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REPUBLIEK VAN SUID-AFRIKA

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**Pretoria, 26 August
Augustus 2011**

No. 34541

IMPORTANT NOTICE

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**GOVERNMENT NOTICES
GOEWERMENSKENNISGEWINGS**

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

No. R. 674

26 August 2011

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 –

SPORT AND RECREATION SOUTH AFRICA

As set out in the Schedule



JEFFREY THAMSANQA RADEBE, MP

MINISTER FOR JUSTICE AND CONSTITUTIONAL DEVELOPMENT



sport & recreation

Department:
Sport and Recreation South Africa
REPUBLIC OF SOUTH AFRICA

SECTION 15 NOTICE IN TERMS OF THE PROMOTION OF ACCESS TO INFORMATION ACT, FOR SPORT AND RECREATION SOUTH AFRICA (SRSA)

SCHEDULE

DESCRIPTION OF CATEGORIES OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15 (1) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS
1. DESCRIPTION OF CATEGORIES OF RECORDS AUTOMATICALLY AVAILABLE FOR INSPECTION IN TERMS OF SECTION 15 (1) (a) (i)	
1.1 Reports that are no longer available for distribution. That is, where the SRSA has run out of such reports and only office copy is remaining and the requester of information cannot download it from the SRSA website, www.srsa.gov.za	<p><i>Information available in terms of this Section can be accessed in the following manner:</i></p> <p>a. Requesters of information can go to SRSA Resource Centre (Mezzanine Floor) at Regent Place Building, 66 Queen Street, (off Vermeulen Street) in Pretoria, where Ms Tersia Grobler may be of assistance.</p> <p><i>*It should be noted that reports originating from provincial departments responsible for sport and recreation are available from respective departments and not the SRSA.</i></p>
1.2 Presentations/speeches made by SRSA senior managers and political principals at public forums	
1.3 Information about the SRSA [Vision & Mission; Functions; Structure; Key Performance Areas and related information]	
1.4 Public Service Legislation [Sports and Recreation Act; Sport and Recreation Amendment Bill; White Paper on Sport and Recreation; Public Service Act; and other legislation that the SRSA may have	

drafted or is managing].	
1.5 SRSA contact details	
1.6 SRSA Organogram	
1.7 Vacancies within the SRSA	
2. DESCRIPTION OF CATEGORIES OF RECORDS AUTOMATICALLY AVAILABLE FOR PURCHASING IN TERMS OF SECTION 15 (1) (a) (ii)	
None	
3. DESCRIPTION OF CATEGORIES OF RECORDS AUTOMATICALLY AVAILABLE FOR COPYING IN TERMS OF SECTION 15 (1) (a) (ii)	
3.1 Reports that are no longer available for distribution. That is, where the SRSA has run out of such reports and only office copy is remaining and the requester of information cannot download it from the SRSA website, www.srsa.gov.za	<p>Information available in terms of this Section can be accessed in the following manner:</p> <p>a. Requesters of information can go to SRSA Resource Centre (Mezzanine Floor) at Regent Place Building, 66 Queen Street, (off Vermeulen Street) in Pretoria, where Ms Tersia Grobler may be of assistance.</p> <p><i>*It should be noted that reports originating from provincial departments responsible for sport and recreation are available from respective departments and not the SRSA.</i></p>
3.2 Presentations/speeches made by SRSA senior managers and political principals at public forums	
3.3 Information about the SRSA [Vision & Mission; Functions; Structure; Key Performance Areas and related information]	
3.4 Public Service Legislation [Sports and Recreation Act; Sport and Recreation Amendment Bill; White Paper on Sport and Recreation; Public Service Act; and other legislation that the SRSA may have drafted or is managing].	
3.5 SRSA contact details	
3.6 SRSA Organogram	
3.7 Vacancies within the SRSA	
4. DESCRIPTION OF CATEGORIES OF RECORDS AUTOMATICALLY AVAILABLE FREE OF CHARGE IN TERMS OF SECTION 15 (1) (a) (iii)	
4.1 All the SRSA publications that have been published (hard copies and soft copies) and all the other records on the SRSA internet site.	<p>Information available in terms of this Section can be accessed in the following manner:</p> <p>a. Information can be downloaded from the SRSA website: www.srsa.gov.za</p> <p>b. Through the post, from: The Information Resource Centre, Attention: Ms Tersia Grobler Private Bag X896, PRETORIA, 0001</p> <p>c. Through e-mail tersia@srsa.gov.za Telephone: (012) 304-5016, or Fax: (012) 323-7872</p>

