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No. 36924

IMPORTANT NOTICE

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IMPORTANT ANNOUNCEMENT

Closing times **PRIOR TO PUBLIC HOLIDAYS** for
**GOVERNMENT NOTICES, GENERAL NOTICES,
 REGULATION NOTICES AND PROCLAMATIONS** **2013**

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

- ▶ **21 December**, Friday, for the issue of Friday **4 January 2013**
- ▶ **14 March**, Thursday, for the issue of Friday **22 March 2013**
- ▶ **20 March**, Wednesday, for the issue of Thursday **28 March 2013**
- ▶ **27 March**, Wednesday, for the issue of Friday **5 April 2013**
- ▶ **25 April**, Thursday, for the issue of Friday **3 May 2013**
- ▶ **13 June**, Thursday, for the issue of Friday **21 June 2013**
- ▶ **1 August**, Thursday, for the issue of Thursday **8 August 2013**
- ▶ **8 August**, Thursday, for the issue of Friday **16 August 2013**
- ▶ **19 September**, Thursday, for the issue of Friday **27 September 2013**
- ▶ **12 December**, Thursday, for the issue of Friday **20 December 2013**
- ▶ **17 December**, Tuesday, for the issue of Friday **27 December 2013**
- ▶ **20 December**, Friday, for the issue of Friday **3 January 2014**

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** **2013**

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

- ▶ **21 Desember**, Vrydag, vir die uitgawe van Vrydag **4 Januarie 2013**
- ▶ **14 Maart**, Donderdag, vir die uitgawe van Vrydag **22 Maart 2013**
- ▶ **20 Maart**, Woensdag, vir die uitgawe van Donderdag **28 Maart 2013**
- ▶ **27 Maart**, Woensdag, vir die uitgawe van Vrydag **5 April 2013**
- ▶ **25 April**, Donderdag, vir die uitgawe van Vrydag **3 Mei 2013**
- ▶ **13 Junie**, Donderdag, vir die uitgawe van Vrydag **21 Junie 2013**
- ▶ **1 Augustus**, Donderdag, vir die uitgawe van Donderdag **8 Augustus 2013**
- ▶ **8 Augustus**, Donderdag, vir die uitgawe van Vrydag **16 Augustus 2013**
- ▶ **19 September**, Donderdag, vir die uitgawe van Vrydag **27 September 2013**
- ▶ **12 Desember**, Donderdag, vir die uitgawe van Vrydag **20 Desember 2013**
- ▶ **17 Desember**, Dinsdag, vir die uitgawe van Vrydag **27 Desember 2013**
- ▶ **20 Desember**, Vrydag, vir die uitgawe van Vrydag **3 Januarie 2014**

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

No. R. 768

DEPARTMENT OF HEALTH
DEPARTEMENT VAN GESONDHEID

18 October 2013

SOUTH AFRICAN NURSING COUNCIL
SUID- AFRIKAANSE RAAD OP VERPLEGING
Nursing Act, 2005 (Act No. 33 of 2005)

NOTICE IN TERMS OF SECTION 4 (1) (h) REGARDING DETAILS OF PERSONS AGAINST WHOM DISCIPLINARY ACTION WAS
TAKEN IN TERMS OF THE NURSING ACT

NO	CASE NO	NAME	SANC REF NUMBER	NURSE'S CATEGORY	TYPE OF CASE	SENTENCE	EFFECTIVE & EXPIRY DATE
1	68/09/P	Emmah Simelane	11272622	General Nurse Midwife	Maternity related	One (1) year suspension which was further suspended for two (2) years on condition that she is not found guilty of improper or disgraceful conduct during the period of suspension	June 2013 to June 2014
		Diana Sibongile Ngwenya	13075478	General Nurse Midwife Nursing Administration Nursing Education Clinical Nursing Science, Health assessment and treatment		Three (3) months suspension which was further suspended for six (6) months on condition that she is not found guilty of improper or disgraceful conduct during the period of suspension	June 2013 to August 2013
2	30/09/P	Thembisile Tryphina Zamisa	14374151	Nurse (General, Psychiatric and Community) and Midwife Post Basic Midwifery and Neonatal Science	Maternity related	-Effective suspension for six (6) months -Attend anger management course at an accredited service provider	July 2013 to January 2014
3	86/11/B	Pauline Dlamini	14700009	General Nurse	Poor basic nursing care	Six (6) months suspension which was further suspended for twelve (12) months on condition that she is not found guilty of improper or disgraceful conduct during the period of suspension	June 2013 to December 2013
4	268/11/P	Miriam Ntare Mabe	11271442	General Nurse Psychiatric Nurse Midwife Nursing Administration Nursing Education Community Nursing Science	Medication related	One (1) year suspension which was further suspended for two (2) years on condition that she is not found guilty of improper or disgraceful conduct during the period of suspension	June 2013 to June 2014
		Penrose Fefe Sekgobela	15478910	Enrolled Nurse		Six (6) months suspension which was further suspended for twelve (12) months on condition that she is not found guilty of	June 2013 to December

						improper or disgraceful conduct during the period of suspension	2013
5	126/10/B	Marvellous Vuyiswa Mkhambi	12294252	-General Nurse -Midwife -Nursing Administration -Community Nursing Science -Post basic Child Nursing Science -Post basic Occupational Health Nurse	Fraud	One (1) year suspension which was further suspended for three (3) years on condition that she is not found guilty of improper or disgraceful conduct during the period of suspension	June 2013 to June 2014
6	265/11/B	Patience Nomathemba Magagula	14665368	-General Nurse -Midwife -Community Nursing Science	Poor basic nursing care	Three (3) months suspension which was further suspended for six (6) months on condition that she is not found guilty of improper or disgraceful conduct during the period of suspension	June 2013 to August 2013
		Lethukuthula Virginia Dlamini	15839954	Nursing Auxiliary		Caution and reprimand	-
7	136/08/P	Sophia Dikeledi Lehobye	14190755	-General Nurse -Midwife -Post Basic Midwifery and Neonatal Science	Maternity related	Three (3) months suspension which was further suspended for six (6) months on condition that she is not found guilty of improper or disgraceful conduct during the period of suspension	June 2013 to August 2013
8	17/08/B	Amanda April Heather Smith	12566717	-General & Psychiatric Nurse -Midwife -Nurse Education	Not following proper procedure when conducting research on patients	Caution and reprimand	-
9	54/12/B	Mankodi Lucy Madia	13902275	General Nurse	Poor basic nursing care	One (1) month suspension which was further suspended for three (3) months on condition that she is not found guilty of improper or	June 2013 to July 2013

						disgraceful conduct during the period of suspension	
		Lungile Mosekare	15820228	Nursing Auxiliary		Caution and reprimand	-
10	67/09/B	Dorothy Loti	13043013	-General Nurse -Midwife -Nursing Education -Community Nursing Science -Post-Basic Midwifery and Neonatal Nursing Science	Maternity related	-Six (6) months suspension from practicing or performing acts specifically pertaining to her profession -She was further ordered to complete a perinatal course at an accredited service provider and provide proof to the Registrar's office before applying to be reinstated	1 February 2013 to 31 July 2013
11	268/12/B	Ramadimetja Johanna Mahlaele	13481932	-General Nurse -Midwife -Nursing Administration -Nursing Education -Community Nursing Science -Post-Basic Midwifery and Neonatal Nursing Science	Maternity related	-Effective suspension for a period of six (6) Months from practicing or performing acts specifically pertaining to her profession -She was further ordered that before and /or with application for re-instatement she should adduce proof of attendance of a perinatal programme from an accredited service provider	June 2013 to December 2013
		Selina Kaola	13397146	-Nurse (General, Psychiatric and Community) and Midwife -Post Basic Midwifery and Neonatal Science		-Effective suspension for a period of six (6) months from practicing or performing acts specifically pertaining to her profession -She was further ordered that before and /or with application for re-instatement she should adduce proof of attendance of a perinatal programme from an accredited service provider	June 2013 to December 2013
		Alletta Minki Kgopa	13339346	-General Nurse -Midwife -Post Basic Midwifery and Neonatal Science		Six (6) months suspension which was further suspended for twelve (12) months on condition that she is not found guilty of improper or disgraceful conduct during the period of suspension	June 2013 to December 2013
		Victoria Mmashila	11945318	-General Nurse -Midwife		Effective suspension for a period of six (6) months from practicing or performing acts specifically	June 2013 to

		Mfikwe				pertaining to her profession	December 2013
12	227/08/P	Nomthandazo Naulina Nkosi	13987276	Enrolled Nurse	Poor basic nursing care	Three (3) months suspension which was further suspended for six (6) months on condition that she is not found guilty of improper or disgraceful conduct during the period of suspension	June 2013 to August 2013
		Aretha Ntombizonk Zamagama Gama	14837165	Enrolled Nurse		Three (3) months suspension which was further suspended for six (6) months on condition that she is not found guilty of improper or disgraceful conduct during the period of suspension	June 2013 to August 2013
13	68/08/P	Maria Mabaleng Motshoeneng	13141684	Registered nurse(General, Community, Psychiatry)& Midwifery	Maternity related	Three (3) months suspension which was further suspended for six (6) months on condition that she is not found guilty of improper or disgraceful conduct during the period of suspension	June 2013 to August 2013

STATISTICAL REPORT

TABLE 1: CASES PER PROVINCE

TYPE OF CASE	GP	WC	FS	TOTAL
Maternity related	05	-	01	06
Poor basic nursing care	04	-		
Medication related	01	-		
Fraud	01	-		
Not following proper procedure when conducting research on patients	-	01		
TOTAL	11	01	01	13

TABLE 2: TYPE OF CASES PER NURSE CATEGORY

TYPE OF CASE	GN	RN & M	EN	ENA	TOTAL
Maternity related	-	10	-	-	10
Poor basic nursing care	02	01	02	02	07
Medication related	-	01	01	-	02
Fraud	-	01	-	-	01
Not following proper procedure when conducting research on patients	-	01	-	-	01
TOTAL	02	14	03	02	21

TABLE 3: TYPE OF SENTENCES PER NURSE CATEGORY

TYPE OF SENTENCES	GN	RN&M	EN	ENA	TOTAL
Effective Suspension	-	05	-	-	05
Suspension further Suspended	02	08	03	-	13
Caution and reprimand	-	01	01	01	03
TOTAL	02	13	04	01	21

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 769

18 October 2013

LABOUR RELATIONS ACT, 1995**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF
SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE FOOTWEAR
SECTION 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 **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 **2013 -10- 2 8** and for the period ending 30 June 2014.


MINISTER OF LABOUR
30/9/2013

UMNYANGO WEZABASEBENZI

No. R. 769

18 October 2013

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI
 NABASEBENZI EMBONINI YESIKHUMBA: UKWELULELWA
 KWESIVUMELWANO SABAQASHI NABASEBENZI BESIGABA
 SEZICATHULO SELULELWA KULABO ABANGEYONA INGXYENYE
 YESIVUMELWANO

Mina, **MILDRED NELISIWE OLIPHANT**, onguNgqongqoshe 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 Yesikhumba**, futhi ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi, ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi keleyomboni, kusukela mhlaka2013-10-28.....kuze kube mhlaka 30 kuNhlangulana 2014.


 UNGQONGQOSHE WEZABASEBENZI
 30/09/2013

SCHEDULE**NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA****FOOTWEAR SECTOR COLLECTIVE AGREEMENT**

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

Southern African Footwear & Leather Industries Association (SAFLIA)

(hereinafter referred to as the "employer" or the "employer organisation" of the one part, and the

National Union of Leather & Allied Workers' Union (NULAW)

and

Southern African Clothing & Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade unions") of the other part, being parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the agreement published under Government Notice No R.906 of 16 September 2005, R849 of 25 August 2006, R.63 of 2 February 2007, R.512 of 22 June 2007, R.1070 of 16 November 2007, R.1175 of 7 November 2008, R.479 of 8 May 2009, R.1152 of 11 December 2009, R.1188 of 17 December 2010, R.522 of the 24 June 2011, R.864 of the 14 October 2011, R.411 of 1 June 2012, R888 of 2 November 2012 and R.326 of 3 May 2013.

Handwritten signature and initials, possibly 'AB.' and '66', with a flourish.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the *Footwear Section* of the *Leather Industry*:-
- (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions and who are engaged or employed in the said section of the *Industry*;
 - (b) 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 Ngwane and Kwa Ndebele;
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall ;
- (a) apply only to all employees for whom wages are prescribed in the Annexures to this Agreement;
 - (b) not apply to employers and employees in Informal sector establishments, save in respect of clause 4.
- (3) The terms of this agreement will not apply to non-parties in respect of clauses 1 (1)(a), and 2 (1)

2. DATE AND PERIOD OF OPERATION

- (1) This Agreement will come into operation for the parties on 1 July 2013 and remain in force for the period ending 30 June 2014.
- (2) This agreement shall come into operation for non-parties on such date as the Minister of Labour extends the agreement to them, and remain in force for the period ending 30 June 2014.

