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Regulation Gazette

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Regulasiekoerant

Vol. 558

Pretoria, 2 December 2011
Desember

No. 34789

IMPORTANT NOTICE

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IMPORTANT ANNOUNCEMENT

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

2011

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

- ▶ **8 December**, Thursday, for the issue of Thursday **15 December 2011**
- ▶ **14 December**, Wednesday, for the issue of Friday **23 December 2011**
- ▶ **20 December**, Tuesday, for the issue of Friday **30 December 2011**
- ▶ **28 December**, Wednesday, for the issue of Friday **6 January 2012**

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**

2011

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

- ▶ **8 Desember**, Donderdag, vir die uitgawe van Donderdag **15 Desember 2011**
- ▶ **14 Desember**, Woensdag, vir die uitgawe van Vrydag **23 Desember 2011**
- ▶ **20 Desember**, Dinsdag, vir die uitgawe van Vrydag **30 Desember 2011**
- ▶ **28 Desember**, Woensdag, vir die uitgawe van Vrydag **6 Januarie 2012**

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

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

GOVERNMENT NOTICES
GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID

No. R. 984

2 December 2011

LABOUR RELATIONS ACT, 1995

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

I, **NELISIWE MILDRED 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 **Bargaining Council for the Building Industry, Kimberley** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Agreement, shall be binding on the other employers and employees in that Industry, with effect from..... 12 December 2011..... and for the period ending 31 July 2014.

N M. OLIPHANT
MINISTER OF LABOUR

UMNYANGO WEZABASEBENZI**No. R. 984****Usuku: 2 December 2011****UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**

**UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI
 NABASEBENZI BEMBONI YEZOKWAKHA, EKIMBERLEY:
 UKWELULELWA KWESIVUMELWANO SABAQASHI NABASEBENZI
 ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXENYE
 YASO**

Mina, **NELISIWE MILDRED OLIPHANT**, uNgqongqoshe WezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Wokuxoxisana Phakathi Kwabaqashi Nabasebenzi Embonini Yokwakha, eKimberley**, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela mhlaka..... 12 kuZibandlela 2011.....kuze kube ngu 31 kuNtulikazi 2014.

N. M. OLIPHANT
UNGQONGQOSHE WEZABASEBENZI

SCHEDULE

BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY

COLLECTIVE AGREEMENT

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

Northern Cape Master Builders' and Allied Trades Association

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

Amalgamated Union of Building Trade Workers of South Africa

(hereinafter referred to as the "employees" or "trade union") on the other part being parties to the Bargaining Council for the Building Industry, Kimberley to amend the Agreement published under Government Notice No. R 957 of 7 August 1998, as amended, extended and renewed by Government Notices Nos R. 745 of 11 June 1999, R.1365 of 15 December 2000, R. 1018 of 18 July 2003, R 1049 of 25 July 2003, R. 865 of 23 July 2004, R. 906 and R. 907 of 29 August 2008, R. 9 of 22 January 2010, R. 592 of 22 July 2011 and R. 710 of 9 September 2011.

1. SCOPE OF APPLICATION

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

CHAIRMAN VN SMAILES	:	
V/CHAIRMAN MS TOFFAR	:	
SECRETARY PR SERFONTEIN	:	

- (a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, and the Skills Development Act 1998 or any contract entered into or any conditions fixed there under;
 - (b) trainees under the Manpower Training Act, 1981 and the Skills Development Act 1998 only in so far as they are not inconsistent with the provisions of that Act or any conditions fixed there under;
 - (c) labour-only contractors, working partners and working directors, principals and contractors.
- (3) Notwithstanding the provisions of sub-clause (1) (a), the terms of this Agreement shall not apply to-
- (a) clerical employees and administrative staff;
 - (b) university students and graduates in building science, and to construction supervisors, construction surveyors and other persons doing practical work, in the completion of their academic training;
 - (c) non-parties in respect of clauses 1(1)(a) and 1A of the Collective Agreement as extended or amended from time to time.

2. **CLAUSE 1 A: PERIOD OF OPERATION OF AGREEMENT**

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of Section 32 of the Labour Relations Act, 1995, and shall remain in force until 31 July 2014.

3. **CLAUSE 21: MINIMUM WAGES**


- (1) Substitute the following for sub-clause (1):

CHAIRMAN VN SMAILES	:	_____
V/CHAIRMAN MS TOFFAR	:	_____
SECRETARY PR SERFONTEIN	:	_____


SCHEDULE

		WAGE PER HOUR			
		AREA			
		KIMBERLEY		GORDONIA	
		With effect from the coming into operation of this Agreement	With effect from 1 January 2012	With effect from the coming into operation of this Agreement	With effect from 1 January 2012
	CATEGORY OF EMPLOYEE	R	R	R	R
(a)	General Worker	7.91	8.23	7.44	7.74
(b)	Trainee Tradesman, Class 3, Tradesman, Class 3	9.26	9.63	8.78	9.13
(c)	Trainee Tradesman, Class 2, Tradesman, Class 2	9.37	9.74	8.88	9.24
(d)	Trainee Tradesman, Class 1, Tradesman, Class 1	11.86	12.33	11.38	11.83
(e)	Artisan	16.54	17.20	16.18	16.83
(f)	Craftsman	19.44	20.22	19.08	19.85


CHAIRMAN VN SMAILES :



VICE CHAIRMAN MS TOFFAR :



SECRETARY PR SERFONTEIN :

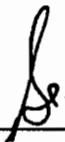


(2) APPENDIXES:

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

CHAIRMAN VN SMAILES

:



V/CHAIRMAN MS TOFFAR

:



