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REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette

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2016

No. 39824

N.B. The Government Printing Works will not be held responsible for the quality of "Hard Copies" or "Electronic Files" submitted for publication purposes

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AIDS HELPLINE: 0800-0123-22 Prevention is the cure

A graphic of a white sticky note with a black border, pinned to a grey background. The word "Important" is written in a black, cursive font. A black pushpin is visible at the top left corner of the note.

A message from Government Printing Works

Notice Submissions Rule: Single notice, single email

Dear Valued Customer,

Over the last six months, GPW has been experiencing problems with many customers that are still not complying with GPW's rule of **single notice, single email** (with proof of payment or purchase order).

You are advised that effective from **18 January 2016**, all notice submissions received that do not comply with this rule will be failed by our system and your notice will not be processed.

In the case where a Z95, Z95Prov or TForm3 Adobe form is submitted with content, there should be a separate Adobe form completed for each notice content which must adhere to the single notice, single email rule.

A reminder that documents must be attached separately in your email to GPW. (In other words, your email should have an electronic Adobe Form plus proof of payment/purchase order – 2 separate attachments – where notice content is applicable, it should also be a 3rd separate attachment).

To those customers who are complying with this rule, we say Thank you!

Regards,

Government Printing Works



Government Printing Works

Notice submission deadlines

Government Printing Works has over the last few months implemented rules for completing and submitting the electronic Adobe Forms when you, the customer, submit your notice request.

In line with these business rules, GPW has revised the notice submission deadlines for all gazettes. Please refer to the below table to familiarise yourself with the new deadlines.

ORDINARY GAZETTES

Government Gazette Type	Publishing Frequency	Publication Date	Submission Deadline	Cancellations Deadline
National Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 12h00 - 3 days prior to publication
Regulation Gazette	Weekly	Friday	Friday 15h00, to be published the following Friday	Tuesday, 12h00 - 3 days prior to publication
Petrol Price Gazette	As required	First Wednesday of the month	One week before publication	3 days prior to publication
Road Carrier Permits	Weekly	Friday	Thursday 15h00, to be published the following Friday	3 days prior to publication
Unclaimed Monies (justice, labour or lawyers)	January / As required 2 per year	Any	15 January / As required	3 days prior to publication
Parliament (acts, white paper, green paper)	As required	Any		3 days prior to publication
Manuals	As required	Any	None	None
Legal Gazettes A, B and C	Weekly	Friday	One week before publication	Tuesday, 12h00 - 3 days prior to publication
Tender Bulletin	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 12h00 - 3 days prior to publication
Gauteng	Weekly	Wednesday	Two weeks before publication	3 days after submission deadline
Eastern Cape	Weekly	Monday	One week before publication	3 days prior to publication
Northern Cape	Weekly	Monday	One week before publication	3 days prior to publication
North West	Weekly	Tuesday	One week before publication	3 days prior to publication
KwaZulu-Natal	Weekly	Thursday	One week before publication	3 days prior to publication
Limpopo	Weekly	Friday	One week before publication	3 days prior to publication
Mpumalanga	Weekly	Friday	One week before publication	3 days prior to publication
Gauteng Liquor License Gazette	Monthly	Wednesday before the First Friday of the month	Two weeks before publication	3 days after submission deadline
Northern Cape Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 days after submission deadline
National Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 days after submission deadline
Mpumalanga Liquor License Gazette	2 per month	Second & Fourth Friday	One week before	3 days prior to publication

CANCELLATIONS

Don't forget!

Cancellation of notice submissions are accepted by GPW according to the deadlines stated in the table above. Non-compliance to these deadlines will result in your request being failed. **Please pay special attention to the different deadlines for each gazette.**

Please note that any notices cancelled after the cancellation deadline will be published and charged at full cost.

Your request for cancellation must be accompanied by the relevant notice reference number (N-).

AMENDMENTS TO NOTICES

take!
note!

With effect from **01 October**, GPW will not longer accept amendments to notices. The cancellation process will need to be followed and a new notice submitted thereafter for the next available publication date.

Until then, amendments to notices must be received before the submission deadline.

CUSTOMER INQUIRIES



Many of our customers request immediate feedback/confirmation of notice placement in the gazette from our Contact Centre once they have submitted their notice – While GPW deems it one of their highest priorities and responsibilities to provide customers with this requested feedback and the best service at all times, we are only able to do so once we have started processing your notice submission.

GPW has a **2-working day turnaround time for processing notices** received according to the business rules and deadline submissions.

Please keep this in mind when making inquiries about your notice submission at the Contact Centre.