	<p>d. Documents can also be obtained from the Information Resource Centre (Mezzanine Floor) at Regent Place Building, 66 Queen Street, (off Vermeulen Street) in Pretoria.</p> <p>e. Information such as official contact details of officials or offices of political principals can also be obtained telephonically.</p> <p><i>*It should be noted that reports originating from provincial departments responsible for sport and recreation are available from respective departments and not the SRSA.</i></p>
4.2 Presentations/speeches made by SRSA senior managers and political principals at public forums	Telephone or e-mail as above
4.3 Information about the SRSA [Vision & Mission; Functions; Structure; Key Performance Areas and related information]	
4.4 Public Service Legislation [Sports and Recreation Act; Sport and Recreation Amendment Bill; White Paper on Sport and Recreation; Public Service Act; and other legislation that the SRSA may have drafted or is managing].	
4.5 SRSA contact details	
4.6 SRSA Organogram	
4.7 Vacancies within the SRSA	

MANUAL FOR SPORT AND RECREATION SOUTH AFRICA (SRSA) in terms of Section 14 of the Promotion of Access to Information Act, 2000 (Act No. 2 of 2000)

The manual is available on SRSA's website, www.srsa.gov.za; SRSA Offices; and can also be requested from Tersia Grobler as in item 4 above.

No. R. 675


26 August 2011

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 –

COUNCIL FOR MEDICAL SCHEMES

As set out in the Schedule

**JEFFREY THAMSANQA RADEBE, MP****MINISTER FOR JUSTICE AND CONSTITUTIONAL DEVELOPMENT**



REPUBLIC OF SOUTH AFRICA

FORM D
AUTOMATICALLY AVAILABLE RECORDS AND ACCESS TO SUCH RECORDS:
 (Section 15 of the Promotion of Access to Information Act, 2000 (Act 2 of 2000))
 [Regulation 5A]

DESCRIPTION OF CATEGORY OF RECORDS AUTOMATICALLY AVAILABLE IN TERMS OF SECTION 15(1)(a) OF THE PROMOTION OF ACCESS TO INFORMATION ACT, 2000	MANNER OF ACCESS TO RECORDS (e.g. website) (SECTION 15(1)(b))
FOR INSPECTION IN TERMS OF SECTION 15(1)(a)(i):	
1. Medical Schemes Mergers - Exposition Documents	Records may be viewed/accessed by visiting Council for
2. Medical Schemes Liquidation & distribution Account	Medical Schemes Offices - Knowledge Centre
	Telephone: 012 431 0530
	share call : 086 112 3267
	http://www.medicalschemes.com
FOR PURCHASING IN TERMS OF SECTION 15(1)(a)(ii):	
1. Medical Schemes Rules	Records may be accessed by visiting Council for
2. Medical Schemes Annual Financial Statements	Medical Schemes Offices - Knowledge Centre
3. Medical Schemes Annual Statutory Returns	Telephone: 012 431 0530
	share call : 086 112 3267
FOR COPYING IN TERMS OF SECTION 15(1)(a)(ii):	
1. Medical Schemes Rules	Records may be accessed by visiting Council for
2. Medical Schemes Annual Financial Statements	Medical Schemes Offices - Knowledge Centre
3. Medical Schemes Annual Statutory Returns	Telephone: 012 431 0530
4. Research Reports	share call : 086 112 3267
AVAILABLE FREE OF CHARGE IN TERMS OF SECTION 15(1)(a)(iii):	
1. List of Registered Medical Schemes	Records may be obtained from Council for Medical Schemes
2. List of Accredited Brokers/Administrators/Managed Care Org	website (http://www.medicalschemes.com) alternatively
3. Council for Medical Schemes Annual Reports	by visiting Council for Medical Schemes Offices
4. Medical Schemes Act and all amendments and regulations	Telephone: 012 431 0530
5. Circulars, judgements & appeals, manuals, CMS news	share call : 086 112 3267



SECTION 15 OF THE PROMOTION OF ACCESS TO INFORMATION ACT (ACT NO.2 OF 2000): VOLUNTARY DISCLOSURE AND AUTOMATIC AVAILABILITY OF RECORDS.