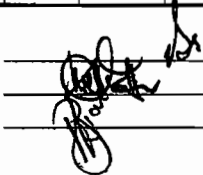
SECRETARY PR SERFONTEIN

:



NUWE LOONBANDE JANUARIE 2012 KIMBERLEY NIE AMBAGSMANNE - 48 WEKE																
NIE-AMBAGSMANNE EN VAARDIGHEIDSMERKERS			AANRANGSEL A						AANRANGSEL B							
Loon Inter val	Min / Max Tarief per uur		Kontant Bonus H	WERKGEHEUR SE BYDRAE				W-Gewer TOTAAL G	WERKNEEMER SE BYDRAE					Kontant Bonus Ingest	Seel	
				Vakansie Fonds A	Pens Fonds B	Bystand Fonds D	Raad Heff E		Pens Fonds B	Bystand Fonds D	Raad Heff E	Spaar F	W-Nemer TOTAAL G			
1	0.00	8.23	1.17	42.30	29.61	9.38	3.00	84.29	29.61	9.38	3.00	5.00	46.99	376.01	131.28	
2	8.24	8.33	1.19	42.84	29.99	9.38	3.00	85.21	29.99	9.38	3.00	5.00	47.37	381.03	132.58	
3	8.34	8.43	1.20	43.34	30.33	9.38	3.00	86.05	30.33	9.38	3.00	5.00	47.71	385.64	133.76	
4	8.44	8.53	1.21	43.83	30.68	9.38	3.00	86.89	30.68	9.38	3.00	5.00	48.06	390.24	134.95	
5	8.54	8.63	1.23	44.37	31.06	9.38	3.00	87.81	31.06	9.38	3.00	5.00	48.44	395.26	136.25	
6	8.64	8.73	1.24	44.87	31.41	9.38	3.00	88.66	31.41	9.38	3.00	5.00	48.79	399.86	137.45	
7	8.74	8.83	1.26	45.41	31.78	9.38	3.00	89.57	31.78	9.38	3.00	5.00	49.16	404.89	138.73	
8	8.84	8.93	1.27	45.90	32.13	9.38	3.00	90.41	32.13	9.38	3.00	5.00	49.51	409.49	139.92	
9	8.94	9.03	1.29	46.44	32.51	9.38	3.00	91.33	32.51	9.38	3.00	5.00	49.89	414.51	141.22	
10	9.04	9.13	1.30	46.94	32.85	9.38	3.00	92.17	32.85	9.38	3.00	5.00	50.23	419.12	142.40	
11	9.14	9.23	1.31	47.43	33.20	9.38	3.00	93.01	33.20	9.38	3.00	5.00	50.58	423.72	143.59	
12	9.24	9.33	1.33	47.97	33.58	9.38	3.00	93.93	33.58	9.38	3.00	5.00	50.96	428.74	144.89	
13	9.34	9.43	1.34	48.47	33.93	9.38	3.00	94.78	33.93	9.38	3.00	5.00	51.31	433.34	146.09	
Klas 3	14	0.00	9.63	1.37	49.50	34.65	9.38	3.00	96.53	34.65	9.38	3.00	5.00	52.03	442.97	148.56
Klas 2	15	9.64	9.74	1.39	50.09	35.06	9.38	3.00	97.53	35.06	9.38	3.00	5.00	52.44	448.41	149.97
16	9.75	9.84	1.40	50.58	35.41	9.38	3.00	98.37	35.41	9.38	3.00	5.00	52.79	453.01	151.16	
17	9.85	9.94	1.42	51.12	35.78	9.38	3.00	99.28	35.78	9.38	3.00	5.00	53.16	458.04	152.44	
18	9.95	10.04	1.43	51.62	36.13	9.38	3.00	100.13	36.13	9.38	3.00	5.00	53.51	462.64	153.64	
19	10.05	10.14	1.44	52.11	36.48	9.38	3.00	100.97	36.48	9.38	3.00	5.00	53.86	467.24	154.83	
20	10.15	10.24	1.46	52.65	36.86	9.38	3.00	101.89	36.86	9.38	3.00	5.00	54.24	472.26	156.13	
21	10.25	10.34	1.47	53.15	37.20	9.38	3.00	102.73	37.20	9.38	3.00	5.00	54.58	476.87	157.31	
22	10.35	10.44	1.49	53.69	37.58	9.38	3.00	103.65	37.58	9.38	3.00	5.00	54.96	481.89	158.61	