3. CLAUSE 18 AGENCY SHOP AGREEMENT

Substitute the following for Sub-Clause (6)

- (6) "The agency fee shall be equal to 1% (one percent) but not exceeding R13.00 of the employee's basic wage."

4. ANNEXURE D

Substitute the following for Annexure D:



SIGNED BY THE PARTIES AT DURBAN ON THIS THE 21st DAY OF July 2013.

P Theron, Member of the Council

P. L. Theron

A BENJAMIN, Member of the Council

A Benjamin

BN LOUBSER, Member of the Council

B. N. Loubser

S NAIDOO, General Secretary of
the Council

S. Naidoo

		Column A Per week	Column B Per week
(D) ROUGH STUFF DEPARTMENT			
Class I Operations			
Qualified employees:			
(i)	On cutting sole from leather.....	1616.86	1778.55
	On sorting, examining and fitting up ungraded and unstamped stock.....	1616.86	1778.55
	On sorting and examining graded and stamped stock.....	1616.86	1778.55
(ii)	On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather.....	1422.45	1564.70
	On reducing shaped rubber soles on the press.....	1422.45	1564.70
[Ratio: See subclause P]			
Class II Operations			
Qualified employees on:			
(i)	Channelling:		
	Welted insoles.....	1170.00	1287.00
	Other work.....	1170.00	1287.00
(ii)	Press cutting operations, other than those in Class I.....	1203.03	1323.33
(iii)	Assembling from stock, whether or not sorted or graded.....	1136.22	1249.85
	Attaching ribs to welted insoles.....	1136.22	1249.85
	Flap splitting.....	1136.22	1249.85
	Gemming and taping.....	1136.22	1249.85
	Heel breasting.....	1136.22	1249.85
	Heel building.....	1136.22	1249.85
	Heel compressing.....	1136.22	1249.85
	Slugging.....	1136.22	1249.85
	Sole and Insole rounding.....	1136.22	1249.85
	Sole grooving, sole roughening and reducing on automatic machine.....	1136.22	1249.85
	Tip filling.....	1136.22	1249.85
[Ratio: See subclause (P)]			
Class III Operations			
Qualified employees on:			
	Channel opening.....	1011.08	1112.19
	Edge covering.....	1011.08	1112.19
	Edge reducing.....	1011.08	1112.19
	Automatic edge preparation machine operating for soles prior to attachment.....	1011.08	1112.19
	Flexing.....	1011.08	1112.19
	Insole feathering.....	1011.08	1112.19
	Insole grooving.....	1011.08	1112.19
	Insole slotting.....	1011.08	1112.19
	Insole marking.....	1011.08	1112.19
	Lift and/or rand tacking.....	1011.08	1112.19
	Lip turning.....	1011.08	1112.19
	Press room scouring operations.....	1011.08	1112.19
	Shank assembling.....	1011.08	1112.19
	Shank moulding.....	1011.08	1112.19
	Skiving.....	1011.08	1112.19
	Size stamping.....	1011.08	1112.19
	Sole, insole and stiffener moulding.....	1011.08	1112.19
	Sole and insole splitting.....	1011.08	1112.19
	Sole grading machine operating.....	1011.08	1112.19
	Sole roughening for stuck-on work.....	1011.08	1112.19
	Solutioning.....	1011.08	1112.19
	Staining and/or inking of insoles.....	1011.08	1112.19
	Stiffener waxing and crimping.....	1011.08	1112.19
	Welt preparation.....	1011.08	1112.19
[Ratio: See subclause (P)]			

* *AS*
bP *AS*

ANNEXURE D
WAGES: GENERAL

	Column A Per week	Column B Per week
A Watchman.....	1011.08	1112.19
B Storeman and or warehouseman, despatch clerk.....	1038.46	1142.31
C Boiler attendant.....	1011.08	1112.19
D Motor vehicle driver driving a vehicle authorized to carry or haul a payload of-		
(i) under 2722 kg.....	1024.75	1127.22
(ii) 2722 kg.....	1038.46	1142.31
(iii) over 2722 kg but not exceeding 4546 kg.....	1105.35	1215.89
(iv) over 4546 kg but not exceeding 6350 kg.....	1312.58	1443.84
E Minors employed in occupations for which rates have not been prescribed in this Agreement:		
First six months.....	648.72	713.59
Second six months.....	724.68	797.15
Third six months.....	804.05	884.46
Thereafter.....	1011.08	1112.19
Provided that an adult employee who has had less than 12 months experience shall nevertheless be deemed to have had 12 months experience		
F Cardboard box-making operations:		
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by-		
(a) power.....	1499.82	1649.80
(b) hand.....	1209.08	1329.99
(ii) Cardboard box-makers.....	1011.08	1112.19
(iii) Making cardboard boxes, according to experience:		
First six months.....	718.89	790.78
Second six months.....	724.68	797.15
Thereafter.....	1011.08	1112.19
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
G Employees employed on hand typesetting and printing labels on a printing machine	1357.46	1493.20
H Employees employed on welt-making:		
(i) Splitting, skiving, cutting, grooving and bevelling.....	1011.08	1112.19
(ii) All other operators.....	1011.08	1112.19
I Packers.....	1011.08	1112.19
J Employees employed on currying.....	1170.00	1287.00
K Employees employed on spraying of leather.....	1354.81	1490.29
L Employees employed on knife-making		
(i) Welding and/or brazing and/or silver soldering.....	1631.80	1794.98
(ii) Finishing of joints after welding.....	1061.17	1167.28
(iii) Tack and/or spot welding.....	1011.08	1112.19
(iv) Bending to templet and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding.....	1011.08	1112.19
(Note: For the purpose of par. L, welding means continuous drawing of weld on seams or joints but excludes track and/or spot welding)		

Handwritten signature/initials

WAGES: FOOTWEAR NOT ELSEWHERE SPECIFIED

	Column A Per week	Column B Per week
(A) PATTERN DEPARTMENT		
(i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions, and/or shoe draughtsman.....	1698.69	1868.56
(ii) (a) employed on hand grading but not restrictions and not producing original standards	1435.59	1579.14
(b) employed on grading machines.....	1435.59	1579.14
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced.....	1435.59	1579.14
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof.....	1136.22	1249.85
(B) CLICKING DEPARTMENT		
Qualified employees on		
(i) Clicking and cutting uppers by hand or machine:		
(a) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins.....	1683.25	1851.57
White full chrome kip for the production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African (tannage).....	1683.25	1851.57
Children's work, any material, all sizes up to and including size 1 1/2, and all leather slippers (men's, women's and children's).....	1683.25	1851.57
(b) Any other materials <i>[Ratio: for every four or part of four qualified clickers there may be employed not more than one learner. Part of four means a remainder of not less than one after the total number of qualified clickers has been divided by four.]</i>		
(c) Upper leather sorter grading and/or sorting for quality for issue to clickers.....	1698.69	1868.56
(d) Examining of cut leather components for quality.....	1698.69	1868.56
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet.....	1170.00	1287.00
<i>Note: A trimming is a decoration which is not an essential part of the shoe upper. In the event of any disputes as to what comprises a small trimming, the Council's decision shall, after investigation, be final.</i>		
Cutting from offal of inside tongues and narrow backstraps from children's, youth's and maids' stitchdowns or Oxford and Derby patterns.....	1170.00	1287.00
All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof		
Strap cutting to length from continuous rolls or hanks of pre-prepared material.....	1170.00	1287.00
<i>[Ratio: For every qualified employee in this section there may be employed not more than two learners at wages in accordance with the scale laid down for learners in subclause (N)(i) of this Annexure]</i>		
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching.....	1038.46	1142.31
(iv) Giving out patterns.....	1136.22	1249.85
Operating splitting machine.....	1136.22	1249.85
(v) Size stamping and/or painting.....	1011.08	1112.19
Applying acme backing.....	1011.08	1112.19

* *AB*
b *AB*

		Column A Per week	Column B Per week
(C) CLOSING DEPARTMENT			
Qualified employees on:			
(i)	Puritan machining.....	1245.08	1369.59
(ii)	Stitching aprons on uppers on out-sole stitching machines.....	1245.08	1369.59
(iii)	Pilot machining.....	1177.62	1295.38
(iv)	Other machining:		
	(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining.....	1017.27	1118.99
	White full chrome kip for the production only of the whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage).....	1017.27	1118.99
	(b) Operations on leathers other than those specified in (a):		
	Vamping.....	1068.07	1174.88
	Flat binding by machine.....	1068.07	1174.88
	Machining additional rows of stitching on the vamp, parallel to the vamp stitching.....	1068.07	1174.88
	Golosh machining (whole goloshes).....	1068.07	1174.88
	Fancy shoes on the held-together system, machined through (all classes).....	1068.07	1174.88
	Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers).....	1068.07	1174.88
	Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides.....	1068.07	1174.88
	Vamping shoes with quarters over vamps.....	1068.07	1174.88
	Conveyor belt console operator feeding individual operators.....	1068.07	1174.88
	(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality.....	1068.07	1174.88
	(d) All operations on children's work up to size 1½.....	1017.27	1118.99
	All leather slippers (men's, women's and children's).....	1017.27	1118.99
	All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type).....	1017.27	1118.99
(v)	Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine.....	1068.07	1174.88
(vi)	Bagging.....	1011.08	1112.19
	Turning of binding.....	1011.08	1112.19
	Button fastening.....	1011.08	1112.19
	Buttonholding.....	1011.08	1112.19
	Lacing.....	1011.08	1112.19
	Handpunching.....	1011.08	1112.19
	Portuguese seaming.....	1011.08	1112.19
	Staying and taping.....	1011.08	1112.19
	Seam rubbing.....	1011.08	1112.19
	Seam hammering.....	1011.08	1112.19
	Sewing on bows and buckles by hand or machine.....	1011.08	1112.19
	Silk screen printing.....	1011.08	1112.19
	Table-hands.....	1011.08	1112.19
	Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators).....	1011.08	1112.19

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		Column A Per week	Column B Per week
(D) ROUGH STUFF DEPARTMENT			
Class I Operations			
Qualified employees:			
(i)	On cutting sole from leather.....	1616.86	1778.55
	On sorting, examining and fitting up ungraded and unstamped stock	1616.86	1778.55
	On sorting and examining graded and stamped stock	1616.86	1778.55
(ii)	On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather.....	1422.45	1564.70
	On reducing shaped rubber soles on the press.....	1422.45	1564.70
[Ratio: See subclause P]			
Class II Operations			
Qualified employees on:			
(i)	Channelling:		
	Welted insoles.....	1170.00	1287.00
	Other work.....	1170.00	1287.00
(ii)	Press cutting operations, other than those in Class I.....	1203.03	1323.33
(iii)	Assembling from stock, whether or not sorted or graded.....	1136.22	1249.85
	Attaching ribs to welted insoles.....	1136.22	1249.85
	Flap splitting.....	1136.22	1249.85
	Gemming and taping.....	1136.22	1249.85
	Heel breasting.....	1136.22	1249.85
	Heel building.....	1136.22	1249.85
	Heel compressing.....	1136.22	1249.85
	Slugging.....	1136.22	1249.85
	Sole and Insole rounding.....	1136.22	1249.85
	Sole grooving, sole roughening and reducing on automatic machine.....	1136.22	1249.85
	Tip filling.....	1136.22	1249.85
[Ratio: See subclause (P)]			
Class III Operations			
Qualified employees on:			
	Channel opening.....	1011.08	1112.19
	Edge covering.....	1011.08	1112.19
	Edge reducing.....	1011.08	1112.19
	Automatic edge preparation machine operating for soles prior to attachment.....	1011.08	1112.19
	Flexing.....	1011.08	1112.19
	Insole feathering.....	1011.08	1112.19
	Insole grooving.....	1011.08	1112.19
	Insole slotting.....	1011.08	1112.19
	Insole marking.....	1011.08	1112.19
	Lift and/or rand tacking.....	1011.08	1112.19
	Lip turning.....	1011.08	1112.19
	Press room scouring operations.....	1011.08	1112.19
	Shank assembling.....	1011.08	1112.19
	Shank moulding.....	1011.08	1112.19
	Skiving.....	1011.08	1112.19
	Size stamping.....	1011.08	1112.19
	Sole, insole and stiffener moulding.....	1011.08	1112.19
	Sole and insole splitting.....	1011.08	1112.19
	Sole grading machine operating.....	1011.08	1112.19
	Sole roughening for stuck-on work.....	1011.08	1112.19
	Solutioning.....	1011.08	1112.19
	Staining and/or inking of insoles.....	1011.08	1112.19
	Stiffener waxing and crimping.....	1011.08	1112.19
	Welt preparation.....	1011.08	1112.19
[Ratio: See subclause (P)]			