COUNCIL FOR MEDICAL SCHEMES

1. Postal Address:

**Council for Medical Schemes
Private Bag X34
Hatfield
0028**

Physical Address

**Block E, Hatfields Office
1267 Pretorius Street
Hatfield**

**2. Telephone: 012 431 0500
Share call: 086 112 3267**

Website address: www.medicalschemes.com

**E-mail address: information@medicalschemes.com
support@medicalschemes.com**

3. Working Hours: 08H00 – 17H00 (Monday – Friday)

4. Information Officer: Dr. Monwabisi Gantsho (Registrar/CEO)

5. Deputy Information Officer: Mr. Samson Thosago – s.thosago@medicalschemes.com

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 676

26 August 2011

LABOUR RELATIONS ACT, 1995

CANCELLATION OF GOVERNMENT NOTICE

**METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL: THE
REGISTRATION AND ADMINISTRATION EXPENSES COLLECTIVE AGREEMENT**

I, MILDRED NELISIWE OLIPHANT, Minister of Labour, hereby, in terms of section 32(7) of the Labour Relations Act, 1995, cancel Government Notices No. R. 1183 of 18 December 2009, R. 234 of 1 April 2010 and R. 420 of 21 May 2010 with effect from5 September 2011.....

**MN OLIPHANT
MINISTER OF LABOUR**

————— ◆ —————
UMNYANGO WEZABASEBENZI

No. R. 676

26 August 2011

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

UKUHOXISWA KWESAZISO ZIKAHULUMENI

**METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL:
ISIVUMELWANO SEZINDLEKO ZOKUBHALISWA NOKUPHATHWA
KWEBARGAINING COUNCIL**

Mina, MILDRED NELISIWE OLIPHANT, uNgqongqoshe Wezabasebenzi ngokwesigaba-32(7) soMthetho Wobudlelwano Kwezabasebenzi we-1995, ngihoxisa isaziso sikaHulumeni esinguNombolo R. 1183 somhlaka 18 kuZibandlela 2009, R. 234 somhlaka 1 kuMbaso 2010 R.420 somhlaka 21 kuNhlaba 2010 kusukela mhlaka5 kuMandulo 2011.....

**MN OLIPHANT
UNGQONGQOSHE WEZABASEBENZI**

No. R. 677

26 August 2011

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, MILDRED NELISIWE OLIPHANT, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective amending 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 from5 September 2011..... and for the period ending 31 March 2015.

**MN OLIPHANT
MINISTER OF LABOUR**

UMNYANGO WEZABASEBENZI

No. R. 677

26 August 2011

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

**METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL:
UKWELULELWA KWESIVUMELWANO PHAKATHI KWABAQASHI
NABASEBENZI SEZINDLEKO ZOKUBHALISWA NOKUPHATHWA
KWEBARGAINING COUNCIL SAKHIWE KABUSHA FUTHI
ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXENYE
YESIVUMELWANO**

Mina, MILDRED NELISIWE OLIPHANT, uNgqongqoshe WezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano WezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kwi- Metal and Engineering Industries Bargaining Council , futhi ngokwesigaba-31 soMthetho Wezobudlelwano KwezabaSebenzi ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni kusukela mhlaka-.....5 kuMandulo 2011..... kuze kube ngu 31 kuNdasa 2015.