23	10.45	10.54	1.50	54.18	37.93	9.38	3.00	104.49	37.93	9.38	3.00	5.00	55.31	486.49	159.80	
24	10.55	10.64	1.52	54.72	38.30	9.38	3.00	105.40	38.30	9.38	3.00	5.00	55.68	491.52	161.08	
25	10.65	10.74	1.53	55.22	38.65	9.38	3.00	106.25	38.65	9.38	3.00	5.00	56.03	496.12	162.28	
26	10.75	10.84	1.54	55.71	39.00	9.38	3.00	107.09	39.00	9.38	3.00	5.00	56.38	500.72	163.47	
27	10.85	10.94	1.56	56.25	39.38	9.38	3.00	108.01	39.38	9.38	3.00	5.00	56.76	505.74	164.77	
28	10.95	11.04	1.57	56.75	39.72	9.38	3.00	108.85	39.72	9.38	3.00	5.00	57.10	510.35	165.95	
29	11.05	11.14	1.59	57.29	40.10	9.38	3.00	109.77	40.10	9.38	3.00	5.00	57.48	515.37	167.25	
30	11.15	11.24	1.60	57.78	40.45	9.38	3.00	110.61	40.45	9.38	3.00	5.00	57.83	519.97	168.44	
31	11.25	11.34	1.61	58.28	40.79	9.38	3.00	111.45	40.79	9.38	3.00	5.00	58.17	524.58	169.62	
32	11.35	11.44	1.63	58.82	41.17	9.38	3.00	112.37	41.17	9.38	3.00	5.00	58.55	529.60	170.92	
33	11.45	11.54	1.64	59.31	41.52	9.38	3.00	113.21	41.52	9.38	3.00	5.00	58.90	534.20	172.11	
34	11.55	11.64	1.66	59.85	41.90	9.38	3.00	114.13	41.90	9.38	3.00	5.00	59.28	539.22	173.41	
35	11.65	11.74	1.67	60.35	42.24	9.38	3.00	114.97	42.24	9.38	3.00	5.00	59.62	543.83	174.59	
36	11.75	11.84	1.69	60.89	42.62	9.38	3.00	115.89	42.62	9.38	3.00	5.00	60.00	548.85	175.89	
37	11.85	11.94	1.70	61.38	42.97	9.38	3.00	116.73	42.97	9.38	3.00	5.00	60.35	553.45	177.08	
38	11.95	12.04	1.71	61.88	43.31	9.38	3.00	117.57	43.31	9.38	3.00	5.00	60.69	558.06	178.26	
Klas 1	39	0.00	12.33	1.76	63.41	44.38	9.38	3.00	120.17	44.38	9.38	3.00	5.00	61.76	572.29	181.93
40	12.34	12.43	1.77	63.90	44.73	9.38	3.00	121.01	44.73	9.38	3.00	5.00	62.11	576.89	183.12	
41	12.44	12.53	1.78	64.40	45.08	9.38	3.00	121.86	45.08	9.38	3.00	5.00	62.46	581.49	184.32	
42	12.54	12.63	1.80	64.94	45.45	9.38	3.00	122.77	45.45	9.38	3.00	5.00	62.83	586.52	185.60	
43	12.64	12.73	1.81	65.43	45.80	9.38	3.00	123.61	45.80	9.38	3.00	5.00	63.18	591.12	186.79	
44	12.74	12.83	1.83	65.97	46.18	9.38	3.00	124.53	46.18	9.38	3.00	5.00	63.56	596.14	188.09	
45	12.84	12.93	1.84	66.47	46.53	9.38	3.00	125.38	46.53	9.38	3.00	5.00	63.91	600.74	189.29	
46	12.94	13.03	1.86	67.01	46.90	9.38	3.00	126.29	46.90	9.38	3.00	5.00	64.28	605.77	190.57	
47	13.04	13.13	1.87	67.50	47.25	9.38	3.00	127.13	47.25	9.38	3.00	5.00	64.63	610.37	191.76	
48	13.14	13.23	1.88	68.00	47.60	9.38	3.00	127.98	47.60	9.38	3.00	5.00	64.98	614.97	192.96	
49	13.24	13.33	1.90	68.54	47.97	9.38	3.00	128.89	47.97	9.38	3.00	5.00	65.35	620.00	194.24	
50	13.34	13.43	1.91	69.03	48.32	9.38	3.00	129.73	48.32	9.38	3.00	5.00	65.70	624.60	195.43	