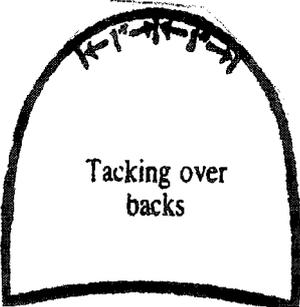
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	Column A Per week	Column B Per week
(E) MAKING DEPARTMENT		
Class I Operations		
Qualified employees on:		
(i) Pulling over, Consol lasting and/or Littleway lasting		
(a) Welteled work, other than staple welteled work.....	1616.86	1778.55
(d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots.....	1422.45	1564.70
(e) Combined pulling over and forepart lasting.....	1616.86	1778.55
(f) All other grades.....	1616.86	1778.55
(ii) Bed lasting (toes only):		
(a) Welteled work, other than staple welteled work.....	1616.86	1778.55
(b) Other Work.....	1616.86	1778.55
(iii) Lasting of seats and sides by machine		
(a) Welteled work, other than staple welteled work.....	1289.65	1418.61
(b) Other work.....	1289.65	1418.61
<i>Note: If a lasting machine operator is required to last boots or toes through (i.e. seats and or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.</i>		
(iv) Complete sole attaching by staple machine.....	1159.30	1275.23
Staple welt attaching.....	1159.30	1275.23
(v) Welt sewing.....	1616.86	1778.55
(vi) Rough rounding:		
(a) Welteled work, other than staple welteled work.....	1616.86	1778.55
(b) Stitchdowns.....	1616.86	1778.55
(c) Other work.....	1616.86	1778.55
(vii) Sole sewing by any machine.....	1616.86	1778.55
(viii) Sole stitching:		
(a) Welteled work, other than staple welteled work.....	1616.86	1778.55
(b) Stitching outer soles to runners on Indian sandals on a No.6 harness stitching machine and stitching runners or throughs to uppers of the moccasin type of footwear.....	1422.45	1564.70
(c) Other work.....	1616.86	1778.55
(ix)(a) Stitchdown staple lasting.....	1159.30	1275.23
(b) Stitchdown thread lasting.....	1159.30	1275.23
(c) Stitchdown toe forming.....	1159.30	1275.23
(d) Wiping platform covers by machine.....	1159.30	1275.23
(e) Lasting operations on a Kamborian machine.....	1159.30	1275.23
(f) String-lasting by hand.....	1159.30	1275.23
(x) Pounding:		
(a) Welteled work, other than stapeled welteled work.....	1356.07	1491.67
(b) Miners' and miners' type and army type boots (Army type boots means the heavy type of boot involving the same strenuous pounding as contract army boots).....	1486.18	1634.80
(c) Other work.....	1356.07	1491.67
Note: No employee under the age of 18 may be employed on pounding		
(xi) Examining.....	1616.86	1778.55
Ratios - Class I Operations : Marketing Department		
(a) For every three or part of three qualified employees in pulling over, machine and/or bed lasting (excluding seat and side lasting), welt and/or sole sewing, stitching and rough rounding, there may be employed not more than one learner.		
(b) For every three or part of three qualified employees on operations, other than those referred to in (a), one learner may be employed.		
(c) "Part of three" referred to in (a) and (b) means a remainder of not less than two after the total number of qualified employees have been divided by three.		



		Column A Per week	Column B Per week
Class II Operations			
Qualified employees on:			
(i)	Sole positioning on upper with pre-finished extended welt edge.....	1237.14	1360.86
(ii)	Positioning of pre-trimmed soles prior to and/or with stuck-on Press.....	1203.03	1323.33
(iii)	Stuck-on process work:		
	Sole positioning on upper and press, operating in one operation.....	1136.22	1249.85
	Sole positioning on upper at forepart and seat before pressing.....	1136.22	1249.85
	Press operating with the sole previously positioned (See Class III for tracking at seat only).....	1136.22	1249.85
	Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear.....	1136.22	1249.85
	Stitchdown assembling and pulling over stitchdown work.....	1136.22	1249.85
	Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding.....	1136.22	1249.85
	Hobnailing by hand or machine.....	1136.22	1249.85
	Putting on toe plates and heel tips by hand or machine.....	1136.22	1249.85
	Heel attaching.....	1136.22	1249.85
	Football boot studding and barring.....	1136.22	1249.85
	Handlevelling, other than stitchdown.....	1136.22	1249.85
	Inseam trimming.....	1136.22	1249.85
	Jointing (clearing linings and tacking uppers down over joints).....	1136.22	1249.85
	Loose nailing or pegging foreparts and waists.....	1136.22	1249.85
	Louis flap trimming by hand.....	1136.22	1249.85
	Machine levelling.....	1136.22	1249.85
	Screwing.....	1136.22	1249.85
	Sole attaching machine-sewn, riveted and/or riveted and stitched work.....	1136.22	1249.85
	Sole adhesive heat activating by machine.....	1136.22	1249.85
	Stiffener cornering and tacking.....	1136.22	1249.85
	Stitch separating.....	1136.22	1249.85
	String nailing.....	1136.22	1249.85
	Tacking forward of heel seats.....	1136.22	1249.85
	Upper roughening.....	1136.22	1249.85
	Waist reducing after being sewn.....	1136.22	1249.85
	Wooden heel fitting.....	1136.22	1249.85
	Welt butting and skiving.....	1136.22	1249.85
	Welt wheeling.....	1136.22	1249.85
	Rand welting by machine.....	1136.22	1249.85
	Slugging and gang slugging.....	1136.22	1249.85
	Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine.....	1136.22	1249.85
	Back part and waist pre-moulding.....	1136.22	1249.85
	Back part moulding.....	1136.22	1249.85
(iv)	Vulcanising process.....	1136.22	1249.85
	Vulcanising soles to lasted uppers.....	1136.22	1249.85
	Rand welting by machine.....	1136.22	1249.85
	Moulding of sole units.....	1136.22	1249.85



	Column A Per week	Column B Per week
Class III Operations		
Qualified employees on:		
Beating.....	1011.08	1112.19
Application by machine of hardening resins to puffs.....	1011.08	1112.19
Bottom filling.....	1011.08	1112.19
Channel closing and edge raising.....	1011.08	1112.19
Feeding nails to heeling machines.....	1011.08	1112.19
Hand levelling of stitchdowns.....	1011.08	1112.19
Heel covering.....	1011.08	1112.19
Inserting stiffeners and puffs.....	1011.08	1112.19
Louis heel flap clamping, Louis heel slicking.....	1011.08	1112.19
Louis heel flap trimming by machine.....	1011.08	1112.19
Reverse seat moulding for stitchdowns.....	1011.08	1112.19
Seat nailing and/or pegging.....	1011.08	1112.19
Seat rounding.....	1011.08	1112.19
Shank attaching.....	1011.08	1112.19
Sole tacking at seat for stuck-on process.....	1011.08	1112.19
Solutioning, damping and pasting.....	1011.08	1112.19
Sorting hobs.....	1011.08	1112.19
Sole laying wetted work and/or rubber soles.....	1011.08	1112.19
Sole tacking or sole fitting throughs and runners.....	1011.08	1112.19
Tack pulling.....	1011.08	1112.19
Tacking bottom stock to last.....	1011.08	1112.19
Tacking over backs before pulling over on closed back shoes, task being placed not further than 25mm from middle of back of heel seat.....	1011.08	1112.19
		
Tacking over sandal backs where no stiffener is inserted.....	1011.08	1112.19
Tacking top pieces on stitchdowns and sandals.....	1011.08	1112.19
All other wire grip tacking.....	1011.08	1112.19
Upper stapling after lasting sides.....	1011.08	1112.19
Upper trimming.....	1011.08	1112.19
Plastic pelletising and granulating.....	1011.08	1112.19
[Ratio: See subclause (P)]		

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		Column A Per week	Column B Per week
<u>HAND-LASTING OPERATIONS</u>			
Qualified employees on:			
(i)	Pulling over by hand and/or hand-lasting miners' or miners' type footwear..... Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.	1435.59	1579.14
(ii)	Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins		
	Hand-lasting seats of stitchdowns.....	1136.22	1249.85
	Hand-lasting in the manufacture of clogs.....	1136.22	1249.85
	Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip.....	1136.22	1249.85
		1136.22	1249.85
[Ratio: There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]			
<u>(F) FINISHING DEPARTMENT</u>			
Class I Operations			
Qualified employees on:			
(iii)	Edge trimming:		
	(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	1422.45	1564.70
	Rubber and rubber composition soles.....	1422.45	1564.70
	Children's footwear, all sizes up to and including size 12.....	1422.45	1564.70
	All slippers (men's, women's and children's).....	1422.45	1564.70
	Stitchdown footwear produced from box hide and willow hide.....	1422.45	1564.70
	(b) All other work.....	1616.86	1778.55
(iv)	Edge setting:		
	(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	1159.30	1275.23
	Through runners.....	1159.30	1275.23
	Waist and/or top pieces.....	1159.30	1275.23
	Children's footwear, all sizes up to and including size 12.....	1159.30	1275.23
	All slippers (men's, women's and children's).....	1159.30	1275.23
	Stitchdown footwear produced from box hide and willow hide.....	1159.30	1275.23
	(b) Automatic edge-setting machine, all grades.....	1159.30	1275.23
	(c) All other work.....	1422.45	1564.70
(v)	Heel trimming.....	1159.30	1275.23
(vi)	Examining.....	1616.86	1778.55
[Ratio: See subclause (P)]			

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	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
Bitting by hand or machine.....	1136.22	1249.85
Bottom scouring.....	1136.22	1249.85
Heel scouring.....	1136.22	1249.85
Heel spraying.....	1136.22	1249.85
Ploughing out.....	1136.22	1249.85
Complete finishing by hand.....	1136.22	1249.85
Top piece trimming.....	1136.22	1249.85
Bunk wheeling.....	1136.22	1249.85
Louis flap ironing.....	1136.22	1249.85
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge.....	1136.22	1249.85
Seat wheeling.....	1136.22	1249.85
Top ironing, i.e. Marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished.....	1136.22	1249.85
Welt wheeling.....	1136.22	1249.85
Decorative feather stitching by hand after the sole is permanently attached to the upper.....	1136.22	1249.85
[Ratio: See subclause (P)]		
Class III Operations		
Qualified employees on:		
Brushing, padding and/or burnishing.....	1011.08	1112.19
Crow wheeling.....	1011.08	1112.19
Finger scouring.....	1011.08	1112.19
Heel breast cornering.....	1011.08	1112.19
Inking, staining, waxing and damping.....	1011.08	1112.19
Inserting, slipping and putting away lasts.....	1011.08	1112.19
Ploughing (removing the scarf round under edge of sole).....	1011.08	1112.19
Rubbing of edges and bottoms.....	1011.08	1112.19
Spew and/or flash trimming.....	1011.08	1112.19
Conveyor belt loading.....	1011.08	1112.19
[Ratio: See subclause (P)]		
<u>(G) SHOE ROOM</u>		
Qualified employees on:		
Faking.....	1368.76	1505.63
Examining.....	1368.76	1505.63
Patent repairing.....	1011.08	1112.19
Embossing and/or stamping.....	1011.08	1112.19
Boxing.....	1011.08	1112.19
Dressing and/or sizing.....	1011.08	1112.19
Dressing by spray-gun.....	1011.08	1112.19
Hand polishing and cleaning.....	1011.08	1112.19
Ironing.....	1011.08	1112.19
Labelling.....	1011.08	1112.19
Lining trimming.....	1011.08	1112.19
Size stamping on footwear.....	1011.08	1112.19
Socking.....	1011.08	1112.19
Stamping descriptions and sizes on labels.....	1011.08	1112.19
Quarter forming by machine.....	1011.08	1112.19
Smoothing insole before socking or boxing.....	1011.08	1112.19



