT	20.78
	PERFORATING	20.78
	STAMPING (PIECE MARKING)	20.78
	TEMPLATE CONTROL	20.78

Handwritten signatures and initials:
 UL
 JK
 AB

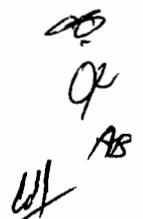
	<u>Rate Per Hour</u>
Band D employees engaged in –	
General Workers on operations as defined in the Definition Of "General Worker"	20.26
Learners employed on operations as specified in Bands A1, A2, B and C will be paid on the following basis:	
First six months of experience	80% of prescribed wage
Second six months of experience	90% of prescribed wage
Band E Employees	
General Workers Entry Level as defined in Definition of General Worker, entry level	16.46
6 The following wage rates will be paid to employees other than those referred to in 1, 2, 3, 4 and 5:	
Band A2 employees engaged as a:	
Motor Vehicle Delivery Driver..... (Code C Licence or higher)	23.55
Band B employees engaged as a:	
Despatch Clerk	21.54
Handyman	21.15
Motor Vehicle General Driver	22.02
(Code C1 Licence or lower)	
Spray Gun Mechanic	23.57
Storeman and/or Warehouseman	21.54
Tractor Driver	22.02
Band C employees engaged as a:	
Boiler Attendant	20.78
Forklift Driver	21.99
Security Guard	20.78
Store Assistant and/or Warehouseman Assistant	20.78
Band D employees engaged as a:	
Nylon Replacer	20.26



 WA

SCHEDULE 2
AUTO TANNING INDUSTRY ALLOWANCE

		<u>Rate Per Hour</u>
1	<p>Lime/Tan Yard, Shaving, Splitting, Dyeing, Drying and Finishing Section Rates:</p> <p>Band A1 employees engaged in:</p> <p>ROUNDING 0.11 SPLITTING 0.14</p> <p>Band A2 employees engaged in:</p> <p>SHAVING 0.12</p> <p>Band B employees engaged in:</p> <p>COLOUR MATCHING 0.10 GLAZING 0.10 HAND SPRAYING 0.11 HAND TIPPING 0.10 PILOT PLANT OPERATING 0.11 POLISHING 0.10</p> <p>Band C employees engaged in:</p> <p>ASSISTING SPLITTER 0.10 BRUSHING 0.10 BUFFING 0.10 CHEMICAL WEIGHING 0.10 COLOUR MIXING 0.10 CURTAIN COATING 0.10 CONDITIONING 0.10 DRUM OPERATING 0.10 DRY CLEANING MACHINE 0.10 EMBOSSING/PRINTING 0.10 FLESHING (HAND OR MACHINE) 0.10 HIDE STAMPING 0.10 HYDRAULIC PRESS 0.10 MEASURING 0.10 PADDING 0.10 PASTING 0.10 ROLLER COATING 0.10 ROTOR PRESS 0.10 ROTOR SPRAYING 0.10 SAMMYING 0.10 SETTING 0.10 SOLE ROLLING 0.10 STAKING 0.10 TRIMMING AFTER SHAVING 0.10 VACUUM DRYING 0.10</p>	


 AB
 WJ

	Band D Employees engaged in :	
	FLESH TRIMMING	0.09
	GENERAL WORKERS..... (on operations as defined in definition of General Worker)	0.09
	HANG DRYING	0.09
	MILLING	0.09
	SUBSTANCE CHECKING	0.09
	TOGGLING	0.09
	Band E Employees	
	General Worker Entry Level as defined in Definition of General Worker, Entry Level	0.08
	Learners employed on operations specified in Bands A1, A2, B and C will be paid on the following basis:	
	First six months of experience	80% of prescribed wage
	Second six months of experience	90% of prescribed wage
2	Quality examining and/or Sorting rates:	
	Band A1 employees engaged as a:	
	FINAL SORTER.....	0.11
	WET BLUE SORTER.....	0.11
	Band B employees engaged as a:	
	CRUST SORTER.....	0.10
	Band C employees engaged as a:	
	SPLIT SORTER.....	0.10
3	Fellmongering Section Rates:	
	Band B Employees engaged in –	
	PICKLE SORTING	0.10
	Band C Employees engaged in –	
	BREAK FLESHING	0.10
	FINAL FLESHING	0.10
	PICKLE DRUM OPERATING	0.10
	SULPHIDE PAINTING	0.10
	Band D Employees engaged in –	
	BREAK FLESHING ASSISTANT	0.09
	COUNTING AND PACKING	0.09
	DRUM CLOSING	0.09
	HAND WOOL PULLING	0.09
	MACHINE WOOL PULLING	0.09
	PADDLE OPERATING	0.09
	WOOL BALING / PACKING	0.09
	WOOL DRYING	0.09
	WOOL PICKING	0.09
	WOOL WASHING	0.09