VOORSITTER VN SGALES
 ONDER VOORSITTER MS TOFFAR
 SEKRETARIS FR SERPONTEIN



NEW WAGEBANDS JANUARIE 2012 KIMBERLEY NON ARTISANS - 48 WEEKS															
NON ARTISANS AND SPECIFIED SKILLED				ANNEXURE A EMPLOYER CONTRIBUTION					ANNEXURE B EMPLOYEE CONTRIBUTION						
Wage inter val	Min / Max Tariff per hour	Cash Bonus H	Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp	
1	0.00	8.23	1.17	42.30	29.61	9.38	3.00	84.29	29.61	9.38	3.00	5.00	46.99	376.01	131.28
2	8.24	8.33	1.19	42.84	29.99	9.38	3.00	85.21	29.99	9.38	3.00	5.00	47.37	381.03	132.58
3	8.34	8.43	1.20	43.34	30.33	9.38	3.00	86.05	30.33	9.38	3.00	5.00	47.71	385.64	133.76
4	8.44	8.53	1.21	43.83	30.68	9.38	3.00	86.89	30.68	9.38	3.00	5.00	48.06	390.24	134.95
5	8.54	8.63	1.23	44.37	31.06	9.38	3.00	87.81	31.06	9.38	3.00	5.00	48.44	395.26	136.25
6	8.64	8.73	1.24	44.87	31.41	9.38	3.00	88.66	31.41	9.38	3.00	5.00	48.79	399.86	137.45
7	8.74	8.83	1.26	45.41	31.78	9.38	3.00	89.57	31.78	9.38	3.00	5.00	49.16	404.89	138.73
8	8.84	8.93	1.27	45.90	32.13	9.38	3.00	90.41	32.13	9.38	3.00	5.00	49.51	409.49	139.92
9	8.94	9.03	1.29	46.44	32.51	9.38	3.00	91.33	32.51	9.38	3.00	5.00	49.89	414.51	141.22
10	9.04	9.13	1.30	46.94	32.85	9.38	3.00	92.17	32.85	9.38	3.00	5.00	50.23	419.12	142.40
11	9.14	9.23	1.31	47.43	33.20	9.38	3.00	93.01	33.20	9.38	3.00	5.00	50.58	423.72	143.59
12	9.24	9.33	1.33	47.97	33.58	9.38	3.00	93.93	33.58	9.38	3.00	5.00	50.96	428.74	144.89
13	9.34	9.43	1.34	48.47	33.93	9.38	3.00	94.78	33.93	9.38	3.00	5.00	51.31	433.34	146.09
Class 3 14	0.00	9.63	1.37	49.50	34.65	9.38	3.00	96.53	34.65	9.38	3.00	5.00	52.03	442.97	148.56
Class 2 15	9.64	9.73	1.39	50.04	35.03	9.38	3.00	97.45	35.03	9.38	3.00	5.00	52.41	447.99	149.86
16	9.74	9.83	1.40	50.54	35.37	9.38	3.00	98.29	35.37	9.38	3.00	5.00	52.75	452.60	151.04
17	9.84	9.93	1.41	51.03	35.72	9.38	3.00	99.13	35.72	9.38	3.00	5.00	53.10	457.20	152.23
18	9.94	10.03	1.43	51.57	36.10	9.38	3.00	100.05	36.10	9.38	3.00	5.00	53.48	462.22	153.53
19	10.04	10.13	1.44	52.07	36.45	9.38	3.00	100.90	36.45	9.38	3.00	5.00	53.83	466.82	154.73
20	10.14	10.23	1.46	52.61	36.82	9.38	3.00	101.81	36.82	9.38	3.00	5.00	54.20	471.85	156.01
21	10.24	10.33	1.47	53.10	37.17	9.38	3.00	102.65	37.17	9.38	3.00	5.00	54.55	476.45	157.20
22	10.34	10.43	1.49	53.64	37.55	9.38	3.00	103.57	37.55	9.38	3.00	5.00	54.93	481.47	158.50
23	10.44	10.53	1.50	54.14	37.89	9.38	3.00	104.41	37.89	9.38	3.00	5.00	55.27	486.08	159.68
24	10.54	10.63	1.51	54.63	38.24	9.38	3.00	105.25	38.24	9.38	3.00	5.00	55.62	490.68	160.87
25	10.64	10.73	1.53	55.17	38.62	9.38	3.00	106.17	38.62	9.38	3.00	5.00	56.00	495.70	162.17
26	10.74	10.83	1.54	55.67	38.97	9.38	3.00	107.02	38.97	9.38	3.00	5.00	56.35	500.30	163.37
27	10.84	10.93	1.56	56.21	39.34	9.38	3.00	107.93	39.34	9.38	3.00	5.00	56.72	505.33	164.65
28	10.94	11.03	1.57	56.70	39.69	9.38	3.00	108.77	39.69	9.38	3.00	5.00	57.07	509.93	165.84
29	11.04	11.13	1.59	57.24	40.07	9.38	3.00	109.69	40.07	9.38	3.00	5.00	57.45	514.95	167.14
30	11.14	11.23	1.60	57.74	40.41	9.38	3.00	110.53	40.41	9.38	3.00	5.00	57.79	519.56	168.32
31	11.24	11.33	1.61	58.23	40.76	9.38	3.00	111.37	40.76	9.38	3.00	5.00	58.14	524.16	169.51
32	11.34	11.43	1.63	58.77	41.14	9.38	3.00	112.29	41.14	9.38	3.00	5.00	58.52	529.18	170.81
33	11.44	11.53	1.64	59.27	41.49	9.38	3.00	113.14	41.49	9.38	3.00	5.00	58.87	533.78	172.01
34	11.54	11.63	1.66	59.81	41.86	9.38	3.00	114.05	41.86	9.38	3.00	5.00	59.24	538.81	173.29
35	11.64	11.73	1.67	60.30	42.21	9.38	3.00	114.89	42.21	9.38	3.00	5.00	59.59	543.41	174.48
36	11.74	11.83	1.68	60.80	42.56	9.38	3.00	115.74	42.56	9.38	3.00	5.00	59.94	548.01	175.68
37	11.84	11.93	1.70	61.34	42.93	9.38	3.00	116.65	42.93	9.38	3.00	5.00	60.31	553.04	176.96
38	11.94	12.03	1.71	61.83	43.28	9.38	3.00	117.49	43.28	9.38	3.00	5.00	60.66	557.64	178.15
Class 1 39	0.00	12.33	1.76	63.41	44.38	9.38	3.00	120.17	44.38	9.38	3.00	5.00	61.76	572.29	181.93
40	12.34	12.43	1.77	63.90	44.73	9.38	3.00	121.01	44.73	9.38	3.00	5.00	62.11	576.89	183.12
41	12.44	12.53	1.78	64.40	45.08	9.38	3.00	121.86	45.08	9.38	3.00	5.00	62.46	581.49	184.32
42	12.54	12.63	1.80	64.94	45.45	9.38	3.00	122.77	45.45	9.38	3.00	5.00	62.83	586.52	185.60
43	12.64	12.73	1.81	65.43	45.80	9.38	3.00	123.61	45.80	9.38	3.00	5.00	63.18	591.12	186.79
44	12.74	12.83	1.83	65.97	46.18	9.38	3.00	124.53	46.18	9.38	3.00	5.00	63.56	596.14	188.09
45	12.84	12.93	1.84	66.47	46.53	9.38	3.00	125.38	46.53	9.38	3.00	5.00	63.91	600.74	189.29
46	12.94	13.03	1.86	67.01	46.90	9.38	3.00	126.29	46.90	9.38	3.00	5.00	64.28	605.77	190.57
47	13.04	13.13	1.87	67.50	47.25	9.38	3.00	127.13	47.25	9.38	3.00	5.00	64.63	610.37	191.76
48	13.14	13.23	1.88	68.00	47.60	9.38	3.00	127.98	47.60	9.38	3.00	5.00	64.98	614.97	192.96
49	13.24	13.33	1.90	68.54	47.97	9.38	3.00	128.89	47.97	9.38	3.00	5.00	65.35	620.00	194.24
50	13.34	13.43	1.91	69.03	48.32	9.38	3.00	129.73	48.32	9.38	3.00	5.00	65.70	624.60	195.43