		Column A Per week	Column B Per week
(H) MILL-ROOM OPERATIONS			
Qualified employees on:			
(i)	Group 2:		
	Calendar operating.....	1033.98	1137.38
	Batch mass-measuring and assembling of chemicals.....	1033.98	1137.38
	Operating extruding machine.....	1033.98	1137.38
	Operating an open mixing mill with a width of not less than 1,52m.....	1033.98	1137.38
	Operating internal mixer.....	1033.98	1137.38
	Slabbing sheet rubber to gauge (stretching compound).....	1033.98	1137.38
	Operating an open mixing mill with a width of less than 1,52m but not less than 1,01m.....	1033.98	1137.38
	Warming compound on open mill.....	1033.98	1137.38
	Hydraulic press operating.....	1033.98	1137.38
	Operating splitting machine.....	1033.98	1137.38
(ii)	Group 1:		
	Issuing soles and heels.....	1011.08	1112.19
	Press cutting blanks (clicking).....	1011.08	1112.19
	Attending autoclave.....	1011.08	1112.19
	Assisting mass-measurer.....	1011.08	1112.19
	Mould checking.....	1011.08	1112.19
	Operating an open mixing mill with a width of less than 1,01m.....	1011.08	1112.19
	Masticating, sheeting out, cracking or breaking compound.....	1011.08	1112.19
	Buffing or scouring machine operations.....	1011.08	1112.19
	Feeding rubber into calendar (feeding stretchers).....	1011.08	1112.19
	Grinding scrap by machine.....	1011.08	1112.19
	Mould cleaning.....	1011.08	1112.19
	Trimming.....	1011.08	1112.19
	Blank cutting and mass-measuring to fixed standards.....	1011.08	1112.19
	Extruding into trays.....	1011.08	1112.19
	Bale cutting.....	1011.08	1112.19
	Sieving chemicals, buffings and grindings.....	1011.08	1112.19
	Stencilling or making bales.....	1011.08	1112.19
	Applying powder.....	1011.08	1112.19
	Packing soles and heels.....	1011.08	1112.19
	Granulating.....	1011.08	1112.19
	Assisting calendar operator.....	1011.08	1112.19
	Dipping machine operator.....	1011.08	1112.19
[Ratio: For every three qualified employees employed in this section not more than one learner may be employed]			
(I) HIGH FREQUENCY WELDING			
Qualified employees on:			
(i)	High-frequency welding, embossing pre-cut uppers.....	1061.17	1167.28
(ii)	High-frequency welding, embossing combined with cutting of uppers (cut welding).....	1683.25	1851.57
(iii)	High-frequency welding, embossing of socks and other components.....	1011.08	1112.19
(iv)	High-frequency welding, combined with cutting of socks and other components.....	1170.00	1287.00
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]			

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	Column A Per week	Column B Per week
(J) FLOW MOULDING		
Qualified employees on:		
(i) Flow moulding pre-cut uppers.....	1061.17	1167.28
(ii) Flow moulding pre-cut socks.....	1061.17	1167.28
(iii) Flow moulding where eventual upper is presented in liquid form.....	1061.17	1167.28
(iv) Colour application to moulds prior to flow moulding.....	1061.17	1167.28
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials.....	1061.17	1167.28
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]		
(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING		
Qualified employees on:		
Injection moulding units to lasted uppers or string-lasting uppers or sole units:		
(a) Where one employee is employed on an injection moulding machine.....	1136.22	1249.85
(b) Where two employees are employed on an injection moulding machine each shall be paid.....	1136.22	1249.85
(c) Every employee in excess of two employed on an injection moulding machine shall be paid.....	1011.08	1112.19
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]		
(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OF WITH THE ASSISTANCE OF ANY OTHER DEVICE		
Qualified employees on:		
(i) String-lasting of fabric uppers.....	1136.22	1249.85
(ii) String-lasting of synthetic uppers.....	1136.22	1249.85
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]		

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	Column A Per week	Column B Per week
(M) WOODEN UNIT MANUFACTURING		
Operations not provided for in any other section in clause 1 of this Annexure:		
(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):		
Qualified employees on:		
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section.....	1203.03	1323.33
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers.....	1203.03	1323.33
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....	1011.08	1112.19
(iv) Cutting or guillotining of laminated blanks to produce heel covering material.....	1203.03	1323.33
(v) Cutting of heel covers to a pattern from layered heel covering material.....	1203.03	1323.33
(vi) (aa) Cross cutting of timber into lengths.....	1011.08	1112.19
(vi) (ab) Shaping of heels and heel-breasts, using templets and/or jigs and/or guides.....	1011.08	1112.19
(vi) (ac) Cutting or scouring for pitching of heels, using templets and/or jigs and/or guides.....	1011.08	1112.19
(vi) (ad) Cupping of heels to fit heel seats.....	1011.08	1112.19
(vii) Cementing heels and heel covers.....	1011.08	1112.19
(viii) Spotting of heel covers to heels and pressing.....	1011.08	1112.19
(ix) Trimming of heel covers.....	1011.08	1112.19
(x) Top piece attaching.....	1136.22	1249.85
(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Qualified employees on:		
(i) Selecting and/or planning of raw timber.....	1011.08	1112.19
(ii) Measuring, marking and cutting timber into required lengths.....	1011.08	1112.19
(iii) Marking top and side elevation for profile cutting of unit.....	1011.08	1112.19
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base.....	1136.22	1249.85
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin.....	1136.22	1249.85
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance.....	1011.08	1112.19
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....	1136.22	1249.85
(viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles.....	1011.08	1112.19
(ix) Attaching top pieces to heels.....	1136.22	1249.85
(x) (aa) Scouring units by automatic machines prior to or after sole attaching.....	1011.08	1112.19
(x) (ab) Scouring units by hand prior to or after sole attaching.....	1136.22	1249.85
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations.....	1011.08	1112.19
(xii) Examining for quality.....	1368.76	1505.63
(xiii) Repairing of units.....	1011.08	1112.19
(xiv) Size stamping.....	1011.08	1112.19
(xv) Varnishing, painting, spraying or dipping units.....	1011.08	1112.19
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting.....	1011.08	1112.19



		Column A Per week	Column B Per week
<u>(N) LEARNERS</u>			
(i)	Learners employed on the operations referred to in Clause 4, according to experience:		
	First six months.....	848.65	933.51
	Second six months.....	937.43	1031.17
	Third six months.....	1030.81	1133.89
	Fourth six months.....	1108.24	1219.07
	Fifth six months.....	1243.54	1367.90
	Thereafter, the prescribed rate		
(ii)	Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
	First six months.....	648.97	713.86
	Second six months.....	724.76	797.23
	Third six months.....	804.05	884.46
	Thereafter, the prescribed rate.		
(iii)	Learners employed on the operations referred to in subclause (H), according to experience:		
	First six months.....	648.97	713.86
	Second six months.....	724.76	797.23
	Thereafter, the prescribed rate		
(iv)	Other learners, according to experience:		
	First six months.....	648.97	713.86
	Second six months.....	724.76	797.23
	Third six months.....	804.05	884.46
	Fourth six months.....	892.69	981.96
	Fifth six months.....	1003.94	1104.33
	Thereafter, the prescribed rate.		
Provided that -			
(i)	an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience;		
(ii)	A learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate on which he is engaged;		
(iii)	learners in the Closing Department or Shoe Room shall - (aa) after the third six months of experience become entitled to a wage of R1011.08 per week if employed on operations for which this rate is prescribed; (ab) after the fourth six months of experience become entitled to a wage of R1068.07 per week or R1177.62 per week or R1245.08 if employed on operations for which these rates are prescribed;		
(iv)	learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the third six months of experience, become entitled to a wage of R1011.08. Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion: Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.		

	Column A Per week	Column B Per week
<u>(O) GENERAL WORKERS</u>		
General Workers.....	1011.08	1112.19
<u>(P) RATIOS</u>		
(v) Class I Operations in the Rough Stuff and Finishing Departments		
For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner. "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.		
(vi) Class II Operations in the Rough Stuff and Finishing Departments		
On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees. "Part of three" for this purpose means a remainder of not less than two after the number of qualified employees have been divided by three.		
(vii) Class III Operations in the Rough Stuff and Finishing Departments		
On these operations all taken collectively there may be employed not more than two learners to each qualified employee.		
<u>(Q) MILK</u>		
All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.		

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WAGES: FOOTWEAR AS SPECIFIED BELOW

[For applicable definitions, see subclause (5) hereunder]

Group 1: Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toecaps manufactured only from rubber, all of one colour, the binding of which shall be no greater than the binding depicted in the line drawings in illustration 1(a) and (b) and substantially similar in colour to the canvas uppers. Provided that where there is a difference in depth between the shade of the uppers and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard methods, Third Edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105 / Part 2) Provided further that -

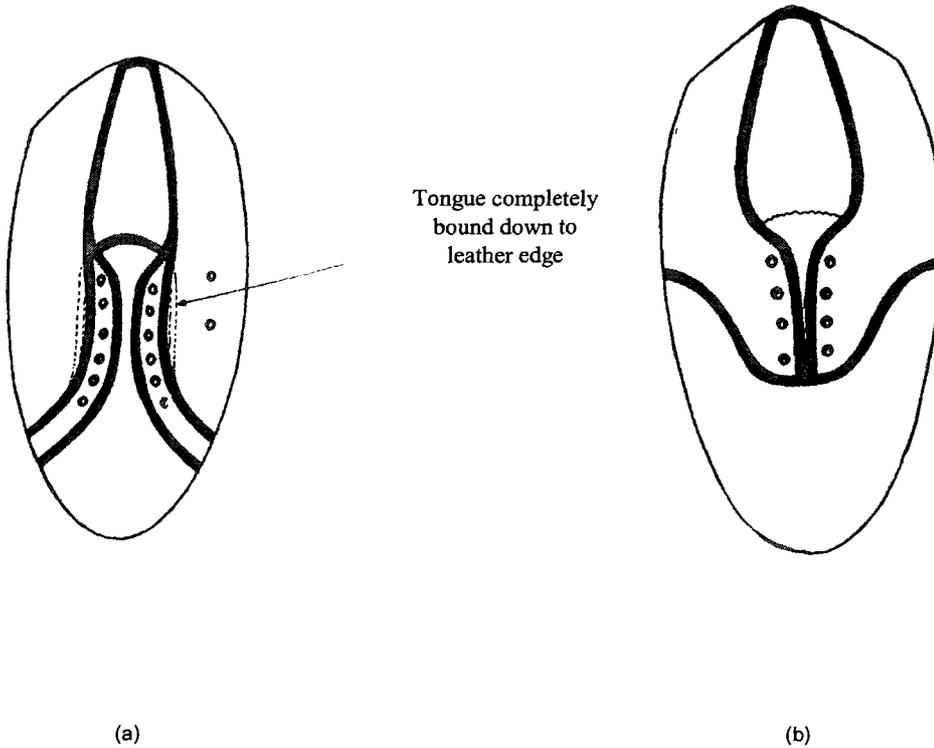
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);
- (iii) where studs and/or bars are provided, these shall not protrude more than six millimetres from the soles;
- (iv) where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;
- (v) the said bindings shall be made of canvass fabric but that its mass may be less than 400 grammes per square metre.

Group 2: Rubber footwear, either unlined or lined with fabrics.

Group 3: Wholly moulded footwear.

Group 4: Canvas fabric sandals.