**MN OLIPHANT
UNGQONGQOSHE WEZABASEBENZI**

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

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

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

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

South African Electro-Plating Industries' Association

South African Engineers and Founders' Association

South African Fasteners Manufacturers' Association (SAFMA)

South African Post Tensioning Association

South African Pump Manufacturers' Association

South African Refrigeration and Air-Conditioning Contractors' Association (SARACCA)

South African Reinforced Concrete Engineers' Association (SARCEA)

South African 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 South Africa

Solidariteit / MWU – Solidarity / MWU

UASA-The Union

National Union of Metalworkers of South Africa (NUMSA)

South African 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: 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 2015.

3. SPECIAL PROVISIONS

The provisions contained in clause 8(1) to (2) of the Agreement published under Government Notice R.1183 of 18 December 2009, (hereinafter referred to as the "Former Agreement") shall apply to employers and employees who are members of the employers' organisations and trade unions.

4. GENERAL PROVISIONS

The provisions contained in clause 3 to 7, 8(3) to 10 of Parts I to IV of the Former Agreement shall apply to employers and employees.

PART II

5. CLAUSE 5: CONTRIBUTIONS

Substitute the following for the existing clause:

- "(1) The provisions of this clause shall apply in respect of all employees (as defined in clause 3 of the Agreement), except for purposes of subclause (3)(a) and (b) below, apprentices, pre-apprentices and learners shall be excluded.
- (2) Contributions shall be made by employers in the manner specified hereunder.
- (3) (a) From the earnings of every employee to whom this Agreement applies the employer shall, each week, including weeks on which the employee is absent on paid leave, deduct an amount of R1.72. The equivalent monthly payment is R7.45 per employee.
- (b) To the amount deducted in terms of paragraph (a) hereof, the employer shall add an equal amount and forward the total sum to the Council each month.

- (c) An amount of 62 cents shall be deducted from both employee and employer per week (including the employers and employees referred to in item (vi) of the definition of employee in clause 3, "definitions") in respect of a dispute resolution levy. The monthly equivalent is R2.68 per employee per month, with the employer contributing an equal amount.
- (4) In any establishment in which the total amount payable to the Council in terms of subclause (3)(a) and (b) hereof amounts to less than R1 75 per month, the employer shall make up the amount to R1 75 and forward the amount to the Council each month.
- (5) (a) Every employer in regions A,B,C,D,E, and F shall forward the amounts payable each month in terms of subclause (3) hereof, subject to the minimum amount payable as specified in subclause (4), together with a statement in such form as may be specified from time to time, to reach the Metal Industries Benefit Fund Administrators (MIBFA), Central Funds Collection Office, 2nd Floor, Metal Industries House, 42 Anderson Street, Johannesburg, 2001, by no later than close of business on the 7TH Day of the subsequent month.
- (b) The employer uses the postal services, courier services or any other means of delivery or transfer at his own risk. The relevant postal address is P O Box 61474, Marshalltown, 2107. A facility for direct bank-to-bank transfer of funds is also available. Enquiries to be directed to the Financial Manager at the above address or (011) 870-2000.
- (6) Regardless of whether any amount is payable to the Council in terms of this clause, every employer shall, not later than the 7TH day of each month, forward to the Council in respect of the preceding month and in the manner indicated therein, the statement referred to in subclause (5) hereof, and shall record thereon the number of employees employed on Limited Duration Contracts of employment during the month to which the statement applies.
- (7) (a) For the purposes of this subclause 'the Act' means the Usury Act, 1968.
- (b) If any amount that falls due in terms of this clause is not received in full by the Council by the 7th day of the month following the month for which the amount is payable, then the employer shall be liable to pay interest in accordance with the following provisions.

- (i) The interest payable shall accrue on the balance of the amount outstanding from time to time from the 7TH day until the full amount is received by the Council.
- (ii) The interest shall accrue at the same effective rate as the applicable maximum annual finance charge rates as if the amount outstanding were a “credit transaction” for the purposes of the Act. For purposes of calculating the interest, the provisions of section 2(2) of the Act shall, *mutatis mutandis*, apply.
- (iii) The council shall, in its absolute discretion, be entitled to waive payment by the employer of any interest that accrues in terms of this subclause.
- (iv) In the event of the Council’s incurring any costs or becoming obliged to pay any collection commission by reason of the failure of the employer to make any payment on or before the due date, the employer shall then be liable to pay forthwith all such costs of whatever nature as between attorney and client and all such collection commission.
- (v) In addition to the provisions of section 2(2) of the Act, all the other provisions of the Act that are relevant for the purposes of calculating any interest payable by the employer in terms of this subsection shall, *mutatis mutandis*, apply for these purposes.”