CHAIRMAN VN SMAILES _____
 VICE CHAIRMAN MS TOFFAR _____
 SECRETARY PR SERFONTEIN _____

NUWE LOONBANDE JANUARIE 2012 GORDONIA NIE AMBAGSMANNE - 48 WEKE															
NIE-AMBAGSMANNE EN VAARDIGHEIDSWERKERS			AANHANGSEL A WERKGEWER SE BYDRAE						AANHANGSEL B WERKNEMER SE BYDRAE						
Loon Inter val	Min / Max Tarif per uur	Kontant Bonus H	Vakansie Fonds A	Pens Fonds B	Bystand Fonds D	Raad Heff E	W-Gewer TOTAAL G	Pens Fonds B	Bystand Fonds D	Raad Heff E	Spaar F	W-Nemer TOTAAL G	Kontant Bonus Inges!	See!	
1	0.00	7.74	1.10	39.78	27.85	8.82	6.30	82.75	27.85	8.82	6.30	5.00	47.97	349.83	130.72
2	7.75	7.84	1.12	40.32	28.22	8.82	6.30	83.66	28.22	8.82	6.30	5.00	48.34	354.86	132.00
3	7.85	7.94	1.13	40.82	28.57	8.82	6.30	84.51	28.57	8.82	6.30	5.00	48.69	359.46	133.20
4	7.95	8.04	1.15	41.36	28.95	8.82	6.30	85.43	28.95	8.82	6.30	5.00	49.07	364.48	134.50
5	8.05	8.14	1.16	41.85	29.30	8.82	6.30	86.27	29.30	8.82	6.30	5.00	49.42	369.08	135.69
6	8.15	8.24	1.17	42.35	29.64	8.82	6.30	87.11	29.64	8.82	6.30	5.00	49.76	373.69	136.87
7	8.25	8.34	1.19	42.89	30.02	8.82	6.30	88.03	30.02	8.82	6.30	5.00	50.14	378.71	138.17
8	8.35	8.44	1.20	43.38	30.37	8.82	6.30	88.87	30.37	8.82	6.30	5.00	50.49	383.31	139.36
9	8.45	8.54	1.22	43.92	30.74	8.82	6.30	89.78	30.74	8.82	6.30	5.00	50.86	388.34	140.64
10	8.55	8.64	1.23	44.42	31.09	8.82	6.30	90.63	31.09	8.82	6.30	5.00	51.21	392.94	141.84
11	8.65	8.74	1.24	44.91	31.44	8.82	6.30	91.47	31.44	8.82	6.30	5.00	51.56	397.54	143.03
12	8.75	8.84	1.26	45.45	31.82	8.82	6.30	92.39	31.82	8.82	6.30	5.00	51.94	402.56	144.33
13	8.85	8.94	1.27	45.95	32.16	8.82	6.30	93.23	32.16	8.82	6.30	5.00	52.28	407.17	145.51
Klas 3	0.00	9.13	1.30	46.94	32.85	8.82	6.30	94.91	32.85	8.82	6.30	5.00	52.97	416.38	147.88
Klas 2	9.14	9.23	1.31	47.43	33.20	8.82	6.30	95.75	33.20	8.82	6.30	5.00	53.32	420.98	149.07
16	9.24	9.33	1.33	47.97	33.58	8.82	6.30	96.67	33.58	8.82	6.30	5.00	53.70	426.00	150.37
17	9.34	9.43	1.34	48.47	33.93	8.82	6.30	97.52	33.93	8.82	6.30	5.00	54.05	430.60	151.57
18	9.44	9.53	1.36	49.01	34.30	8.82	6.30	98.43	34.30	8.82	6.30	5.00	54.42	435.63	152.85
19	9.54	9.63	1.37	49.50	34.65	8.82	6.30	99.27	34.65	8.82	6.30	5.00	54.77	440.23	154.04
20	9.64	9.73	1.39	50.04	35.03	8.82	6.30	100.19	35.03	8.82	6.30	5.00	55.15	445.25	155.34
21	9.74	9.83	1.40	50.54	35.37	8.82	6.30	101.03	35.37	8.82	6.30	5.00	55.49	449.86	156.52
22	9.84	9.93	1.41	51.03	35.72	8.82	6.30	101.87	35.72	8.82	6.30	5.00	55.84	454.46	157.71
23	9.94	10.03	1.43	51.57	36.10	8.82	6.30	102.79	36.10	8.82	6.30	5.00	56.22	459.48	159.01