	Band E Employees	
	General Workers entry level as defined in Definition of General Worker, entry level	0.08
	Learners employed on operations as specified in Bands B and C will be paid on the following basis:	
	First six months of experience	80% of prescribed wage
	Second six months of experience	90% of prescribed wage
4	Wool-Skin Processing and Operations not elsewhere Specified rates:	
	Band C employees engaged in –	
	CARDING	0.10
	COMBING	0.10
	CUTTING TO PATTERNS	0.10
	IRONING	0.10
	SHEARING	0.10
	STITCHING BY MACHINE.....	0.10
5	Cutting Section Rates:	
	Band A1 employees engaged in:	
	CUTTER 1	0.12
	FINAL INSPECTING	0.11
	Band A2 employees engaged in:	
	HAND CUTTING	0.11
	Band B employees engaged in:	
	COMPONENT SPLITTING	0.10
	CUTTER 2	0.11
	HIDE MARKING	0.11
	Band C employees engaged in:	
	COMPONENT PACKING	0.10
	LAMINATING	0.10
	LAYING OUT	0.10
	PERFORATING	0.10
	STAMPING (PIECE MARKING)	0.10
	TEMPLATE CONTROL	0.10

Handwritten signatures and initials.

		<u>Rate Per Hour</u>
	Band D employees engaged in –	
	General Workers on operations as defined in the Definition Of "General Worker"	0.09
	Learners employed on operations as specified in Bands A1, A2, B and C will be paid on the following basis:	
	First six months of experience	80% of prescribed wage
	Second six months of experience	90% of prescribed wage
	Band E Employees	
	General Workers Entry Level as defined in Definition of General Worker, entry level	0.08
6	The following wage rates will be paid to employees other than those referred to in 1, 2, 3, 4 and 5:	
	Band A2 employees engaged as a:	
	Motor Vehicle Delivery Driver..... (Code C Licence or higher)	0.11
	Band B employees engaged as a:	
	Despatch Clerk	0.10
	Handyman	0.10
	Motor Vehicle General Driver	0.10
	(Code C1 Licence or lower)	
	Spray Gun Mechanic	0.11
	Storeman and/or Warehouseman	0.10
	Tractor Driver	0.10
	Band C employees engaged as a:	
	Boiler Attendant	0.10
	Forklift Driver	0.10
	Security Guard	0.10
	Store Assistant and/or Warehouseman Assistant	0.10
	Band D employees engaged as a:	
	Nylon Replacer	0.09

2. **7.3 Holiday Bonus**

Substitute the following for subclause (1):

"(1) An employer will pay every employee who has completed 12 (twelve) months employment a holiday bonus. Employees employed in the automotive tanning industry will be paid a holiday bonus equal to 15 (fifteen) days basic wage. Employees employed in the non automotive tanning industry will be paid a holiday bonus equal to 11 (eleven) days basic wage." In the event of an employee not utilising his/her sick leave entitlement in terms of clause 6.5(2), he/she will be entitled to an additional bonus calculated as follows:

(a) An additional 2 (two) days wages in respect of 5 (five) days of sick leave not taken; and

(b) A further 3 (three) days in the event of an employee not utilising the balance of his/her sick leave entitlement (5 (five) days).

3. Add the following new subclause 7.4:

"7.4 Auto Tanning Industry Allowance:

Employers in the automotive tanning industry will pay every employee a fixed allowance as prescribed in Schedule 2.

5. **CLAUSE 10 – GENERAL**

Add the following new subclause 10.4, HIV/AIDS:

"10.4 HIV/AIDS

Employees will be granted a paid thirty (30) minute break preceding or following upon their meal break on 1 December (World Aids Day) for the purpose of commemorating this event."