PROOF OF PAYMENTS

REMINDER

GPW reminds you that all notice submissions **MUST** be submitted with an accompanying proof of payment (PoP) or purchase order (PO). If any PoP's or PO's are received without a notice submission, it will be failed and your notice will not be processed.

When submitting your notice request to submit.egazette@gpw.gov.za, please ensure that a purchase order (GPW Account customer) or proof of payment (non-GPW Account customer) is included with your notice submission. All documentation relating to the notice submission must be in a single email.

A reminder that documents must be attached separately in your email to GPW. (In other words, your email should have an Adobe Form plus proof of payment/purchase order – 2 separate attachments – where notice content is applicable, it should also be a 3rd separate attachment).

FORMS AND GAZETTES

The electronic Adobe Forms and published gazettes can be found on our website: www.gpwonline.co.za

Should you require assistance with downloading forms or gazettes, please contact the eGazette Contact Centre who will gladly assist you.

eGazette Contact Centre

Email: info.egazette@gpw.gov.za

Telephone: 012-748 6200



REMINDER OF THE GPW BUSINESS RULES

- Single notice, single email – with proof of payment or purchase order.
- All documents must be attached separately in your email to GPW.
- 1 notice = 1 form, i.e. each notice must be on a separate form
- Please submit your notice **ONLY ONCE**.
- Requests for information, quotations and inquiries must be sent to the Contact Centre **ONLY**.
- The notice information that you send us on the form is what we publish. Please do not put any instructions in the email body.



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LIST OF TARIFF RATES FOR PUBLICATION OF NOTICES

COMMENCEMENT: 1 APRIL 2016

NATIONAL AND PROVINCIAL

Notice sizes for National, Provincial & Tender gazettes 1/4, 2/4, 3/4, 4/4 per page. Notices submitted will be charged at R1000 per full page, pro-rated based on the above categories.

Pricing for National, Provincial - Variable Priced Notices		
Notice Type	Page Space	New Price (R)
Ordinary National, Provincial	1/4 - Quarter Page	250.00
Ordinary National, Provincial	2/4 - Half Page	500.00
Ordinary National, Provincial	3/4 - Three Quarter Page	750.00
Ordinary National, Provincial	4/4 - Full Page	1000.00

EXTRA-ORDINARY

All Extra-ordinary National and Provincial gazette notices are non-standard notices and attract a variable price based on the number of pages submitted.

The pricing structure for National and Provincial notices which are submitted as **Extra ordinary submissions** will be charged at **R3000** per page.

IMPORTANT ANNOUNCEMENT

Closing times **PRIOR TO PUBLIC HOLIDAYS** *for*
**GOVERNMENT NOTICES, GENERAL NOTICES,
 REGULATION NOTICES AND PROCLAMATIONS** **2016**

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

- 16 March, Wednesday for the issue of Thursday 24 March 2016
- 23 March, Wednesday for the issue of Friday 1 April 2016
- 21 April, Thursday for the issue of Friday 29 April 2016
- 28 April, Thursday for the issue of Friday 6 May 2016
- 9 June, Thursday for the issue of Friday 17 June 2016
- 4 August, Thursday for the issue of Friday 12 August 2016
- 8 December, Thursday for the issue of Thursday 15 December 2016
- 22 December, Thursday for the issue of Friday 30 December 2016
- 29 December, Thursday for the issue of Friday 6 January 2017

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** **2016**

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

- 16 Maart, Woensdag vir die uitgawe van Donderdag 24 April 2016
- 23 Maart, Woensdag vir die uitgawe van Vrydag 1 April 2016
- 21 April, Donderdag vir die uitgawe van Vrydag 29 April 2016
- 28 April, Donderdag vir die uitgawe van Vrydag 6 Mei 2016
- 9 Junie, Donderdag vir die uitgawe van Vrydag 17 Junie 2016
- 4 Augustus, Donderdag vir die uitgawe van Vrydag 12 Augustus 2016
- 8 Desember, Donderdag vir die uitgawe van Donderdag 15 Desember 2016
- 22 Desember, Donderdag vir die uitgawe van Vrydag 30 Desember 2016
- 29 Desember, Donderdag vir die uitgawe van Vrydag 6 Januarie 2017

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

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

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR

NO. R. 276

18 MARCH 2016

LABOUR RELATIONS ACT, 1995**CANCELLATION OF REGISTRATION OF AN EMPLOYERS ORGANISATION**

I, **Malixole Ntleki**, Acting Registrar of Labour Relations, hereby notify, in terms of section 109(2) of the Labour Relations Act, 1995, that I have cancelled the registration of **South Coast Rock Lobster Employers Organisation (SCRLIEO) (LR 2/6/3/912)** with effect from