ILLUSTRATION 1



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	Column A Per week	Column B Per week
(1) WAGES		
A. LACE-UP RUBBER BOOTS		
Qualified employees on:		
(i) Marking and/or cutting of textile fabrics.....	1500.35	1650.39
(ii) Cutting of rubber uppers.....	1170.00	1287.00
(iii) Cutting of fabric impregnated with rubber.....	1170.00	1287.00
(iv) Closing Departments:		
(a) Upper closing.....	1068.07	1174.88
(b) Lining closing.....	1068.07	1174.88
(c) Eyeletting.....	1068.07	1174.88
(d) Buffing tongues.....	1011.08	1112.19
(e) Inserting tongues.....	1011.08	1112.19
(f) Securing tongues.....	1011.08	1112.19
(g) Table-hands.....	1011.08	1112.19
(v) All sole cutting operations, whether by hand or press.....	1435.59	1579.14
(vi) All other press cutting operations (bottom stock only).....	1011.08	1112.19
(vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole).....	1136.22	1249.85
(viii) Insole attaching.....	1011.08	1112.19
(ix) Placing material around the last.....	1011.08	1112.19
(x) Sole attaching.....	1011.08	1112.19
(xi) Attending an autoclave.....	1011.08	1112.19
(xii) Solutioning by hand.....	1011.08	1112.19
(xiii) Solutioning by machine.....	1011.08	1112.19
(xiv) (a) Moulding of soles, heels and/or sole and heel units.....	1011.08	1112.19
(b) Moulding of boots other than in an autoclave.....	1011.08	1112.19
(xv) Hobnailing.....	1136.22	1249.85
(xvi) Sole roughing.....	1011.08	1112.19
(xvii) Upper roughing.....	1011.08	1112.19
(xviii) Edge trimming.....	1011.08	1112.19
(xix) Spew and/or flash trimming on moulded boots.....	1011.08	1112.19
(xx) Inserting laces.....	1011.08	1112.19
(xxi) Slipping and sorting lasts.....	1011.08	1112.19
(xxii) Trimming linings.....	1011.08	1112.19
(xxiii) Rolling uppers.....	1011.08	1112.19
(xxiv) Cutting and/or inserting stays.....	1011.08	1112.19
(xxv) Dressing.....	1011.08	1112.19
(xxvi) Cleaning.....	1011.08	1112.19
(xxvii) Stamping sizes on linings.....	1011.08	1112.19
(xxviii) Loading trolley for autoclave.....	1011.08	1112.19
(xxix) Pairing.....	1011.08	1112.19
(xxx) Attaching thoughts or insole covers.....	1011.08	1112.19
(xxxii) Operations not specified in (i) to (xxx) above.....	1011.08	1112.19
(xxxiii) General workers.....	1011.08	1112.19

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	Column A Per week	Column B Per week
B. OTHER FOOTWEAR IN THIS SECTION		
Qualified employees on:		
(i) Upper cutting Department:		
Group 1:		
Marking and/or cutting (from canvas or fabric).....	1500.34	1650.38
Group 2:		
Assisting clicker.....	1011.08	1112.19
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber).....	1011.08	1112.19
Gum boots.....	1011.08	1112.19
Size marking.....	1011.08	1112.19
(ii) Closing Department:		
Group 3:		
Attaching stays.....	1011.08	1112.19
Size stamping on linings.....	1011.08	1112.19
Tread trimming.....	1011.08	1112.19
All other closing room operations, including eyeletting, perforating and skiving.....	1068.07	1174.88
(iii) Bottom stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand.....	1435.59	1579.14
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels.....	1011.08	1112.19
Group 6:		
All other press cutting operations.....	1011.08	1112.19
(iv) Making Department:		
Group 7:		
Applying insole filler.....	1011.08	1112.19
Size stamping insole.....	1011.08	1112.19
Hand-lasting, rubber sole attaching by hand.....	1011.08	1112.19
Vulcanising soles to uppers.....	1011.08	1112.19
Solutioning by hand or machine.....	1011.08	1112.19
Assembling.....	1011.08	1112.19
Direct moulding of soles to canvas uppers.....	1061.17	1167.28
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:		
(a) Where one employee is employed on an injection moulding machine.....	1136.22	1249.85
(b) Where two employees are employed on an injection moulding machine, each shall be paid.....	1136.22	1249.85
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid.....	1136.22	1249.85
String-lasting.....	1061.17	1167.28
Lasting operations on a Kamborian machine.....	1170.00	1287.00
Lasting seats or sides by machine.....	1301.62	1431.78
Combined pulling over and forepart lasting.....	1631.80	1794.98
(v) Group 8:		
Hobnailing by hand or machine.....	1136.22	1249.85
(vi) Group 9:		
Attaching back strip.....	1011.08	1112.19
Attaching foxing.....	1011.08	1112.19
Attaching insole.....	1011.08	1112.19
Attaching lining to upper.....	1011.08	1112.19
Cementing.....	1011.08	1112.19
Cleaning soles.....	1011.08	1112.19

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	Column A Per week	Column B Per week
Cutting foxing.....	1011.08	1112.19
Feeding conveyer.....	1011.08	1112.19
Granulating.....	1011.08	1112.19
Inserting the puffs.....	1011.08	1112.19
Rolling uppers.....	1011.08	1112.19
Slipping lasts.....	1011.08	1112.19
Sole rolling.....	1011.08	1112.19
Supplying lasts.....	1011.08	1112.19
Trimming uppers.....	1011.08	1112.19
Mass-measuring pellets for direct moulding.....	1011.08	1112.19
Wheeling.....	1011.08	1112.19
Checking and repairing.....	1011.08	1112.19
Edge scouring.....	1011.08	1112.19
Silk screen printing.....	1011.08	1112.19
(vii) Any operations not specified in (i) to (vi) above.....	1011.08	1112.19
(viii) General Workers.....	1011.08	1112.19
<u>(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)</u>		
According to experience:		
First six months.....	648.72	713.59
Second six months.....	724.76	797.23
Thereafter, the prescribed rate:		
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
<u>(3) RATIOS</u>		
(a) Before a learner may be employed on any of the operations referred to in subclause (1) A, one qualified employee shall be employed and for every one qualified employee so employed, not more than two learners may be employed.		
(b) Before a learner may be employed in any of the nine groups of operations referred to in subclause (1) B, one qualified employee shall be employed in that group, and for every one qualified employee so employed, not more than two learners may be employed.		
<u>(4) DIFFERENTIAL WORKING</u>		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
<u>(5) DEFINITIONS</u>		
For the purposes of this clause -		
"Rubber" includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof;		
"canvas fabric" means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascals or 1,32 millimetres at 5 kilopascals and its mass shall be not less than 400 grammes per square metre, the characteristics of which are strength and firmness;		
"one colour" is an entirely natural or bleached colour of one solid shade or tone.		



	Column A Per week	Column B Per week
<u>CLAUSE 3 : SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER</u>		
<u>(1) WAGES</u>		
Qualified employees on:		
A. Upper Cutting Department:		
(i) Upper cutting.....	1499.82	1649.80
(ii) Stock cutting and/or lining cutting.....	1170.00	1287.00
(iii) Upper assembling.....	1170.00	1287.00
(iv) Marking and/or stamping.....	1011.08	1112.19
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning.....	1017.27	1118.99
(ii) Machining of uppers, socks, pads and soft soles together.....	1068.07	1174.88
(iii) Machining elastic bound edges of uppers to soft soles.....	1068.07	1174.88
C. Rough Stuff Department:		
(i) Sole cutting from leather.....	1631.80	1794.98
(ii) Sole cutting from other than leather.....	1435.59	1579.14
(iii) Insole cutting and lift and top-piece cutting.....	1435.59	1579.14
(iv) Stamping.....	1011.08	1112.19
(v) Heel covering.....	1011.08	1112.19
D. Making Department:		
(i) Slipper turn sewing.....	1239.60	1363.56
(ii) Steaming and blocking into shape:		
(a) Felt work.....	1136.22	1249.85
(b) Leather work, fabric Cubans.....	1136.22	1249.85
(iii) Stuck-on process:		
(a) Hand-lasting.....	1136.22	1249.85
Sole roughening.....	1136.22	1249.85
Sole positioning on upper and press operating in one operation.....	1136.22	1249.85
Sole positioning on upper and forepart seat before pressing.....	1136.22	1249.85
Press operating with sole previously positioned.....	1136.22	1249.85
(b) Solutioning operation.....	1011.08	1112.19
(c) Sole and insole tacking.....	1011.08	1112.19

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	Column A Per week	Column B Per week
(iv) Vulcanising soles to lasted uppers.....	1136.22	1249.85
(v) Slugging.....	1011.08	1112.19
(vi) Channelling.....	1011.08	1112.19
Hand-levelling.....	1011.08	1112.19
Heel attaching.....	1011.08	1112.19
Tacking backs.....	1011.08	1112.19
(vii) Slipper turning.....	1011.08	1112.19
(viii) Fetching and putting away lasts.....	1011.08	1112.19
(ix) Inserting heel pads.....	1011.08	1112.19
(x) Conveyor operating.....	1011.08	1112.19
(xi) Direct injection moulding or pouring of any materials used for soiling and unit converting: Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:		
(a) Where one employee is employed on an injection moulding machine.....	1136.22	1249.85
(b) Where two employees are employed on an injection moulding machine each shall be paid.....	1136.22	1249.85
(c) Where more than two employees are employed on injection moulding machine each shall be paid.....	1136.22	1249.85
E. Finishing Department		
Edge trimming.....	1435.59	1579.14
Edge setting.....	1171.31	1288.44
Heel trimming.....	1011.08	1112.19
Scouring operations.....	1011.08	1112.19
Inking, staining and brushing.....	1011.08	1112.19
Slipping uppers.....	1011.08	1112.19
F. Shoe Room Department		
Examining.....		
All other Shoe Room operations.....	1011.08	1112.19
<u>(2) LEARNERS</u>		
According to experience:		
First six months.....	648.72	713.59
Second six months.....	724.68	797.15
Third six months.....	804.05	884.46
Fourth six months.....	892.70	981.97
Fifth six months.....	1003.94	1104.33
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:		
Provided further that learners on operations for which a wage rate of R1011.08 prescribed shall, after the third six months of experience, become entitled to this wage rate;		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
<u>(3) GENERAL WORKERS</u>		
General workers.....	1011.08	1112.19
<u>(4) RATIO</u>		
For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed not more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof. Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed.		

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	Column A Per week	Column B Per week
<u>(5) DIFFERENTIAL WORKING</u>		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
<u>CLAUSE 4: "PLATNATE" AND "DOPPERS"</u>		
Note: "Platnate" and "doppers" mean footwear wholly or mainly stitched by hand with riempies or pitch thread.		
Qualified employees on:		
(i) Clicking.....	1134.48	1247.93
(ii) Machining by power.....	1017.27	1118.99
Machining other than by power.....	1017.27	1118.99
Other Closing Department operations.....	1017.27	1118.99
(iii) Sole cutting by power.....	1342.32	1476.55
Sole cutting other than by power.....	1011.08	1112.19
(iv) Pulling over by hand and/or hand-lasting.....	1011.08	1112.19
Stitching by hand.....	1011.08	1112.19
(v) Edge trimming by power.....	1144.96	1259.46
Edge trimming other than by power.....	1011.08	1112.19
(vi) Pairing and/or size marking.....	1011.08	1112.19
(vii) Any operation other than those specified in (i) to (vi) hereof.....	1011.08	1112.19
<u>(2) LEARNERS</u>		
According to experience:		
First six months.....	648.72	713.59
Second six months.....	724.68	797.15
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged;		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
<u>(3) GENERAL WORKERS</u>		
General workers.....	1011.08	1112.19
<u>(4) RATIO</u>		
For every three employees receiving not less than R1011.08 per week there may be employed not more than one employee at a wage of less than R1011.08 per week.		
<u>(5) DIFFERENTIAL WORKING</u>		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations.		

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No. R. 770

18 October 2013

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, **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 **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**2013-10-28**..... and for the period ending 30 June 2016.


MINISTER OF LABOUR
30/9/2013

UMNYANGO WEZABASEBENZI

No. R. 770

18 October 2013

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF
SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE TANNING
SECTION COLLECTIVE AMENDING AGREEMENT**

Mina, **MILDRED NELISIWE OLIPHANT**, onguNgqongqoshe Wezabasebenzi ngokwesigaba 32(2) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kuSheduli yesiNgisi exhanywe lapha, esenziwa umkhandlu Wokuxoxisana phakathi Nabasebenzi Emboni ni Yezikhumba, futhi ngokwesigaba 31 somthetho wobudlelwano kwezabasebenzi ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni, kusukela mhlaka~~2013-10-28~~..... kuze kube mhlaka 30 kuNhlangulana 2016.


UNGQONGQOSHE WEZABASEBENZI
30/9/2013

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

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

South African Tanning Employers' Organisation (SATEO)

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

and the

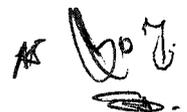
Southern African Clothing and Textile Workers' Union (SACTWU)

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, to extend and amend the Agreement published under Government Notices No R.1318 of 6 November 1998 as further amended, renewed and re-enacted under Government Notices Nos. R287 of 12 March 1999, R.1017 of 27 August 2000, R.47 of 28 January 2000, R.555 of 9 June 2000, R.128 of 9 February 2001, R.389 of 18 May 2001, R823 of 7 September 2001, 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.1067 of 16 November 2007, R.1357 of 3 October 2003, R.748 of 25 June 2004, R.592 of 24 June 2005, R593 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, R.474 of 8 May 2009, R.1184 of 18 December 2009, R.1191 of 17 December 2010, R.523 of 24 June 2011, R.886 of 28 October 2011 and R886 of 2 November 2012.



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 unions, 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) The terms of this agreement will not apply to non parties in respect of clauses 1 (1)(b) and 2 (1).

