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**CONTENTS · INHOUD**

<i>No.</i>	<i>Page No.</i>	<i>Gazette No.</i>
<b>GENERAL NOTICE</b>		
<b>Labour, Department of</b>		
<i>General Notice</i>		
90 Labour Relations Act (66/1995): List of bargaining councils accredited to conduct conciliations and arbitrations subject to certain conditions .....	3	34993

## GENERAL NOTICE

### NOTICE 90 OF 2012

PLEASE FIND SET OUT BELOW A LIST OF BARGAINING COUNCILS THAT HAVE BEEN ACCREDITED BY THE CCMA IN TERMS OF THE PROVISIONS OF THE LABOUR RELATIONS ACT 66 OF 1995 (AS AMENDED) FOR CONCILIATION AND/ OR ARBITRATION AND/ OR PRE DISMISSAL ARBITRATIONS WITH THE TERMS OF ACCREDITATION ATTACHED FOR THE PERIOD 1 OCTOBER 2011 TO THE 31 JANUARY 2015, AS WELL AS THE AMENDMENT OF ACCREDITATION IN TERMS OF SECTION 129 OF THE LABOUR RELATIONS ACT 66 OF 1995, WHERE APPLICABLE.

#### BARGAINING COUNCILS ACCREDITED TO CONDUCT CONCILIATIONS AND ARBITRATIONS SUBJECT TO CERTAIN CONDITIONS

Name of Council	Accredited Functions
Education Labour Relations Council	To be accredited for conciliations and arbitrations (including pre-dismissal arbitrations) from <b>01 February 2012 to 31 January 2015</b> , on condition that the panel and allocation of work represent the demographics of the Country, and that the performance efficiencies in particular the settlement rate needs to be managed on an ongoing basis.
Metal & Engineering Industry Bargaining Council	To be accredited for conciliations and arbitrations (including pre-dismissal arbitrations) from <b>01 February 2012 to 31 January 2013</b> , on condition that the panel and allocation of work represent the demographics of the Country, and that the performance efficiencies in particular late awards need to be managed on an ongoing basis in order to achieve the statutory requirement of tendering awards within 14 days.

Motor Industry Bargaining Council	To be accredited for conciliations and arbitrations (including pre-dismissal arbitrations) from <b>01 February 2012 to 31 January 2014</b> , on condition that the panel and allocation of work represent the demographics of the Country.
Building Industry Bargaining Council (Cape of Good Hope)	To be accredited for conciliations and arbitrations (including pre-dismissal arbitrations) from <b>01 February 2012 to 31 October 2013</b> , on condition that the panel and allocation of work represent the demographics of the Country.
Bargaining Council for the Furniture Manufacturing Industry (Western Cape)	To be accredited for conciliations and arbitrations (including pre-dismissal arbitrations) from <b>01 February 2012 to 31 January 2013</b> , on condition that the panel and allocation of work represent the demographics of the Country.
National Bargaining Council for the Clothing Industry	To be accredited for conciliations and arbitrations (including pre-dismissal arbitration) from <b>01 October 2011 to 30 September 2012</b> , on condition that the panel and allocation of work represent the demographics of the Country, and the quality-control is conducted by CCMA Senior part-time Commissioners.
Bargaining Council for the Meat Trade, Gauteng	To be accredited for conciliations and arbitrations (including pre-dismissal arbitrations) from <b>12 October 2011 to 31 May 2012</b> .
Building Industry Bargaining Council (Southern and Eastern Cape)	To be accredited for conciliations and arbitrations (including pre-dismissal arbitrations) from <b>01 November 2011 to 31 September 2012</b> to hear party-party disputes only on condition that arbitrations are heard by CCMA part-time Commissioners and quality-control is conducted by CCMA Senior part-time Commissioners.

**THE AMENDMENT OF ACCREDITATION IN TERMS OF SECTION 129 OF THE LABOUR  
RELATIONS ACT 66 OF 1995, WITH THE SAME TERMS OF ACCREDITATION AS  
APPLICABLE AS ATTACHED.**

<b>Name of Council</b>	<b>Accredited Functions</b>
National Bargaining Council for the Electrical Industry	To be accredited for conciliations for party-party disputes only, from 01 February 2012 to 31 May 2012.

**TERMS OF ACCREDITATION FOR CONCILIATION, ARBITRATION AND PRE-DISMISSAL  
ARBITRATION**

**1. SCOPE OF ACCREDITATION:**

Herewith categories of disputes for which councils are eligible to apply for accreditation.