..... 04/03/2016



ACTING REGISTRAR OF LABOUR RELATIONS

04/03/2016

DEPARTMENT OF LABOUR

NO. R. 277

18 MARCH 2016

LABOUR RELATIONS ACT, 1995

INVITATION TO MAKE REPRESENTATIONS

NOTICE IN TERMS OF SECTION 32(2) READ WITH SECTION 32(5)(c) OF THE LABOUR RELATIONS ACT, 1995: THE PROVIDENT FUND COLLECTIVE AGREEMENT OF THE METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL

- 1 I, **Mildred Nelisiwe Oliphant**, Minister of Labour, do hereby in terms of section 32(2) read with section 32(5)(c) of the Labour Relations Act, 1995, publish a notice in accordance with the provisions of subsection 32(5)(c) inviting representations from the public in response to the Metal and Engineering Bargaining Council's application for extension to non parties regarding its Provident Fund Collective Agreement which was submitted to the Department of Labour on **21 January 2016**.
- 2 Representations must reach the Department of Labour not later than 21 days from the date of publication of this Notice.
- 3 A copy of this Application may be inspected or obtained c/o the Department of Labour, Laboria House, 215 Francis Baard Street, PRETORIA
- 4 Representations should be submitted to the following addresses:

By Post or Fax:


Department of Labour
Directorate: Collective Bargaining
Attention: Ms MM Ngwetjana
Postal Address: Private Bag X117
PRETORIA, 0001
Fax: 012 309 4156/4848

Hand Deliveries:

Department of Labour
Laboria House
Room 122/124
215 Francis Baard Street
PRETORIA

By e-mail:

mary.ngwetjana@labour.gov.za
alfred.katane@labour.gov.za


.....
MN OLIPHANT, MP
MINISTER OF LABOUR
02/03/2016

UMNYANGO WEZABASEBENZI**UMTHETHO WEZOBUDLELWANO KWEZABASEBENZI, 1995****ISIMEMO SOKULETHWA KWEZIKHALO****ISAZISO NGOKWESIGABA 32(2) SIFUNDWA NESIGABA 32(5)(c) SOMTHETHO WEZOBUDLELWANO KWEZABASEBENZI KA 1995: ISIVUMELWANO SEPROVIDENT FUND SABAQASHI NABASEBENZI EMKHANDLWINI WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI EMBONINI YENSIMBI NEYOBUNJINIYELA**

- 1 Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe Wezabasebenzi, lapha lapha ngokwesigaba-32(2) sifundwa nesigaba 32(5)(c) soMthetho Wezobudlelwano Kwezabasebenzi, ka 1995, ngikhipha isaziso ngokwezihlinzeko zesigatshana 32(5)(c) sokumema izikhalo zomphakathi mayelana nesicelo soMkhandlu Wokuxoxisana Phakathi Kwabaqashi Nabasebenzi Embonini Yensimbi Neyobunjiniyela sokwelulwa kwesiVumelwano Sabaqashi Nabasebenzi seProvident Fund selulelwa kulabo abangeyona ingxenye yaso esalethwa eMnyangweni Wezabasebenzi mhlaka **21 kuMasingana 2015**.
- 2 Izikhalo kumele zifike eMnyangweni Wezabasebenzi zingakapheli izinsuku ezingu 21 kusukela osukwini lokukhiswa kwalesiSaziso.
- 3 Ikhophi yalesisicelo ingahlolwa noma itholakale ku c/o Department of Labour, Laboria House, 215 Francis Baard Street, PRETORIA
- 4 Izikhalo kumele zilethwe kulelikheli elilandelayo:

Ngeposi noma ngefeksi:

Umnyango Wezabasebenzi

Ihhovisi Lomqondisi Wezokuxoxisana Kwabaqashi Nabasebenzi 215 Francis Baard Street

Iqondiswe ku: Mary Ngwetjana

Postal address: Private Bag X117

PRETORIA, 0001

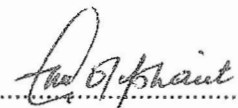
Fax 012 309 4156/4848

mary.ngwetjana@labour.gov.zaalfred.katane@labour.gov.za**Okulethwa ngezandla:**

Ihhovisi 122/124

Laboria House

PRETORIA


.....
MN OLIPHANT, MP
UNGQONGOSHE WEZABASEBENZI
02/03/2016

DEPARTMENT OF LABOUR

NO. R. 278

18 MARCH 2016

LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR CIVIL ENGINEERING INDUSTRY:
EXTENSION OF WAGE AND TASK GRADE COLLECTIVE AMENDING
AGREEMENT TO NON-PARTIES**

I, NELISIWE MILDRED OLIPHANT, Minister of Labour hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Wage Task Grade Collective Amending Agreement which appears in the Schedule hereto, which was concluded in the **Bargaining Council for Civil Engineering Industry** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Wage Task Grade Collective Amending Agreement, shall be binding on the other employers and employees in that Industry, with effect from the second Monday after date of publication of this notice and for the period ending 31 August 2018.