2. DATE AND PERIOD OF OPERATION

- (1) This Agreement will come into operation for the parties on 1 July 2013 and remain in force for the period ending 30 June 2016.
- (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 remain in force for the period ending 30 June 2016.

3. CLAUSE 7 – REMUNERATION



7.1 Wages and Wage Rates

Substitute the following for subclause (1):

An employer will pay an employee at least the wages prescribed in terms of Schedule 1 for the operation performed by the employee

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WAGES AND WAGE RATES

SCHEDULE 1

		<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 31.31 SPLITTING 38.73</p> <p>Band A2 employees engaged in:</p> <p>SHAVING 33.19</p> <p>Band B employees engaged in:</p> <p>COLOUR MATCHING 29.25 GLAZING 29.25 HAND SPRAYING 30.90 HAND TIPPING 29.25 PILOT PLANT OPERATING 30.90 POLISHING 29.25</p> <p>Band C employees engaged in:</p> <p>ASSISTING SPLITTER 28.83 BRUSHING 28.83 BUFFING 28.83 CHEMICAL WEIGHING 28.83 COLOUR MIXING 28.83 CURTAIN COATING 28.83 CONDITIONING 26.94 DRUM OPERATING 26.94 DRY CLEANING MACHINE 26.94 EMBOSsing/PRINTING 28.83 FLESHING (HAND OR MACHINE) 28.83 HIDE STAMPING 27.24 HYDRAULIC PRESS 28.83 MEASURING 28.83 PADDING 28.83 PASTING 28.83 ROLLER COATING 28.83 ROTOR PRESS 28.83 ROTOR SPRAYING 28.83 SAMMYING 28.83 SETTING 28.83 SOLE ROLLING 28.83 STAKING 28.83 TRIMMING AFTER SHAVING 26.94 VACUUM DRYING 28.83</p>	

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	Band D employees engaged in:	
	FLESH TRIMMING	26.56
	GENERAL WORKERS..... (on operations as defined in definition of General Worker)	26.56
	HANG DRYING	26.56
	MILLING	26.56
	SUBSTANCE CHECKING	26.56
	TOGGLING	26.56
	Band E Employees	
	General Worker Entry Level as defined in Definition of General Worker, Entry Level	21.57
	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.....	
	WET BLUE SORTER.....	31.31
	Band B employees engaged as a:	31.31
	CRUST SORTER.....	
	Band C employees engaged as a:	29.25
	SPLIT SORTER.....	
3	Fellmongering Section Rates:	28.83
	Band B Employees engaged in –	
	PICKLE SORTING	29.25
	Band C Employees engaged in –	
	BREAK FLESHING	28.83
	FINAL FLESHING	28.83
	PICKLE DRUM OPERATING	26.94
	SULPHIDE PAINTING	26.94
	Band D Employees engaged in –	
	BREAK FLESHING ASSISTANT	26.56
	COUNTING AND PACKING	26.56
	DRUM CLOSING	26.56
	HAND WOOL PULLING	26.56
	MACHINE WOOL PULLING	26.56
	PADDLE OPERATING	26.56
	WOOL BALING / PACKING	26.56
	WOOL DRYING	26.56
	WOOL PICKING	26.56
	WOOL WASHING	26.56

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	Band E Employees General Workers entry level as defined in Definition of General Worker, entry level	21.57
	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	27.57
	COMBING	27.57
	CUTTING TO PATTERNS	27.12
	IRONING	27.57
	SHEARING	27.57
	STITCHING BY MACHINE.....	28.08
5	Cutting Section Rates:	
	Band A1 employees engaged in:	
	CUTTER 1	33.69
	FINAL INSPECTING	31.31
	Band A2 employees engaged in:	
	HAND CUTTING	31.31
	Band B employees engaged in:	
	COMPONENT SPLITTING	28.47
	CUTTER 2	30.90
	HIDE MARKING	30.90
	Band C employees engaged in:	
	COMPONENT PACKING	27.24
	LAMINATING	27.24
	LAYING OUT	27.24
	PERFORATING	27.24
	STAMPING (PIECE MARKING)	27.24
	TEMPLATE CONTROL	27.24

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6	Band D employees engaged in –	
	General Workers on operations as defined in the Definition Of "General Worker"	26.56
	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	21.57
	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)	30.87
	Band B employees engaged as a:	
	Despatch Clerk	28.24
	Handyman	27.71
	Motor Vehicle General Driver	28.86
	(Code C1 Licence or lower)	
	Spray Gun Mechanic	30.90
	Storeman and/or Warehouseman	28.24
	Tractor Driver	28.86
	Band C employees engaged as a:	
	Boiler Attendant	27.24
	Forklift Driver	28.83
Security Guard	27.24	
Store Assistant and/or Warehouseman Assistant	27.24	
Band D employees engaged as a:		
Nylon Replacer	26.56	

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3. CLAUSE 7 – REMUNERATION**7.3 Holiday Bonus**

Substitute the following for subclause (1):

"An employer will pay every employee who has completed twelve (12) months employment a holiday bonus. Employees employed in the automotive tanning industry will be paid a holiday bonus equal to fifteen (15) days basic wage. Employees employed in the non-automotive tanning industry will be paid a holiday bonus equal to twelve (12) days basic wage and from 1 July 2014 thirteen (13) 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:

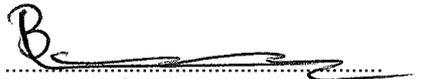
- (a) an additional two days' wages in respect of the first five (5) days of sick leave not taken; and
- (b) a further three (3) days in the event of an employee not utilising the balance of his/her sick leave entitlement (five (5) days)

SIGNED BY THE PARTIES IN DURBAN ON THIS 29th DAY OF JULY 2013.

M OOSTHUIZEN, Member of the Council

.....


BN LOUBSER Member of the Council

.....


A BENJAMIN, Member of the Council

.....


S NAIDOO, General Secretary of the Council

.....


No. R. 771

18 October 2013

LABOUR RELATIONS ACT, 1995**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE GENERAL GOODS AND HANDBAG SECTION 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 **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 **2013 -10- 2 8** and for the period ending 30 June 2016.


MINISTER OF LABOUR
30/09/2013

UMNYANGO WEZABASEBENZI

No. R. 771

18 October 2013

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA -1995

**UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI
 KWABAQASHI NABASEBENZI BEMBONI YEZIKHUMBA:
 UKWELULELWA KWESIVUMELWANO SABAQASHI NABASEBENZI
 BESIGABA SEZIMPAHLA EZIJWAYELEKILE KANYE NEZIKHWAMA
 EZINCANE EZIPHATHWA ABESIFAZANE SELULELWA KULABO
 ABANGEYONA INGXENYE YESIVUMELWANO**

Mina, **MILDRED NELISIWE OLIPHANT**, onguNgqongqoshe WezabasSebenzi ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu Kazwelonke Wokuxoxisana phathi Kwabaqashi Nabasebenzi Embonini Yezikhumba, futhi ngokwesigaba 31 soMthetho Wobudlelwano KwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela mhlaka **2013 -10- 28** kuze kube mhlaka 30 kuNhlanguvana 2016.


UNGQONGQOSHE WEZABASEBENZI

30/09/2013

SCHEDULE**NATIONAL BARGAINING COUNCIL OF THE LEATHER****INDUSTRY OF SOUTH AFRICA****GENERAL GOODS AND HANDBAG SECTOR****AMENDING OF COLLECTIVE AGREEMENT**

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

- (a) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

(Hereinafter referred to as the employer or the employer organisation) of the one part, and the

- (b) **National Union of Leather and Allied Workers,**

and

- (c) **Southern African Clothing and Textile Workers' Union**

(Hereinafter referred to as the employees or the trade unions) of the other part,

being the parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the Agreement for the General Goods and Handbag Sector, published under Government Notices No R.1316 of 6 November 1998 as further amended, renewed and re-enacted under Government Notices Nos. R.288 of 12 March 1999, R.1273 of 29 October 1999, R.46 of 28 January 2000, R.647 of 30 June 2000, R.1173 of 24 November 2000, R.388 of 18 May 2001, R.1223 of 30 November 2001, R.692 of 17 May 2002, R.1216 of 4 October 2002, R.713 of 6 June 2003, R.1358 of 3 October 2003, R.660 of 28 May 2004, R.206 of 18 March 2005, R.569 of 17 June 2005, R.867 of 9 September 2005, R.547 of 15 June 2006, R.850 of 25 August 2006, R.511 of 22 June 2007, R.1067 of 16 November 2007, R.1039 of 3 October 2008, R. 525 of 15 May 2009, R.1150 of 11 December 2009, R.1193 OF 17 December 2010, R.524 of 24 June 2011, R.1018 of 7 December 2011 and R.885 of 2 November 2012.



1. - SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this agreement shall be observed in the general goods and handbag sector 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, KaNgwana and KwaNdebele;
 - (b) by all employers who are members of the employer organisation, and by all employees who are members of the trade unions who are engaged or employed in the General Goods and Handbag sectors of the Leather Industry respectively.
- (2) Notwithstanding the provisions of subclause (1), the terms of this agreement shall apply only to employees for whom wages are prescribed in Annexure C to the agreement, and to the employers of such employees.
- (3) Notwithstanding the provisions of subclause (1)(b), the terms of this agreement shall not apply to non-parties in respect of Clauses 1(1)(b) and 2(1).

2. DATE AND PERIOD OF OPERATION

- (1) This Agreement will come into operation for the parties on 1 July 2013 and remain in force for the period ending 30 June 2016.
- (2) This agreement shall come into operation for non-parties on such date as the Minister of Labour extends the agreement to them, and remain in force for the period ending 30 June 2016.

A handwritten signature in black ink, appearing to be 'AS' followed by a stylized flourish.

3. ANNEXURE C WAGES

Substitute the following for Annexure C"

"Nothing in this agreement shall operate to reduce any time wage at present being paid which is more favourable to an employee than that laid down in this agreement for such employee while he remains in the service of the same employer.

1. WAGE RATES

	Column A Per Week	Column B Per Week
(A) The following wage rates shall be paid to employees engaged in the General Goods and Handbag Section of the Industry:		
(i) Foreman (Grade C1)	1412.42	1553.66
(ii) Chargehand (Grade B2)	1073.15	1180.47
(iii) Despatch Clerk (Grade A3)	903.70	994.07
(iv) Driver of a motor vehicle authorised to carry or haul a payload of:		
(a) Under 2722 Kg (Grade B1)	936.64	1030.30
(b) Over 2722 Kg (Grade B2)	1073.15	1180.47
(v) General Worker (Grade A1)	698.97	768.87
(vi) Night Watchman (Grade A2)	760.38	836.42
(vii) Packer (Grade A1)	698.97	768.87
(viii) Storeman (Grade A3)	903.70	994.07
(B) The following wage rates shall be paid to qualified employees engaged in the manufacture of Travelling Requisites, Saddlery, Harnesses, Braces, Personal Goods and Handbags:		
(i) Grade A1	698.97	768.87
(ii) Grade A2	760.38	836.42
(iii) Grade A3	903.70	994.07
(iv) Grade B1	936.64	1030.30
(v) Grade B2	1073.15	1180.47
(vi) Grade B3	1175.06	1292.57

	Column A Per Week	Column B Per Week
(C) The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial Districts of Bellville, Goodwood and Durban and Cricket and Hockey Balls in the Magisterial District of Wynberg:		
(i) Grade A1	698.97	768.87
(ii) Grade A2	760.38	836.42
(iii) Grade A3	903.70	994.07
(iv) Grade B1	936.64	1030.30
(v) Grade B2	1073.15	1180.47
(vi) Grade B3	1175.06	1292.57
(D) The following wage rates shall be paid to Learners, other than those referred to in subclause (A):		
During the first six months of experience	566.62	623.28
During the second six months of experience	676.42	744.06

2. PROPORTION AND RATIO OF EMPLOYEES

(1) Travelling requisites -

- (a) Not less than one foreman shall be employed in every establishment.
 (b) In each of the wage categories listed in paragraphs (i), (ii), (iii), (iv), (v) and (vi) of subclause (C) not more than one learner may be employed for every qualified employee employed in that category.

(2) Saddlery -

- (a) not less than one foreman shall be employed in every establishment.
 (b) In each of the wage categories listed in paragraphs (ii), (iii), (iv), (v), and (vi) of subclause (C), not more than one learner may be employed for every qualified employee employed in that category.