24	10.04	10.13	1.44	52.07	36.45	8.82	6.30	103.64	36.45	8.82	6.30	5.00	56.57	464.08	160.21
25	10.14	10.23	1.46	52.61	36.82	8.82	6.30	104.55	36.82	8.82	6.30	5.00	56.94	469.11	161.49
26	10.24	10.33	1.47	53.10	37.17	8.82	6.30	105.39	37.17	8.82	6.30	5.00	57.29	473.71	162.68
27	10.34	10.43	1.49	53.64	37.55	8.82	6.30	106.31	37.55	8.82	6.30	5.00	57.67	478.73	163.98
28	10.44	10.53	1.50	54.14	37.89	8.82	6.30	107.15	37.89	8.82	6.30	5.00	58.01	483.34	165.16
29	10.54	10.63	1.51	54.63	38.24	8.82	6.30	107.99	38.24	8.82	6.30	5.00	58.36	487.94	166.35
30	10.64	10.73	1.53	55.17	38.62	8.82	6.30	108.91	38.62	8.82	6.30	5.00	58.74	492.96	167.65
31	10.74	10.83	1.54	55.67	38.97	8.82	6.30	109.76	38.97	8.82	6.30	5.00	59.09	497.56	168.85
32	10.84	10.93	1.56	56.21	39.34	8.82	6.30	110.67	39.34	8.82	6.30	5.00	59.46	502.59	170.13
33	10.94	11.03	1.57	56.70	39.69	8.82	6.30	111.51	39.69	8.82	6.30	5.00	59.81	507.19	171.32
34	11.04	11.13	1.59	57.24	40.07	8.82	6.30	112.43	40.07	8.82	6.30	5.00	60.19	512.21	172.62
35	11.14	11.23	1.60	57.74	40.41	8.82	6.30	113.27	40.41	8.82	6.30	5.00	60.53	516.82	173.80
36	11.24	11.33	1.61	58.23	40.76	8.82	6.30	114.11	40.76	8.82	6.30	5.00	60.88	521.42	174.99
37	11.34	11.43	1.63	58.77	41.14	8.82	6.30	115.03	41.14	8.82	6.30	5.00	61.26	526.44	176.29
38	11.44	11.53	1.64	59.27	41.49	8.82	6.30	115.88	41.49	8.82	6.30	5.00	61.61	531.04	177.49
Klas 1	0.00	11.83	1.68	60.80	42.56	8.82	6.30	118.48	42.56	8.82	6.30	5.00	62.68	545.27	181.16
40	11.84	11.93	1.70	61.34	42.93	8.82	6.30	119.39	42.93	8.82	6.30	5.00	63.05	550.30	182.44
41	11.94	12.03	1.71	61.83	43.28	8.82	6.30	120.23	43.28	8.82	6.30	5.00	63.40	554.90	183.63
42	12.04	12.13	1.73	62.37	43.66	8.82	6.30	121.15	43.66	8.82	6.30	5.00	63.78	559.92	184.93
43	12.14	12.23	1.74	62.87	44.01	8.82	6.30	122.00	44.01	8.82	6.30	5.00	64.13	564.52	186.13
44	12.24	12.33	1.76	63.41	44.38	8.82	6.30	122.91	44.38	8.82	6.30	5.00	64.50	569.55	187.41
45	12.34	12.43	1.77	63.90	44.73	8.82	6.30	123.75	44.73	8.82	6.30	5.00	64.85	574.15	188.60
46	12.44	12.53	1.78	64.40	45.08	8.82	6.30	124.60	45.08	8.82	6.30	5.00	65.20	578.75	189.80
47	12.54	12.63	1.80	64.94	45.45	8.82	6.30	125.51	45.45	8.82	6.30	5.00	65.57	583.78	191.08
48	12.64	12.73	1.81	65.43	45.80	8.82	6.30	126.35	45.80	8.82	6.30	5.00	65.92	588.38	192.27
49	12.74	12.83	1.83	65.97	46.18	8.82	6.30	127.27	46.18	8.82	6.30	5.00	66.30	593.40	193.57
50	12.84	12.93	1.84	66.47	46.53	8.82	6.30	128.12	46.53	8.82	6.30	5.00	66.65	598.00	194.77

