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IMPORTANT

Information

from Government Printing Works

Dear Valued Customers,

Government Printing Works has implemented rules for completing and submitting the electronic Adobe Forms when you, the customer, submits your notice request.

Please take note of these guidelines when completing your form.



GPW Business Rules

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2. Notices can only be submitted in Adobe electronic form format to the email submission address submit.egazette@gpw.gov.za. This means that any notice submissions not on an Adobe electronic form that are submitted to this mailbox will be **rejected**. National or Provincial gazette notices, where the Z95 or Z95Prov must be an Adobe form but the notice content (body) will be an attachment.
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5. All notice submissions that do not comply with point 2 will be charged full price for the notice submission.
6. The current cut-off of all Gazette's remains unchanged for all channels. (Refer to the GPW website for submission deadlines – www.gpwonline.co.za)
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9. All submissions and re-submissions that miss the cut-off will be rejected to the customer to be submitted with a new publication date.
10. Information on forms will be taken as the primary source of the notice to be published. Any instructions that are on the email body or covering letter that contradicts the notice form content will be ignored.

You are therefore advised that effective from **Monday, 18 May 2015** should you not comply with our new rules of engagement, all notice requests will be rejected by our new system.

Furthermore, the fax number **012- 748 6030** will also be **discontinued** from this date and customers will only be able to submit notice requests through the email address submit.egazette@gpw.gov.za.

DISCLAIMER:

Government Printing Works reserves the right to apply the 25% discount to all Legal and Liquor notices that comply with the business rules for notice submissions for publication in gazettes.

National, Provincial, Road Carrier Permits and Tender notices will pay the price as published in the Government Gazettes.

For any information, please contact the eGazette Contact Centre on 012-748 6200 or email info.egazette@gpw.gov.za

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GENERAL NOTICES • ALGEMENE KENNISGEWINGS

DEPARTMENT OF LABOUR

NOTICE 703 OF 2015

PLEASE FIND SET OUT BELOW A LIST OF BARGAINING COUNCILS THAT HAVE BEEN ACCREDITED BY THE CCMA IN TERMS OF THE PROVISIONS OF THE LABOUR RELATIONS ACT 66 OF 1995 (AS AMENDED) FOR CONCILIATION AND/ OR ARBITRATION AND/ OR PRE DISMISSAL ARBITRATIONS, WITH THE TERMS OF ACCREDITATION ATTACHED FOR THE PERIOD 01 JUNE 2015 TO THE 31 May 2018.

BARGAINING COUNCILS ACCREDITED TO CONDUCT CONCILIATIONS AND ARBITRATIONS, SUBJECT TO CONDITIONS WHERE APPLICABLE

Name of Council	Accredited Functions
PRIVATE SECTOR BARGAINING COUNCILS	
Metal and Engineering Industries Bargaining Council	To be accredited for conciliation and arbitration (which includes Inquiry by Arbitrator) from 01 July 2015 until 30 June 2017 on condition that no late awards are rendered and such is monitored on a monthly basis; and that section 198 matters are allocated to only those part-time Commissioners and panellists who have been trained by the CCMA on section 198.
National Bargaining Council for the Clothing Industry	To be accredited for conciliation and arbitration (which includes Inquiry by Arbitrator) from 01 June 2015 until 31 May 2017 on condition that the section 198 matters are allocated to only those part-time Commissioners who have been trained by the CCMA on section 198.
Furniture Bargaining Council	To be accredited for conciliation and arbitration (including Inquiry by Arbitrator) from 01 July 2015 until 30 June 2016 on condition that section 198 matters are allocated to only those part-time Commissioners and panellists who have been trained by CCMA on section 198.

South African Road Passenger Bargaining Council	To be accredited for conciliation and arbitration (including Inquiry by Arbitrator) from 01 June 2015 until 31 May 2016 on condition that section 198 matters are allocated to only those part-time Commissioners who have been trained by the CCMA on section 198.
Bargaining Council for the Meat Industry, Gauteng	To be accredited for conciliation and arbitration (including Inquiry by Arbitrator) from 01 June 2015 until 30 June 2016 on condition that statistics on panellist usage represents the demographics of the country; and that section 198 matters are allocated to only those part-time Commissioners who have been trained by the CCMA on section 198.
STATUTORY COUNCILS	
Statutory Council for the Squid and Related Fisheries Industry	To be accredited for conciliation and arbitration (including Inquiry by Arbitrator) from 01 July 2015 until 30 June 2018 on condition that section 198 matters are allocated to only those part-time Commissioners who have been trained by the CCMA on section 198.

BARGAINING COUNCILS ACCREDITED TO CONDUCT CONCILIATION ONLY

National Bargaining Council for the Leather Industry of South Africa	To be accredited for conciliation only from 01 June 2015 until 30 June 2016 .
Bargaining Council for the Diamond Cutting Industry	To be accredited for conciliations only for party-party matters from 01 June 2015 until 31 May 2016 .
Bargaining Council for the Furniture Industry, KwaZulu-Natal	To be accredited for conciliations only from 01 June 2015 until 30 November 2015 on condition that the panel usage represents the demographics of the country.
Building Bargaining Council (North & West Boland)	To be accredited for conciliations only from 01 June 2015 until 31 December 2015 on condition that panellist usage represent the demographics of the country.

TERMS OF ACCREDITATION FOR CONCILIATION, ARBITRATION AND PRE- DISMISSAL ARBITRATION**1. SCOPE OF ACCREDITATION:**

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

COUNCILS ARE ACCREDITED TO PERFORM THE FOLLOWING DISPUTE RESOLUTIONS FUNCTIONS:

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

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

Organisational rights (sections 16, 21 and 22);

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

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

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

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

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

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

Picketing (section 69(8) to 10);

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

Disclosure of information to workplace forums (section 89);

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

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

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

Facilitating mass retrenchment disputes section 189(A).

2. POWERS OF ACCREDITATION:

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

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

- (a) For the purpose of this paragraph any reference in Part C of Chapter VII of the LRA to:
 - “Commission” must be read as a reference to the Council;
 - “Commissioner” must be read as a reference to a conciliator or arbitrator appointed by the Council.
 - “Director” must be read as a reference to the Secretary of the Council.

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

3. EXTENSION OF ACCREDITATION:

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

4. TRANSGRESSION OF TERMS OF ACCREDITATION:

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

5. AMENDMENT OF ACCREDITATION:

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

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