Thus signed at Johannesburg for and on behalf of the parties this 3rd May 2011.

A. Hlakudi
President

J. Kemble
Vice President

A Smith
Chief Executive Officer

No. R. 678

26 August 2011

LABOUR RELATIONS ACT, 1995**LABOUR RELATIONS ACT, 1995: METAL AND ENGINEERING
INDUSTRIES BARGAINING COUNCIL: RENEWAL OF PERIOD OF
OPERATION OF LIFT ENGINEERING COLLECTIVE AGREEMENT**

I, MILDRED NELISIWE OLIPHANT, Minister of Labour, hereby, in terms of section 32(6)(a)(ii), of the Labour Relations Act, 1995, renew the period fixed in Government Notices Nos. R. 1829 of 24 December 2003, R. 1021 of 3 September 2004, R. 1181 and R. 1182 of 15 December 2005, R. 1136 and R. 1137 of 17 November 2006, R. 1173 and R. 1174 of 14 December 2007, R. 36 of 23 January 2009 and R. 959 of 9 October 2009, to be effective from the date of publication of this notice and for the period ending 30 June 2012.

**MN OLIPHANT
MINISTER: LABOUR**

UMNYANGO WEZABASEBENZI

No. R. 678

26 August 2011

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL:
UKUVUSELELWA KWESIKHATHI SOKUSEBENZA KWESIVUMELWANO
ESIPHAKATHI KWABAQASHI NABASEBENZI SOBUNJINELI
BAMAKHESHI**

Mina, MILDRED NELISIWE OLIPHANT, onguNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(6)(a)(ii) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngimemezela ukuthi izihlinzeko zesaziso sikaHulumeni eziingunombolo . R. 1829 somhlaka 24 kuZibandlela 2003, R. 1021 somhlaka 3 kuMandulo 2004, R. 1181 no R 1182 zomhlaka 15 kuZibandlela 2005, R. 1136 no R1137 zomhlaka 17 kuLwezi 2006, R. 1173 no R1174 zomhlaka 14 kuZibandlela 2007, R. 36 somhlaka 23 kuMasingana 2009 kanye no R. 959 somhlaka 9 kuMfumfu 2009, zizosebenza kusukela ekumemezelweni kwalesisaziso, kuze kube mhlaka 30 kuNhlangulana 2012.

**MN OLIPHANT
UNGQONGQOSHE WEZABASENZI**

No. R. 679

26 August 2011

LABOUR RELATIONS ACT, 1995**METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL:
EXTENSION TO NON-PARTIES OF LIFT ENGINEERING COLLECTIVE
AMENDING AGREEMENT**

I, MILDRED NELISIWE OLIPHANT, 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 from5 September 2011....., and for the period ending 30 June 2012.

**MN OLIPHANT
MINISTER OF LABOUR**

UMNYANGO WEZABASEBENZI

No. R. 679

26 August 2011

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL:
UKWELULELWA KWESIVUMELWANO PHAKATHI KWABAQASHI
NABASEBENZI SOBUNJINELI BAMAKHESHI ESICHIBIYELAYO
SELULELWA KULABO ABANGEYONA INGXEYENYE YESIVUMELWANO**

Mina, MILDRED NELISIWE OLIPHANT, uNgqongqoshe WezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano WezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kwi- Metal and Engineering Industries Bargaining Council , futhi ngokwesigaba-31 soMthetho Wezobudlelwano KwezabaSebenzi ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni kusukela mhlaka-.....5 kuMandulo 2011..... kuze kube ngu 30 kuNhlangulana 2012.