VOORSITTER

VN SMAILES

ONDER VOORSITTER

MS TOFFAR

SEKRETARIS

PR SERFONTEIN

NEW WAGEBANDS JANUARIE 2012 GORDONIA NON ARTISANS - 48 WEEKS															
NON ARTISANS AND SPECIFIED SKILLED			ANNEXURE A EMPLOYER CONTRIBUTION						ANNEXURE B EMPLOYEE CONTRIBUTION						
Wage Interval	Min / Max Tariff per hour	Cash Bonus H	Holiday Fund A	Pension Fund B	Benefit Fund D	Council Levy E	Employer TOTAL G	Pension Fund B	Benefit Fund D	Council Levy E	Saving F	Employee TOTAL G	Cash Bonus Included	Stamp	
1	0.00	7.74	1.10	39.78	27.85	8.82	6.30	82.75	27.85	8.82	6.30	5.00	47.97	349.83	130.72
2	7.75	7.84	1.12	40.32	28.22	8.82	6.30	83.66	28.22	8.82	6.30	5.00	48.34	354.86	132.00
3	7.85	7.94	1.13	40.82	28.57	8.82	6.30	84.51	28.57	8.82	6.30	5.00	48.69	359.46	133.20
4	7.95	8.04	1.15	41.36	28.95	8.82	6.30	85.43	28.95	8.82	6.30	5.00	49.07	364.48	134.50
5	8.05	8.14	1.16	41.85	29.30	8.82	6.30	86.27	29.30	8.82	6.30	5.00	49.42	369.08	135.69
6	8.15	8.24	1.17	42.35	29.64	8.82	6.30	87.11	29.64	8.82	6.30	5.00	49.76	373.69	136.87
7	8.25	8.34	1.19	42.89	30.02	8.82	6.30	88.03	30.02	8.82	6.30	5.00	50.14	378.71	138.17
8	8.35	8.44	1.20	43.38	30.37	8.82	6.30	88.87	30.37	8.82	6.30	5.00	50.49	383.31	139.36
9	8.45	8.54	1.22	43.92	30.74	8.82	6.30	89.78	30.74	8.82	6.30	5.00	50.86	388.34	140.64
10	8.55	8.64	1.23	44.42	31.09	8.82	6.30	90.63	31.09	8.82	6.30	5.00	51.21	392.94	141.84
11	8.65	8.74	1.24	44.91	31.44	8.82	6.30	91.47	31.44	8.82	6.30	5.00	51.56	397.54	143.03
12	8.75	8.84	1.26	45.45	31.82	8.82	6.30	92.39	31.82	8.82	6.30	5.00	51.94	402.56	144.33
13	8.85	8.94	1.27	45.95	32.16	8.82	6.30	93.23	32.16	8.82	6.30	5.00	52.28	407.17	145.51
Class 3 14	0.00	9.13	1.30	46.91	32.85	8.82	6.30	94.11	32.85	8.82	6.30	5.00	52.97	416.38	147.88
Class 2 15	9.14	9.23	1.31	47.43	33.20	8.82	6.30	95.75	33.20	8.82	6.30	5.00	53.32	420.98	149.07
16	9.24	9.33	1.33	47.97	33.58	8.82	6.30	96.67	33.58	8.82	6.30	5.00	53.70	426.00	150.37
17	9.34	9.43	1.34	48.47	33.93	8.82	6.30	97.52	33.93	8.82	6.30	5.00	54.05	430.60	151.57
18	9.44	9.53	1.36	49.01	34.30	8.82	6.30	98.43	34.30	8.82	6.30	5.00	54.42	435.63	152.85
19	9.54	9.63	1.37	49.50	34.65	8.82	6.30	99.27	34.65	8.82	6.30	5.00	54.77	440.23	154.04
20	9.64	9.73	1.39	50.04	35.03	8.82	6.30	100.19	35.03	8.82	6.30	5.00	55.15	445.25	155.34
21	9.74	9.83	1.40	50.54	35.37	8.82	6.30	101.03	35.37	8.82	6.30	5.00	55.49	449.86	156.52
22	9.84	9.93	1.41	51.03	35.72	8.82	6.30	101.87	35.72	8.82	6.30	5.00	55.84	454.46	157.71
23	9.94	10.03	1.43	51.57	36.10	8.82	6.30	102.79	36.10	8.82	6.30	5.00	56.22	459.48	159.01
24	10.04	10.13	1.44	52.07	36.45	8.82	6.30	103.64	36.45	8.82	6.30	5.00	56.57	464.08	160.21
25	10.14	10.23	1.46	52.61	36.82	8.82	6.30	104.55	36.82	8.82	6.30	5.00	56.94	469.11	161.49
26	10.24	10.33	1.47	53.10	37.17	8.82	6.30	105.39	37.17	8.82	6.30	5.00	57.29	473.71	162.68
27	10.34	10.43	1.49	53.64	37.55	8.82	6.30	106.31	37.55	8.82	6.30	5.00	57.67	478.73	163.98
28	10.44	10.53	1.50	54.14	37.89	8.82	6.30	107.15	37.89	8.82	6.30	5.00	58.01	483.34	165.16
29	10.54	10.63	1.51	54.63	38.24	8.82	6.30	107.99	38.24	8.82	6.30	5.00	58.36	487.94	166.35
30	10.64	10.73	1.53	55.17	38.62	8.82	6.30	108.91	38.62	8.82	6.30	5.00	58.74	492.96	167.65
31	10.74	10.83	1.54	55.67	38.97	8.82	6.30	109.76	38.97	8.82	6.30	5.00	59.09	497.56	168.85
32	10.84	10.93	1.56	56.21	39.34	8.82	6.30	110.67	39.34	8.82	6.30	5.00	59.46	502.59	170.13
33	10.94	11.03	1.57	56.70	39.69	8.82	6.30	111.51	39.69	8.82	6.30	5.00	59.81	507.19	171.32
34	11.04	11.13	1.59	57.24	40.07	8.82	6.30	112.43	40.07	8.82	6.30	5.00	60.19	512.21	172.62
35	11.14	11.23	1.60	57.74	40.41	8.82	6.30	113.27	40.41	8.82	6.30	5.00	60.53	516.82	173.80
36	11.24	11.33	1.61	58.23	40.76	8.82	6.30	114.11	40.76	8.82	6.30	5.00	60.88	521.42	174.99
37	11.34	11.43	1.63	58.77	41.14	8.82	6.30	115.03	41.14	8.82	6.30	5.00	61.26	526.44	176.29
38	11.44	11.53	1.64	59.27	41.49	8.82	6.30	115.88	41.49	8.82	6.30	5.00	61.61	531.04	177.49
Class 1 39	0.00	11.83	1.68	60.80	42.56	8.82	6.30	118.48	42.56	8.82	6.30	5.00	62.68	545.27	181.16
40	11.84	11.93	1.70	61.34	42.93	8.82	6.30	119.39	42.93	8.82	6.30	5.00	63.05	550.30	182.44
41	11.94	12.03	1.71	61.83	43.28	8.82	6.30	120.23	43.28	8.82	6.30	5.00	63.40	554.90	183.63
42	12.04	12.13	1.73	62.37	43.66	8.82	6.30	121.15	43.66	8.82	6.30	5.00	63.78	559.92	184.93
43	12.14	12.23	1.74	62.87	44.01	8.82	6.30	122.00	44.01	8.82	6.30	5.00	64.13	564.52	186.13
44	12.24	12.33	1.76	63.41	44.38	8.82	6.30	122.91	44.38	8.82	6.30	5.00	64.50	569.55	187.41
45	12.34	12.43	1.77	63.90	44.73	8.82	6.30	123.75	44.73	8.82	6.30	5.00	64.85	574.15	188.60
46	12.44	12.53	1.78	64.40	45.08	8.82	6.30	124.60	45.08	8.82	6.30	5.00	65.20	578.75	189.80
47	12.54	12.63	1.80	64.94	45.45	8.82	6.30	125.51	45.45	8.82	6.30	5.00	65.57	583.78	191.08
48	12.64	12.73	1.81	65.43	45.80	8.82	6.30	126.35	45.80	8.82	6.30	5.00	65.92	588.38	192.27
49	12.74	12.83	1.83	65.97	46.18	8.82	6.30	127.27	46.18	8.82	6.30	5.00	66.30	593.40	193.57
50	12.84	12.93	1.84	66.47	46.53	8.82	6.30	128.12	46.53	8.82	6.30	5.00	66.65	598.00	194.77