MINISTER OF LABOUR
02/03/2016

UMNYANGO WEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
EMBONINI EPHATHELENE NEZOKWAKHA IMIGWAQO NAMABHULOHO:
UKWELULWA KWESIVUMELWANO SEMIHOLO KANYE NESIGABA SEMISEBENZI
YEZABASEBENZI, 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 ephathelene nezokwakha Imigwaqo Namabhuloho, futhi ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi, ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi keleyomboni, kusukela ngomSombuluko wesibili emva kokushicilelwa kwalesisaziso kuze kube mhlaka 31 kuNcwaba 2018.


UNGQONGQOSHE WEZABASEBENZI
02/03/2016

SCHEDULE

BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY

WAGE AND TASK GRADE COLLECTIVE AGREEMENT

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

Employer Organisation

South African Forum of Civil Engineering Contractors (SAFCEC)

(Hereinafter referred to as the “employer” or the “employers’ organisation”) of the one part and the –

Trade Unions

National Union of Mine Workers (NUM)

Building, Construction and Allied Workers’ Union (BCAWU)

(Hereinafter referred to as the “employees” or the “trade unions”) of the other part, being the parties to the Bargaining Council for the Civil Engineering Industry)

1. Scope of the Civil Engineering Industry

1.1 The Civil Engineering Industry means the industry in which employers (other than local authorities) and employees that are associated for the purposes of carrying out work of a civil engineering character normally associated with the Civil Engineering industry and includes such work in connection with any one or more of the following activities:

- 1.1.1 The construction of aerodrome runways or aprons; aqueducts; bins or bunkers; bridges; cable ducts; caissons; rafts or other marine structures; canals; cooling, water or other towers; dams; docks; harbors; quays or wharves; earthworks; encasements; housing or supports for plant, machinery or equipment; factory or works chimneys; filter beds; land or sea defense works; mine headgear; pipelines; piers; railways; reservoirs; river works; roads or streets; sewerage works; sewers; shafts or tunnels; silos; sports fields or grounds; swimming baths; viaducts or water treatment plants’ and/or
- 1.1.2 Excavation and bulk earthworks; bush clearing and de-stumping; topsoil stripping; drilling and blasting; preparation of bench areas, drilling pre-split holes and blast holes, blasting and/or cast blasting ; secondary blasting; loading, hauling and dumping of mineralized and/or waste material to waste dumps or processing plant feed (ROM Pad) stockpiles; production dozing of top soil, inter burden or waste material; pumping and dewatering of storm and/or contaminated water, construction and maintenance of; access and haul roads; ramps; waste and processing plant feed (ROM Pad) areas; safety beams; high walls; benches; storm water systems, catch drains, bund walls, surge dams, trimming, scaling or chain dragging of batters, heap-leach pads, tailings dams; dust suppression of loading areas, haul roads and dumping areas; rehabilitation of earth work areas or waste dumps; topsoil spreading, hydro-seeding and watering; and/or
- 1.1.3 Excavation work or the construction of foundations, lift shafts, piling, retaining walls, stairwells, underground parking garages or other underground structures; and/or
- 1.1.4 The asphaltting, concreting, gravelling, leveling or paving of parking areas, pavements, roads, streets, aerodrome runways or aprons, premises or sites; and further includes –
 - (i) Any work of a similar nature or work incidental to or consequent on any of the aforesaid activities; and
 - (ii) The making, repairing, checking or overhauling of tools, vehicles, plant, machinery or equipment in workshops which are conducted by employers engaged in any of the activities referred to in sub clauses 2.1.1 to 2.1.4(i) and (ii) inclusive;

S.C.
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Excluding the following:

- a) Work in connection with any one or more of the activities specified in sub-clause 2.1.3 where such work, when undertaken in connection with the erection of structures having the general character of buildings and irrespective of whether or not such work involves problems of a civil engineering character, is carried out by the employers erecting such structures;
- b) Work in connection with any one or more of the activities specified in sub-clause 2.1.3 when undertaken as an incidental operation in connection with the erection of structures having the general character of buildings or when undertaken by the employers erecting such structures;
- c) Any work falling within the scope of any other industry, and
- d) The Mining Industry which is defined as the industry where employers and employees are associated for the purpose, directly or indirectly, for the winning, extracting, processing and refining of a mineral in, on or under the earth or water or from any residue stockpile or residue deposit.