**COUNCILS ARE ACCREDITED TO PERFORM THE FOLLOWING DISPUTE RESOLUTIONS FUNCTIONS:**

<b>Unfair dismissal disputes</b>	<b>- Section 191</b>
<b>Unfair labour practice</b>	<b>- Section 191</b>
<b>Mutual Interest disputes</b>	<b>- Section 64</b>
<b>Interpretation of Collective Agreement disputes</b>	<b>- Section 24 (1)</b>
<b>Essential Services disputes</b>	<b>- Section 74</b>
<b>Pre-dismissal arbitrations</b>	<b>- Section 188A</b>
<b>Disputes about Interpretation and Application of Chapter 2</b>	<b>- Section 9</b>

**COUNCILS MAY NOT SEEK ACCREDITATION FOR THE FOLLOWING DISPUTE RESOLUTION FUNCTIONS REGARDING DISPUTES OVER THE FOLLOWING (see FOOTNOTE 11 of SECTION 51):**

Organisational rights (sections 16, 21 and 22);

Collective Agreements where the agreement does not provide for a dispute resolution procedure or the procedure is inoperative or any party frustrates the resolution of disputes (section 24(2) to (5));

Agency shops and closed shops (section 24(6) and (7) and section 26(11));

Determinations made by the Minister in respect of proposals made by a Statutory Council (section 45);

The interpretation and application of Collective Agreements of a Council whose registration has been cancelled (section 61(5) to (8));

Demarcation of sectors and areas of Councils (section 62);

The Interpretation or application of Part C (Bargaining Councils), Part D (Bargaining Councils in the Public Service), Part E (Statutory Councils) and Part F (General Provisions concerning Councils) (Section 63);

Picketing (section 69(8) to 10);

Proposals which are the subject of joint-decision making in a workplace forum (section 86);

Disclosure of information to workplace forums (section 89);

Interpretation or Application of the provisions of Chapter 5 of the LRA which deals with workplace forums (section 94);

Enforcement of the Collective Agreements by Bargaining Councils (section 33A) and;

Enforcement of arbitration awards in terms of section 143. Only the Director of the CCMA, unless the power has been delegated to a CCMA Senior Commissioner may certify awards as if it were an order of the Labour Court;

Facilitating mass retrenchment disputes section 189(A).

**2. POWERS OF ACCREDITATION:**

Only those persons who are accredited by the CCMA, or are part-time commissioner appointed by the Governing Body of the Commission in the terms of section 117 (2) of the Labour Relations Act, may perform the accreditation functions of the council for the Council.

The following provisions of the LRA, as amended apply to Councils accredited for conciliation and arbitration:

- (a) For the purpose of this paragraph any reference in Part C of Chapter VII of the LRA to:  
"Commission" must be read as a reference to the Council;  
"Commissioner" must be read as a reference to a conciliator or arbitrator appointed by the Council.  
"Director" must be read as a reference to the Secretary of the Council.
- (b) The provisions of the sections contained in Part C of Chapter VII (section 127(6)) of the LRA shall apply to the Council in the performance of its accredited functions subject to the Council's Constitution and/or Collective Agreements. For the purpose of this sub-paragraph the following applies:
  - (i) The provisions of section 133 to 136;
  - (ii) The provisions of section 138 to 142, S142A, S143, S144 and S145;
  - (iii) The provisions of section 146 unless the Collective Agreement of the Council provides that the Arbitration Act, Act 42 of 1965 applies to any arbitration conducted under its accredited function and which Collective Agreement is binding on the parties to the disputes; and
  - (iv) The provisions of section 148.

**3. EXTENSION OF ACCREDITATION:**

Despite the expiry of the period of accreditation as stated in the Certificate of Accreditation, the Council may continue to perform its accredited functions in respect of any dispute referred to it during the period of accreditation, but not yet resolved by the time the period expires, until the dispute is resolved either through conciliation or arbitration.

**4. TRANSGRESSION OF TERMS OF ACCREDITATION:**

If the accredited Council fails to comply with the terms of accreditation, the Governing Body of the CCMA may revoke accreditation. In terms of section 130 of the LRA, as amended the Governing Body of the CCMA may withdraw accreditation after having given reasonable notice of withdrawal.

**5. AMENDMENT OF ACCREDITATION:**

An Accredited Council may apply to the Governing Body of the CCMA in terms of section 129 of the LRA to amend its accreditation.

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