CHAIRMAN
VICE CHAIRMAN
SECRETARY

VN SMAILES
MS TOFFAR
PR SERFONTEIN

3. Clause 39: Exemptions:

- (1) Substitute the following for clause 39:

39. EXEMPTIONS

- (1) In terms of Section 32 of the Labour Relations Act, No. 66 of 1995, as amended, the Council hereby establishes an Independent body called an "Independent Exemption Board" to hear and decide any appeal brought against-

- (a) The Council's refusal of a non-party's application for exemption from the provision of this Agreement;
- (b) the withdrawal of such an exemption by the Council.

- (2) The Council will consider and determine all applications for exemption received by it, in accordance with the conditions and criteria set out in sub clause (3) and (4) below.

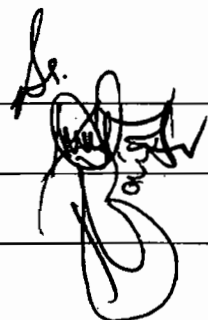
(3) Administrative Requirements:-

- (a) All applications for exemption shall be in writing and shall be addressed to the Secretary of the Council.
- (b) The Secretary of the Council shall in the first instance place the applications for exemption on the agenda of the next Council meeting, for consideration.
- (c) The Secretary of the Council shall provide the Council with details of all the applications for exemption.
- (d) The Council shall consider and decide on all written applications and, when requested by the applicants or objectors to do so, may interview applicants or any objectors at its following meeting: Provided that the Council may refer a decision to a following meeting if additional substantiation, information or verbal representations are considered necessary to decide on the application for exemption.

CHAIRMAN VN SMAILES :

V/CHAIRMAN MS TOFFAR :

SECRETARY PR SERFONTEIN :



- (e) Once the Council has decided to grant an exemption, it shall issue a certificate and advise the applicant(s) within 14 days of the date of its decision.
- (f) When the Council decides against granting an exemption or part of an exemption requested, it shall advise the applicant(s) within 14 days of the date of such decision and shall provide the reason or reasons for not granting an exemption.
- (g) The applicant(s) will have the right to lodge an appeal against a decision of the Council, not to grant an exemption or the withdrawal of such an exemption with the Independent Exemption Board.

(4) Exemption Conditions:-

All applications for exemption shall be substantiated, and such substantiation shall include the following details:

- (a) The period for which the exemption is required;
- (b) the Agreement and clauses or sub-clauses of the Agreement from which exemption is required;
- (c) proof that the exemption applied for has been discussed by the employer, his employees, and their respective representatives. The responses resulting from such consultation, either in support of or against the application, are to be included with the application.

(5) Exemption criteria:-


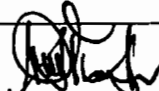

The Council shall consider all applications for exemption with reference to the following criteria:

- (a) the written and verbal substantiation provided by the applicant;

CHAIRMAN VN SMAILES :

V/CHAIRMAN MS TOFFAR :

SECRETARY PR SERFONTEIN :

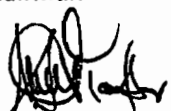
Dr.




- (b) the extent of consultation with and the petition for or against granting the exemption as provided by employers or employees who are to be affected by the exemption if granted;
- (c) the terms of exemption;
- (d) the infringement of basic conditions of employment rights;
- (e) the fact that a competitive advantage is not created by the exemption;
- (f) the viewing of the exemption from any employee benefit fund or training provision in relation to the alternative comparable bona fide benefit or provision, including the cost to the employee, transferability, administration management and cost, growth and stability;
- (g) the extent to which the proposed exemption undermines collective bargaining and labour peace in the Electrical Installation Section of the Building Industry;
- (h) any existing special economic or other circumstances which warrant the granting of the exemption;
- (i) reporting requirements by the applicant and monitoring and re-evaluation processes; and
- (j) cognisance of the recommendations contained in the Report of the Presidential Commission to Investigate Labour Market Policy.


SIGNED AT KIMBERLEY, ON BEHALF OF THE PARTIES, THIS 26TH DAY OF SEPTEMBER 2011



VN SMAILES,
Chairman



MS TOFFAR,
Vice-Chairman



PR SERFONTAIN,
Secretary.

No. R. 985

2 December 2011

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

I, IAN MACUN, Director: Collective Bargaining, duly authorized thereto by the Minister of Labour, hereby, in terms of section 32(6)(a)(ii) of the Labour Relations Act, 1995, declare the provisions of Government Notices Nos. R. 221 of 29 February 2008, R. 1324 of 12 December 2008, R. 1124 of 4 December 2009 and R. 1164 of 10 December 2010 to be effective from the date of publication of this notice and for the period ending 31 December 2013.

IAN MACUN
DIRECTOR: COLLECTIVE BARGAINING

No. R. 985

2 Desember 2011

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

Ek, IAN MACUN, Direkteur: Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 32(6)(a)(ii) van die Wet op Arbeidsverhoudinge, 1995, dat die bepalings van Goewermentskennisgewings Nos R. 221 van 29 Februarie 2008, R. 1324 van 12 Desember 2008, R. 1124 van 4 Desember 2009 and R. 1164 van 10 Desember 2010 van krag is vanaf die datum van publikasie van hierdie kennisgewig en vir die tydperk wat on 31 Desember 2013 eindig.

IAN MACUN
DIREKTEUR: KOLLEKTIEWE BEDINGING