SIGNED BY THE PARTIES IN CAPE TOWN ON THIS THE 26th DAY OF AUGUST 2009.


A HISCOCK, Member of the Council


.....

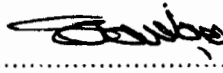
Member of the Council


.....

A BENJAMIN, Member of the Council


.....

S NAIDOO, General Secretary of the Council


.....

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

No. R. 1186

18 December 2009

**CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 1 PART 2B (NO. 1/2/151)**

In terms of section 48 of the Customs and Excise Act, 1964, Part 2B of Schedule No. 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.


N NENE
DEPUTY MINISTER OF FINANCE

SCHEDULE

By the deletion of item 124.07 and subheading 8418.6 to item 124.07:

Item	Heading	Subheading	Description	Rate of Duty	
				Excise	Customs
124.07	84.18		Refrigerators, freezers and other refrigerating or freezing equipment, electric or other; heat pumps other than air conditioning machines of heading 84.15		
124.07	84.18	8418.6	Other refrigerating or freezing equipment and heat pumps for air conditioning machines of a kind used for buildings of subheading 8415.10.40	7%	7%

By the substitution for the particulars appearing in the columns opposite the stated subheading of the following:

Item	Heading	Subheading	Description	Rate of Duty	
				Excise	Customs
124.05	84.15	8415.90	Indoor units and outdoor units for machines of subheading 8415.10.40	7%	7%

DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 1 DEEL 2B (1/2/151)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 2B van Bylae No. 1 by bogenoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.


N NENE
ADJUNKMINISTER VAN FINANSIES

BYLAE

Deur die skraping van item 124.07 en subpos 8418.6 tot item 124.07:

Item	Pos	Subpos	Beskrywing	Skaal van Reg	
				Aksyns	Doeane
124.07	84.18		Koelkaste, vrieskaste en ander verkoelings- of vriestoerusting, elektries of anders; verhittingspompe ander dan lugreëlingmasjiene van pos 84.15		
124.07	84.18	8418.6	Ander verkoelings- of vriestoerusting en verhittingspompe vir lugreëlingmasjiene van 'n soort gebruik in geboue van subpos 8415.10.40	7%	7%

Deur die vervanging van die besonderhede wat verskyn in die kolomme teenoor die genoemde subpos van die volgende:

Item	Pos	Subpos	Beskrywing	Skaal van Reg	
				Aksyns	Doeane
124.05	84.15	8415.90	Binnenshuise eenhede en buitelig eenhede vir masjiene van subpos 8415.10.40	7%	7%

No. R. 1187

18 December 2009

CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 4 (NO. 4/326)

In terms of section 75 of the Customs and Excise Act, 1964, Schedule No. 4 to the said Act is hereby amended to the extent set out in the Schedule hereto.



N NENE
DEPUTY MINISTER OF FINANCE

SCHEDULE

By the insertion after rebate item 460.26 of the following:

Rebate Item	Tariff Heading	Rebate Code	C D	Description	Extent of Rebate
460.27				GOODS FOR USE IN THE CONSTRUCTION OF THE MULTI-PRODUCTS PIPELINE FOR THE TRANSPORTATION OF PETROLEUM PRODUCTS	
460.27	00.00	01.00	00	Goods, entered for home consumption on or before 31 December 2010, in such quantities, at such times and under such conditions as the International Trade Administration Commission may allow by specific permit, for the installation of fuel pipeline systems	Full duty

No. R. 1187

18 Desember 2009

DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 4 (NO. 4/326)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 4 by bogenoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.



N NENE
ADJUNKMINISTER VAN FINANSIES

BYLAE

Deur na kortingitem 460.26 die volgende in te voeg:

Kortingitem	Tariefpos	Kortingkode	T S	Beskrywing	Mate van Korting
460.27				GOEDERE VIR GEBRUIK IN DIE KONSTRUKSIE VAN DIE MULTI-PRODUKTE PYPLYN VIR DIE VERVOER VAN PETROLEUM PRODUKTE	
460.27	00.00	01.00	00	Goedere, vir binnelandse verbruik geklaar tot en met 31 Desember 2010, in sodanige hoeveelhede, by sodanige tye en onder sodanige omstandighede as wat die Internasionale Handelsadministrasie Kommissie by bepaalde permit mag toelaat, vir die installering van brandstofpypleidingstelsels	Volle reg