**MN OLIPHANT
UNGQONGQOSHE WEZABASENZI**

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

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

Lift Engineering Association of South Africa

(Hereinafter referred to as the "employers" or the "employer organization"), of the one part,

the

South African 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, to amend the Agreement published under Government Notice No. R.405 of 31 March 1998, as renewed, amended and re-enacted by Government Notices Nos. R.160 and R.161 of 12 February 1999, R.1314 of 12 November 1999, R.1125 of 17 November 2000, R.1013 of 12 October 2001, R.1242 of 30 November 2001, R.529 of 3 May 2002, R.1249 of 4 October 2002, R.669 of 23 May 2003, R.1829 of 24 December 2003, R.1021 of 3 September 2004, R.1181 of 15 December 2005, R.1182 of 15 December 2005, R.1136 of 17 November 2006 R.1137 of 17 November 2006, R.1173 of 14 December 2007, R.1174 of 14 December 2007, R.36 of 23 January 2009 and R.959 of 9 October 2009.

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) By all employers who are members of the employer's organization and by all employees who are members of the trade unions, in respect of the maintenance

and/or assembly and/or installation and/or repair of electrical and hydraulic lifts, escalators, moving walkways and goods lifts.

- (2) The provisions of clauses 1(1) (b) and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organization 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 30 June 2012.

3. CLAUSE 6: STAND-BY DUTIES AND CALL-OUTS

Substitute the following for sub-clauses (d),(e) and (f):

- "(d) An employee who is required to be on stand-by on Monday to Friday shall receive a stand-by allowance of R75.10 per day, excluding Saturdays, Sundays and public holidays.
- (e) An employee who is required to be on stand-by on a Saturday shall receive a stand-by allowance of R112.65 per day.
- (f) An employee who is required to be on stand-by on a Sunday or public holiday shall receive a stand-by allowance of R150.20 per day".

4. CLAUSE 17: PAID SICK LEAVE

Substitute the following for subclauses (6) and (7).

- (6) "The employer, before making payment of any amount payable to an employee for any period of absence from work of more than two consecutive days or on more than two occasions during an eight week period, may require the employee to produce a medical certificate signed by a medical practitioner or any other person who is certified to

diagnose and treat patients and who is registered with a professional council established by an Act of parliament.

- (7) The employer may require an employee to produce a medical certificate in respect of any absence from work on a Friday or Monday or on the working day immediately before or after any paid public holiday before making payment of any amount payable in terms of this sub clause.”

5. CLAUSE 17A: FAMILY RESPONSIBILITY LEAVE

Insert the following introductory paragraph:

“For purposes of this clause, “child” means a person who is under 18 years of age provided that for purposes of subclause 2(d)(ii), this age shall not apply”.

6. CLAUSE 18: INJURY ON DUTY ALLOWANCE

Substitute the following for the existing clause:

- “(1) An employer in whose service an employee is at the time of the accident shall be liable for payment of compensation in terms of section 47(1) of the Compensation for Occupational Injuries and Diseases Act 130/1993.
- (2) Whenever an employee is absent from work through occupational sickness or injury not recognized as compensable in terms of the Compensation for Occupational Injuries and Diseases Act 130/1993 (see Section 22(2), he shall be paid on the basis of the employee’s actual rate of pay for any period of absence up to a maximum of three working days. Such payment made to the employee concerned shall be recoverable from the Metal and Engineering Industries Sick Pay Fund by the employer.”

7. CLAUSE 19: ALLOWANCES

Substitute the following for subclauses (3) to (7):

- “(3) *Subsistence*: Where an employee is required to live away from his usual place of domicile, hotel accommodation, including meals, shall be provided. Alternatively, by mutual consent, a subsistence allowance of R191.46 per day shall be payable.