(3) Harness -

- (a) Not less than one foreman shall be employed in each establishment.
 (b) For each employee receiving a wage of not less than R768.87 per week during the period ending 30 June 2014, not more than one employee may be employed at a wage less than R768.87 per week during the period ending 30 June 2014: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

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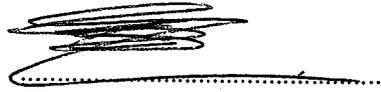
- (4) Braces -
For each employee receiving a wage of not less than R768.87 per week during the period ending 30 June 2014, not more than one employee may be employed at a wage of less than R768.87 per week during the period ending 30 June 2014: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.
- (5) Personal Goods -
For each employee receiving a wage of not less than R768.87 per week during the period ending 30 June 2014, not more than one employee may be employed at a wage of less than R768.87 per week during the period ending 30 June 2014: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.
- (6) Handbags -
- (a) Not less than one foreman shall be employed in each *establishment*.
- (b) The number of learners employed in each *establishment* shall not exceed three such employees to every two qualified employees employed in such *establishment*.
- (c) Notwithstanding the provisions of subclause (1), the following departmental ratios shall be observed.
- (i) Cutting Department - Not more than three learner cutters shall be employed to every two qualified cutters employed in each *establishment*.
- (ii) Machining Department - Not more than three learner machinists shall be employed to every two qualified machinists employed in each *establishment*.
- (iii) Handbag framing department - Not more than three learner handbag framers shall be employed to every two qualified handbag framers employed in each *establishment*.

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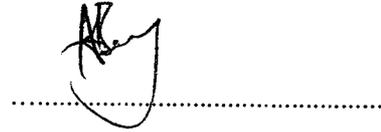


SIGNED BY THE PARTIES AT DURBAN ON THIS THE 29th DAY OF July 2013.

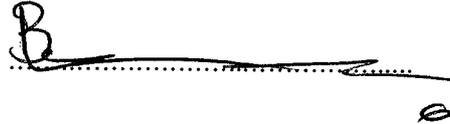
S ESSON, Member of the Council



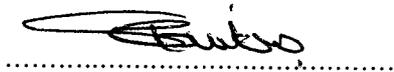
A BENJAMIN, Member of the Council



BN LOUBSER, Member of the Council



S NAIDOO, General Secretary of
the Bargaining Council



No. R. 772

18 October 2013

LABOUR RELATIONS ACT, 1995**BARGAINING COUNCIL FOR THE FURNITURE MANUFACTURING INDUSTRY,
KWAZULU NATAL: EXTENSION TO NON-PARTIES OF MAIN COLLECTIVE
AMENDING AGREEMENT FOR THE METRO AREAS**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of section 32(2) read with section 32(3)(b) and (c) 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 Furniture Manufacturing Industry, Kwazulu Natal 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 28 October 2013 and for the period ending 30 June 2015.

MN OLIPHANT
MINISTER OF LABOUR

UMNYANGO WEZABASEBENZI

No. R. 772

18 October 2013

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

**UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI
NABASEBENZI BEMBONI YOKWAKHA IFENISHA KWAZULU NATAL:
UKWELULELWA KWESIVUMELWANO ESIYINGQIKITHI SABAQASHI
NABASEBENZI FUTHI ESICHIBIYELAYO SELULELWA KULABO
ABANGEYONA INGXEYENYE YESIVUMELWANO EZINDAWENI
ZASEMADOLOBHENI**

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe WezabaSebenzi, ngokwesigaba 32(2) sifundwa nesigaba 32(3)(b) kanye no (c) soMthetho Wobudlelwano WezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu Wokuxoxisana Kwabaqashi Nabasebenzi Embonini Yokwakha IFenisha KwaZulu Natal, futhi ngokwesigaba-31 soMthetho Wezobudlelwano KwezabaSebenzi ka-1995 esibophezela labo abasenzayo, sizobophezela bonke abanye abaqashi nabasebenzi kuleyoMboni kusukela mhlaka-28 kuMfumfu 2013 kuze kube ngu 30 kuNhlanguvana 2015.

**MN OLIPHANT
UNGQONGQOSHE WEZABASEBENZI**

SCHEDULE**BARGAINING COUNCIL FOR THE FURNITURE
MANUFACTURING INDUSTRY, KWAZULU-NATAL****AMENDMENT OF MAIN COLLECTIVE AGREEMENT: METRO AREAS**

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

KwaZulu-Natal Furniture Manufacturers' Association

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

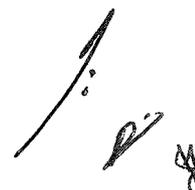
and the

**National Union of Furniture and
Allied Workers' of South Africa**

(hereinafter referred to as the "employees" or the "trade union")
of the other part,

being the parties to the Bargaining Council for the Furniture Manufacturing Industry,
KwaZulu-Natal.

to amend the Main Collective Agreement published under Government Notice R.224
dated 18 March 2011, amended and extended by Government Notice R.793 dated
05 October 2012.



1. SCOPE OF APPLICATION

1. The terms of this Agreement shall be observed in the Furniture Manufacturing Industry, KwaZulu-Natal –
 - (a) 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 and employed therein ;
 - (b) in Area A, which consists of the Magisterial Districts of Camperdown, Chatsworth, Durban, Inanda, Lower Tugela, Pietermaritzburg, Pinetown and Mount Currie.

2. Notwithstanding the provisions of sub-clause (1), the provisions of this Collective Agreement shall –
 - (a) only apply in respect of employees for whom minimum wages are prescribed in this Agreement ;
 - (b) apply to learners in so far as they are not inconsistent with the provisions of the Skills Development Act, 1998, or any contracts entered into or any conditions fixed thereunder;
 - (c) not apply to professional, technical, administrative, sales and office staff : Provided that such employees are in receipt of regular remuneration in excess of the maximum rate prescribed in Schedule A of this Agreement, plus R35.00;
 - (d) not apply to managers, sub-managers, foremen and supervisory staff if such employees are in receipt of regular remuneration of not less than R98,301.31 per annum or, R115.644.72 per annum where the employer of such employee does not provide or maintain a



registered retirement fund and a registered medical aid fund. These limits shall be increased from year to year by the same percentages as the increases granted to employees earning the highest rate set out in Schedule A of this Agreement ;

- (e). not apply to non-parties in respect of clauses 1(1)(a) and 2.

3. Notwithstanding the provisions of sub-clauses (1) and (2), employers who carry on not more than one business within the scope of application of this Agreement and who employs less than five employees at all times in or in connection with such business, will be entitled to the following phasing-in concessions : Provided that their employees consent to it, in writing in the prescribed form :

PHASE ONE : First Two Years from Commencement

During this period, the employer will be exempt from Schedule A.

Any pro-rata holiday pay benefits accrued by employees during the first two years from the commencement, must be paid by the employer in terms of the Basic Conditions of Employment Act, 1997 as amended, when due.

PHASE TWO : Third Year from Commencement

During this period, employees must be remunerated at not less than 60% of the rate of pay as prescribed in Schedule A.

Any pro-rata holiday pay benefits accrued by employees during the third year of commencement, must be paid by the employer in terms of the Basic Conditions of Employment Act, 1997, when due.

PHASE THREE : Fourth Year from Commencement



During this period, employees must be remunerated at not less than 75% of the rate of pay as prescribed in Schedule A.

In addition, the following contributions shall come into effect :

(a) Clause 13 - Holidays and Holiday Fund.

PHASE FOUR : Fifth Year from Commencement

In addition the following contributions shall come into effect :

(a) Clause 13 - Holidays and Holiday Fund.

(b) Provident Fund and Mortality Benefit contributions as prescribed in that Collective Agreement as amended and extended from time to time.

PHASE FIVE : From Sixth Year Onwards

All provisions of the Main Collective and Provident Fund and Mortality Benefit Association Collective Agreements as well as Schedule A, as amended and extended from time to time shall apply.

4. The provisions of Sub-Clause (3) above shall not apply where an employer has more than four employees in his employ at the date of coming into operation of this Agreement, and subsequently reduces this number of employees to fewer than five.
5. The terms of this Agreement shall not apply to non-parties in respect of clauses 1(1) (a) and 2.
6. Relocating Employers
 - (1) In the event that an employer relocates his establishment from outside the Scope of Application of this Agreement, where re-



location would result in this Agreement becoming of force and effect, the following concessions shall apply :

(a) Phase 1 (First year)

Applicable to all categories of employees as per Schedule A :

- (i) 50% of the prescribed minimum wage.
- (ii) 25% of leave pay contributions.
- (iii) 25% of bonus component
- (iv) 100% of the Council levies as prescribed.

(b) Phase 2 (Second year)

- (i) 75% of the prescribed minimum wage.
- (ii) 50% of leave pay contributions.
- (iii) 50% of bonus component.
- (iv) 50% of the prescribed Provident Fund and Mortality Benefit Association contributions.
- (iv) 100% of the Council levies as prescribed.

(c) Phase 3 (Third year)

- (i) 95% of the prescribed minimum wage.
- (ii) 75% of leave pay contributions
- (iii) 100% of bonus component.
- (iv) 75% of the Provident Fund and Mortality Benefit Association contributions.
- (v) 100% of the Council levies as prescribed.

(d) Phase 4 (fourth year onwards)

Full compliance with all the provisions of the Collective Agreements.



- (2) Under the circumstances, where the Agreement is extended to areas formally known as the Rural Areas, or Area B, the concessions as contained in sub-clause (1) above shall apply to all these employers and employees that will fall within the extended scope of this Agreement.

7. **PHASING-IN PROVISION : NEW EMPLOYEES ONLY.**

- (1) A two (2) year phasing-in provision for new employees only, shall apply as from 01 July 2012 for Party Shops and for Non-Party Shops, as from the date the Minister of Labour extended / amended this agreement as follows:

(a) **PROVIDENT FUND AND MORTALITY BENEFIT ASSOCIATION CONTRIBUTIONS :**

Employers and employees shall be exempted from paying contributions to the Provident Fund and Mortality Benefit Association for the first two years of employment.

(b) **LEAVE PAY :**

During the first two years of employment, employers shall pay their new employees engaged under the provisions of this clause, sixteen (16) working days leave per annum at shutdown in December of each year.

(c) **BONUS :**

From the third year of employment onwards, the bonus portion shall be added as embedded in the formula of calculation under Clause 15 of the Main



Collective Agreement. All provisions of Clause 15, shall apply in relation to payment of leave and bonus contributions towards the Secretary of the Council.

- (d) In the event that the Council implements a funeral scheme within the first two years of employment of new employees, the cost of such scheme shall be borne by the employer, provided that the amount payable to such scheme shall not exceed R8.00 per week.

2. PERIOD OF OPERATION OF AGREEMENT

This Agreement shall be binding on the Parties to this Agreement as from 01 July 2012 and shall come into operation in respect of non-parties on such date as the Minister of Labour extends the Agreement to non-parties and shall remain in force ending 30 June 2015.

3. 10. WAGES INCREASES

Substitute the following for clause 10

- "1. No employer shall pay and no employee shall accept wages lower than those prescribed in this Collective Agreement and its Schedules.
2. (a) Party Shops : A wage increase of 7.5% across the board on actual wages paid for all employees, effective from 01 July 2012 for the period ending 30 June 2013.
- (b) Non-Party Shops : A wage increase of 7.5% across the board on actual wages paid for all employees effective from the date of coming into operation of this Collective Agreement, shall be binding on all employers and employees within the Industry for the period ending 30 June 2013.



3. (a) Party Shops : A wage increase of 7.5% across the board on actual wages paid for all employees, effective from 01 July 2013, for the period ending 30 June 2014.
- (b) Non-Parties ; A wage increase of 7.5% across the board on actual wages paid for all employees, effective from 01 July 2013 for the period ending 30 June 2014.

Despite the period of operation of this Collective Agreement, the provisions of this Clause and Schedule A in relation to the Parties, shall lapse on 30 June 2014 and may be subject to re-negotiations by the Parties at Bargaining Council level.”

4. CLAUSE 40. EXPENSES OF THE COUNCIL

Substitute the following for sub-clause 1 (a) and (b)

“1 For the purpose of meeting the expenses of the Council, every employer shall deduct from his employees’ wages, the following

- (a) R2.00 per week

Substitute the following for sub-clause 2

“2. Every employer shall add a like amount as in (a) above and pay the total sum to the Secretary of the Council in the prescribed form”.

4. SCHEDULE A: WAGES

Substitute the following for Schedule A: Wages:

“SCHEDULE A: WAGES

1. Unskilled Employees - (Level 4) :



Work at this level is of a manual and / or repetitive nature. Minimum skill is required and limited discretion and limited judgement applies. The employee will work under direct supervision.

Nature of work performed.

All types of manual labour of a repetitive nature.

Some job titles.