- (4) *Out-of-pocket expenses:* Employers shall pay an amount of R27.50 per day to employees to compensate them for additional non-recoverable expenses incurred where the work assignment entails overnight stay. This amount shall be payable irrespective of whether or not the employer pays full accommodation and board and lodging. Mutually agreed legitimate expenses over and above the R27.50 per day shall be reimbursed upon presentation of receipts.
- (5) *Dirt allowance:* A dirt allowance of R20.34 per shift shall be paid to all categories of employees engaged on the dismantling of existing installations and/or the stripping of lifts and escalators for modernisation and/or the changing of main hoisting and compensating ropes.
- The dirt allowance referred to above shall also apply to all repair work carried out on escalators.
- (6) *Certificate allowance:* Subject to the provisions of section 36 of this Agreement, and in addition to wages and other allowances prescribed in this Agreement, the employer shall pay to each employee who is the holder of a Certificate of Registration issued in terms of the Occupational Health and Safety Act, 1993, an allowance of R0.47c per hour, including overtime.
- (7) *Underground allowance:* An allowance of R50.30 per shift shall be paid to employees who are required to work below the collar of any mine shaft for a shift or part of a shift.”

8. CLAUSE 36: WAGES

Substitute the following for the existing Clause 36:

- “(1) No employer shall pay to any employee engaged on work classified in the schedules to this Agreement wages lower than those stipulated and no employees shall accept wages lower than those stipulated, namely –
- | | | | |
|-----|------------|---|-----------------|
| (a) | Category 1 | : | R71.61 per hour |
| | Category 2 | : | R52.52 per hour |
| | Category 3 | : | R33.46 per hour |
| | Category 4 | : | R27.13 per hour |

(b) **Apprentices:**

First year	:	R25.06 per hour
Second year	:	R28.64 per hour
Third year	:	R35.81 per hour
Fourth year	:	R57.28 per hour

- (2) Operators may be employed on Category 2 and Category 3 work only if they have passed (a) training programme(s) recognized by the Bargaining Council and are in possession of a certificate of proficiency issued by the employer covering the functions that they are allowed to perform under the schedules to this Agreement.
- (3) The employers who are party to this Agreement have undertaken to distinguish clearly, at the time of awarding wage increases, between the wage increase component negotiated in terms of this Agreement and any other increases, such as merit increases which may be granted to employees.
- (4)(a) No employee shall be employed on or more than one occupation scheduled in this Agreement at different rates of pay in any one week including any overtime worked at a higher paid occupation, unless payment is made as if such employee had been employed for the whole of that week in the higher paid occupation:
- Provided that where a lower paid employee is temporarily substituted for a higher paid employee who is absent from his work and not employed elsewhere in the establishment, such substituted employee shall be paid at the higher rate only for the period he actually worked at the higher paid occupation. Any period of substitution of less than one-half shift in the aggregate in any one week shall not count for payment at the higher rate.
- (b) Where lower paid employee is temporarily substituted for a higher paid employee:
- (i) Such substitution shall be part of career development aimed at developing the employee by providing exposure to the higher level job; and

- (ii) Such substitution is to be an integral part of the development programme and therefore a pre-requisite for successful completion of the programme.
- (5) An employer who intends to grant increases to all employees or a particular category of employees shall consult the trade unions of which the employees concerned are members.”

Signed at Johannesburg for and on behalf of the parties, this day of 8th July 2011

M Lavender
Member

S Mayisela
Member

Alistair Smith
Chief Executive Officer

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

No. R. 672

26 August 2011

**CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 1 (No. 1/1/1428)**

In terms of section 48 of the Customs and Excise Act, 1964, Part 1 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 insertion after subheading 3923.21.15 of the following :

Heading	Subheading	C D	Article Description	Statistical Unit	Rate of Duty			
					General	EU	EFTA	SADC
39.23	3923.21.20	8	--- Bags, of low-density polyethylene, of a size not exceeding 15 cm x 23 cm, with no opening and having one perforated edge incorporating a plastic covered wire seal	kg	free	free	free	free

No. R. 672

26 Augustus 2011

**DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 1 (No. 1/1/1428)**

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



**N NENE
ADJUNKMINISTER VAN FINANSIES**

BYLAE

Deur na subpos 3923.21.15 die volgende in te voeg:

Pos	Subpos	T S	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg			
					Algemeen	EU	EFTA	SAOG
39.23	3923.21.20	8	--- Sakke van 'n lae densiteit polietileen, van 'n grootte van hoogstens 15 cm x 23 cm, met geen opening en een geperforeerde rand wat 'n plastiek bedekte draadseël inkorporeer	kg	vry	vry	vry	vry

CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 3 (No. 3/673)

In terms of section 75 of the Customs and Excise Act, 1964, Schedule No. 3 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 substitution of the following rebate items:

Rebate Item	Tariff Heading	Rebate Code	C D	Description	Extent of Rebate
310.09	5603.1	01.05	50	Nonwovens of man-made filaments, whether or not impregnated, coated, covered or laminated, of a mass not exceeding 150 g/m ² , for the manufacture of disposable napkins for babies, at such times, in such quantities and subject to such conditions as the International Trade Administration Commission may allow by specific permit	Full duty
310.09	5603.9	01.05	59	Nonwovens (excluding those of man-made filaments), whether or not impregnated, coated, covered or laminated, of a mass not exceeding 150 g/m ² , for the manufacture of disposable napkins for babies, at such times, in such quantities and subject to such conditions as the International Trade Administration Commission may allow by specific permit	Full duty
311.33	5603.1	01.05	51	Nonwovens of man-made filaments, whether or not impregnated, coated, covered or laminated, of a mass not exceeding 150 g/m ² , for the manufacture of disposable napkins for babies, at such times, in such quantities and subject to such conditions as the International Trade Administration Commission may allow by specific permit	Full duty
311.33	5603.9	01.05	50	Nonwovens (excluding those of man-made filaments), whether or not impregnated, coated, covered or laminated, of a mass not exceeding 150 g/m ² , for the manufacture of disposable napkins for babies, at such times, in such quantities and subject to such conditions as the International Trade Administration Commission may allow by specific permit	Full duty

DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 3 (No. 3/673)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 3 by bogenoemde Wet hiermee gewysig, in die mate in die Bylae hierby aangetoon.



N NENE
ADJUNKMINISTER VAN FINANSIES

BYLAE

Deur die vervanging van die volgende kortingitem:

Kortingitem	Tariefpos	Kortingkode	T S	Beskrywing	Mate van Korting
310.09	5603.1	01.05	50	Veselviesstowwe van gefabriseerde filamente, hetsy geïmpregneer, bestryk, bedek of gelamelleer al dan nie, met 'n massa van hoogstens 150 g/m ² , vir die vervaardiging van wegdoenbare luiers vir babas, op die tye, in die hoeveelhede en onderhewig aan sodanige voorwaardes wat die Internasionale Handelsadministrasie Kommissie by bepaalde permit mag toelaat	Volle reg
310.09	5603.9	01.05	59	Veselviesstowwe (uitgesonderd dié van gefabriseerde filamente), hetsy geïmpregneer, bestryk, bedek of gelamelleer al dan nie, met 'n massa van hoogstens 150 g/m ² , vir die vervaardiging van wegdoenbare luiers vir babas, op die tye, in die hoeveelhede en onderhewig aan sodanige voorwaardes wat die Internasionale Handelsadministrasie Kommissie by bepaalde permit mag toelaat	Volle reg
311.33	5603.1	01.05	51	Veselviesstowwe van gefabriseerde filamente, hetsy geïmpregneer, bestryk, bedek of gelamelleer al dan nie, met 'n massa van hoogstens 150 g/m ² , vir die vervaardiging van wegdoenbare luiers vir babas, op die tye, in die hoeveelhede en onderhewig aan sodanige voorwaardes wat die Internasionale Handelsadministrasie Kommissie by bepaalde permit mag toelaat	Volle reg
311.33	5603.9	01.05	50	Veselviesstowwe (uitgesonderd dié van gefabriseerde filamente), hetsy geïmpregneer, bestryk, bedek of gelamelleer al dan nie, met 'n massa van hoogstens 150 g/m ² , vir die vervaardiging van wegdoenbare luiers vir babas, op die tye, in die hoeveelhede en onderhewig aan sodanige voorwaardes wat die Internasionale Handelsadministrasie Kommissie by bepaalde permit mag toelaat	Volle reg