Truck assistant, cleaner, machine feeder, packer, stacker, sand paperer, operating a filling machine, securing mattress panels to springs, tea persons, other non-production operations etc.

2. Semi Skilled Employees - (Level 3) :

Employees at this level will have limited skills training and are required to exercise limited discretion in performing tasks.

Employees work under direct supervision.

They will have a basic understanding of work flow and sectional output, meeting required quality standards.

Nature of work performed.

- ◆ Setting up and / or operating continuous processing machines.
- ◆ Clerical staff e.g. storeman, dispatch clerk, etc.

Some job titles.



Spray painting, silk screening, upholstering basic furniture e.g. occasional chairs, dining room / kitchen chairs, studio couches, repetitive welding in a jig, sandblasting, drivers, assemblers etc.

3. Skilled Employees - (Level 2) :

Employees at this level either have a recognized tertiary qualification or have gained competence through experience.

The employee is required to exercise a considerable degree of discretion and will be able to read technical drawings where necessary.

The employee must accept responsibility for meeting production outputs at an acceptable quality level.

Nature of work performed.

- ◆ All artisans who have obtained a recognized artisan qualification.
- ◆ Technical staff who have obtained a recognized technical qualification equivalent to at least M + 3.
- ◆ Using computer to construct working drawings and production schedules.

4. Chargehand - (Level 1) :

Employees at this level will have a broad knowledge of the discipline that they supervise. They can either be working chargehands or supervisory chargehands.

They must be competent and trained in people management skills and will be responsible for outputs in the section within acceptable parameters.



They will be required to exercise analytical skills with a relevantly high level of decision making.

5. Foreman / Supervisors - (Level 1) :

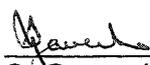
Employees at this level will have experience in more than one discipline with competency in people management skills (e.g. motivation, discipline, safety and security etc).

They will be able to work from complex drawings and will be able to interpret and apply technical skills. They will be versed in, on the job training. Employees at this level will regularly meet output targets maintaining an acceptable quality standard.

Wage levels from the date of coming into operation of the agreement and for the period ending 30 June 2014, read with Clause 10

Level 1	Chargehand / Foreman	-	R734.32
Level 2	Skilled	-	R680.72
Level 3	Semi-skilled	-	R633.55
Level 4	Unskilled	-	R429.34

Signed at Durban on this 20th day of JUNE.....2013

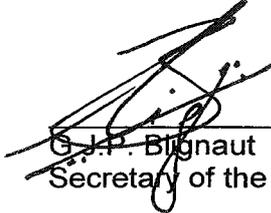


 S. Govender
 Chairman of the Council





P. Levisohn
Vice-Chairman of the Council



G. J. P. Bignaut
Secretary of the Council



No. R. 773

18 October 2013

LABOUR RELATIONS ACT, 1995**LABOUR RELATIONS ACT, 1995: BARGAINING COUNCIL FOR THE FOOD RETAIL,
RESTAURANT, CATERING AND ALLIED TRADES: EXTENSION OF PERIOD OF
OPERATION OF MAIN COLLECTIVE AGREEMENT**

I, **Ian Anthony Macun**, Director Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the period fixed in Government Notices Nos. R. 768 of 24 August 2007, R. 908 of 28 August 2008, R. 151 of 2 March 2012, R. 410 of 1 June 2012, R. 628 of 17 August 2012 and R.514 of 26 July 2013 by a further period from 1 November 2013 and ending 31 December 2013.

I A Macun**DIRECTOR: COLLECTIVE BARGAINING**

No. R. 773

18 Oktober 2013

WET OP ARBEIDSVERHOUDINGE, 1995**BEDINGINGSRAAD VIR DIE VOEDSEL KLEINHANDEL, RESTAURANT, VERVERSINGE
EN VERWANTE BEDRYWE: VERLENGING VAN TYDPERK VAN HOOF
KOLLEKTIEWE OOREENKOMS**

Ek, Ian Anthony Macun, Direkteur Kollektiewe Bedinging, behoorlik daartoe gemagtig deur die Minister van Arbeid, verklaar hierby, kragtens artikel 32(6)(a)(i) van die Wet op Arbeidsverhoudinge 1995, die tydperke vasgestel in Goewermentskennisgewings Nos. R. 768 van 24 Augustus 2007, R. 908 van 28 Augustus 2008, R. 151 van 2 Maart 2012, R. 410 van 1 Junie 2012, R. 628 of 17 Augustus 2012 en R.514 van 26 Julie 2013, met 'n verdere tydperk vanaf 1 November 2013 en wat op 3 Desember 2013 eindig.

I A Macun**DIREKTEUR: KOLLEKTIEWE BEDINGING**

**NATIONAL TREASURY
NASIONALE TESOURIE**

No. R. 776

18 October 2013

**DETERMINATION OF AMOUNTS FOR PURPOSES OF THE MILITARY PENSIONS
ACT, 1976 (ACT 84 OF 1976)**

1. The Minister of Finance has, in terms of the provisions of sections 1 and 5 of the Military Pensions Act, 1976 (Act 84 of 1976), read with section 3 (2) of the Act, determined that, with effect from 1 April 2013—
 - (a) for the purposes of formula I as defined in section 1 of the said Act, factor A of the said formula shall represent an amount—
 - (i) mentioned in the Schedule; or
 - (ii) the amount as determined by the Director-General to a minimum of **R 62 475.84** according to which one of the said amounts is the most advantageous to the member:
 - (b) for the purposes of formula II, as defined in section 1 of the said Act, factor C of the said formula shall represent the amount of **R10 370.64** and
 - (c) the gratuity payable to the member who suffers from a pensionable disability which has in terms of the said Act been determined at 10 per cent or less shall be **R 6 915.00**;
 - (d) the gratuity payable to a member who suffers from a pensionable disability which has in terms of the said Act been determined at more than 10 per cent but less than 20 per cent shall be **R 13 828,00**.
2. All members who are in possession of a three-year bachelor's degree or a matriculation certificate and who have, immediately prior to 1 April 1998, received an amount as contemplated in paragraph 1 (a) of Government Notice No. R.1280 of 3 October 1997 shall receive an amount as set out in the Schedule.
3. Government Notice **No. R 920 of 9 November 2012** is hereby withdrawn.

**PJ Gordhan (MP)
Minister of Finance**

SCHEDULE OF ANNUAL PENSIONS

Percentage disablement	Basic pension	Matriculation certificate	Three- year bachelor's degree
100	62 475.84	65 427.48	74 738.76
90	56 228.00	58 884.84	67 264.68
80	49 980.96	52 342.20	59 791.32
70	43 732.92	45 799.20	52 317.12
60	37 485.60	39 256.80	44 843.52
50	31 238.16	32 714.04	37 369.80
40	24 990.36	26 170.92	29 895.48
30	18 742.92	19 628.40	22 421.52
20	12 495.00	13 085.40	14 947.68

No. R. 776

18 Oktober 2013

**BETALING VAN BEDRAE VIR DOELEINDES VAN DIE WET OP MILITÊRE
PENSIOENE, 1976 (WET 84 VAN 1976)**

1. Die Minister van Finansies het kragtens die bepalings van artikels 1 en 5 van die Wet op Militêre Pensioene, 1976 (Wet 84 van 1976), saamgelees met artikel 3 (2) van die Wet, met ingang van 1 April 2013—
 - (a) vir die doeleindes van formule I, soos omskryf in artikel 1 van vermelde Wet, faktor A van bedoelde formule I, 'n bedrag voorstel—
 - (i) die toepaslike bedrag volgens die Bylae; of
 - (ii) die bedrag soos deur die Direkteur-generaal bepaal tot 'n minimum van **R 62 475.84** na gelang van watter een van sodanige bedrae vir die lid die voordeligste is;
 - (b) vir die doeleindes van formule II, soos omskryf in artikel 1 van vermelde Wet, faktor C van bedoelde formule die bedrag van **R10 370.64** voorgestel; en
 - (c) die gratifikasie betaalbaar aan 'n lid wat ly aan 'n pensioengewende ongeschiktheid wat ingevolge vermelde Wet op 10 persent of minder vasgestel is, bedra **R 6 915.00**;
 - (d) die gratifikasie betaalbaar aan 'n lid wat ly aan 'n pensioengewende ongeschiktheid wat ingevolge vermelde Wet op meer as 10 persent en minder as 20 persent vasgestel is, bedra **R 13 828,00**.
2. Alle lede wat in besit van 'n driejarige baccalaureusgraad of 'n matrikulasie sertifikaat is en wat onmiddellik voor 1 April 1998 'n bedrag bedoel in paragraaf 1 (a) van Goewermenskennisgewing No. R.1280 van 3 Oktober 1997 ontvang het, moet 'n bedrag soos uiteengesit in die Bylae ontvang.
3. Goewermenskennisgewing No. R 920 of 9 November 2012 word hierby herroep.

PJ Gordhan (LP)
Minister van Finansies

BYLAE VAN JAARLIKSE PENSIOENE

Persentasie ongeskiktheid	Basiese pensioen	Matrikulasi-sertifikaat	Driejarige baccalaureus-grad
100	62 475.84	65 427.48	74 738.76
90	56 228.00	58 884.84	67 264.68
80	49 980.96	52 342.20	59 791.32
70	43 732.92	45 799.20	52 317.12
60	37 485.60	39 256.80	44 843.52
50	31 238.16	32 714.04	37 369.80
40	24 990.36	26 170.92	29 895.48
30	18 742.92	19 628.40	22 421.52
20	12 495.00	13 085.40	14 947.68

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

No. R. 774

18 October 2013

**CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 1 (NO. 1/1/1476)**

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 deletion of the following:

Heading / Subheading	CD	Article Description	Statistical Unit	Rate of Duty			
				General	EU	EFTA	SADC
3921.90.05	2	-- Laminates of phenolic resins with a basis of paper or textile fibre, thermosetting	kg	10%	free	free	free

By the insertion of the following:

Heading / Subheading	CD	Article Description	Statistical Unit	Rate of Duty			
				General	EU	EFTA	SADC
3921.90.07	9	-- Laminates of phenolic resins with a basis of paper, thermosetting	kg	free	free	free	free
3921.90.09	5	-- Laminates of phenolic resins with a basis of textile fibre, thermosetting	kg	10%	free	free	free

**DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 1 (NO. 1/1/1476)**

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 aangetoon.



**N NENE
ADJUNKMINISTER VAN FINANSIES**

BYLAE

Deur die skraping van die volgende:

Pos / Subpos	TS	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg			
				Algemeen	EU	EFTA	SAOG
3921.90.05	2	-- Lamellerings van fenoliese harse met 'n basis van papier of tekstielvesel, termoverharding	kg	10%	vry	vry	vry

Deur die invoeging van die volgende:

Pos / Subpos	TS	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg			
				Algemeen	EU	EFTA	SAOG
3921.90.07	9	-- Lamellerings van fenoliese harse met 'n basis van papier, termoverharding	kg	vry	vry	vry	vry
3921.90.09	5	-- Lamellerings van fenoliese harse met 'n basis van tekstielvesel, termoverharding	kg	10%	vry	vry	vry

**CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 2 (NO. 2/1/352)**

In terms of section 56 of the Customs and Excise Act, 1964, Part 1 of Schedule No. 2 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:

Item	Tariff Heading	Code	CD	Description	Rebate Items	Imported from or Originating in	Rate of Anti-dumping duty
215.11	8201.10	01.06	62	Spades and shovels, of a maximum blade width of more than 200 mm but not exceeding 320 mm		China	158,1c/kg
215.11	8201.30	03.06	66	Picks		China	262,7c/kg
215.11	8201.30	04.06	60	Rakes with more than 8 prongs		China	369,2c/kg
215.11	8201.90	01.06	60	Forks, with a prong length exceeding 150 mm (excluding forks with 8 or more prongs)		China	480c/kg

**DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 2 (NO. 2/1/352)**

Kragtens artikel 56 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 2 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:

Item	Tariefpos	Kode	TS	Beskrywing	Kortingitem	Ingevoer vanaf of Oorspronklik van	Skaal van Anti-dumpingreg
215.11	8201.10	01.06	62	Grawe en skopgrawe, met 'n maksimum lemwydte van meer as 200 mm maar hoogstens 320 mm		China	158,1c/kg
215.11	8201.30	03.06	66	Pikke		China	262,7c/kg
215.11	8201.30	04.06	60	Harke met minstens 8 tande		China	369,2c/kg
215.11	8201.90	01.06	60	Vurke, met 'n tandlengte van meer as 150 mm (uitgesonderd vurke met 8 of meer tande)		China	480c/kg