2. Period of operation of agreement

- (i) This agreement becomes binding on the employers and employees - refer to sub-clause (1.1), once it is extended by the Honourable Minister of Labour, in terms of Section 32 of the act 66 of 1995, from a date determined by the Honourable Minister of Labour.
- (ii) This agreement shall remain in force until: 31 August 2018

3. CHAPTER IV


APPENDIX F – INDEPENDENT EXEMPTIONS APPEAL BOARD POLICY

Chapter 1


Clause 3: Application of the Policy

(1) The amendment to Clause 3 that shall now read as follows:

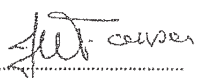
This policy applies to all exemption appeals except to the extent that a collective agreement sets out a different procedure for the hearing of exemption appeals in respect of an application to be exempt from any provision of that particular collective agreement. Exemption appeals shall be dealt with within 30 days of receipt thereof.


 Chairperson of the BCCEI – Strike Makutu

Date: 3 November 2015


 Vice Chairperson of the BCCEI – Muller Uys

Date: 3 November 2015


 General Secretary of the BCCEI – JN Faasen

Date: 3 November 2015

DEPARTMENT OF LABOUR


NO. R. 279

18 MARCH 2016

LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR CIVIL ENGINEERING INDUSTRY:
EXTENSION OF CONDITIONS OF EMPLOYMENT AMENDING
COLLECTIVE AGREEMENT TO NON-PARTIES**

I, **NELISIWE MILDRED OLIPHANT**, Minister of Labour hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Conditions of Employment Amending Collective Agreement which appears in the Schedule hereto, which was concluded in the **Bargaining Council for Civil Engineering Industry** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Condition of Employment Collective Agreement, shall be binding on the other employers and employees in that Industry, with effect from the second Monday after date of publication of this notice and for the period ending 28 February 2019.


MINISTER OF LABOUR
02/03/2016

UMNYANGO WEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**

**UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
EMBONINI YONJINIYELA BEZOKWAKHIWA KWEMIGWAQO NAMABHULOHO:
UKWELULWA KWESIVUMELWANO SEZIMO ZEMISEBENZI, SELULELWA KULABO
ABANGEYONA INGXENYE YESIVUMELWANO**

Mina, **MILDRED NELISIWE OLIPHANT**, onguNgqongqoshe Wezabasebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngazisa ukuthi isivumelwano sabaqashi nabasebenzi esichibiyelayo esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini Yonjiniyela Bezokwaxhiwa Kwemigwaqo Namabhuloho**, futhi ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi, ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni, kusukela ngomSombuluko wesibili emva kokushicilelwa kwalesisaziso kuze kube mhlaka 28 kuNhlolanja 2019.


UNGQONGQOSHE WEZABASEBENZI
03/03/2016

SCHEDULE

BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY
CONDITIONS OF EMPLOYMENT COLLECTIVE AGREEMENT

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

Employer Organisation

South African Forum of Civil Engineering Contractors (SAFCEC)

(Hereinafter referred to as the “employer” or the “employers’ organisation”) of the one part and the –

Trade Unions

National Union of Mine Workers (NUM)

Building, Construction and Allied Workers’ Union (BCAWU)

(Hereinafter referred to as the “employees” or the “trade unions”) of the other part, being the parties to the Bargaining Council for the Civil Engineering Industry)

1. Scope of the Civil Engineering Industry

- 1.1 The Civil Engineering Industry means the industry in which employers (other than local authorities) and employees that are associated for the purposes of carrying out work of a civil engineering character normally associated with the Civil Engineering industry and includes such work in connection with any one or more of the following activities:
- 1.1.1 The construction of aerodrome runways or aprons; aqueducts; bins or bunkers; bridges; cable ducts; caissons; rafts or other marine structures; canals; cooling, water or other towers; dams; docks; harbors; quays or wharves; earthworks; encasements; housing or supports for plant, machinery or equipment; factory or works chimneys; filter beds; land or sea defense works; mine headgear; pipelines; piers; railways; reservoirs; river works; roads or streets; sewerage works; sewers; shafts or tunnels; silos; sports fields or grounds; swimming baths; viaducts or water treatment plants’ and/or
 - 1.1.2 Excavation and bulk earthworks; bush clearing and de-stumping; topsoil stripping; drilling and blasting; preparation of bench areas, drilling pre-split holes and blast holes, blasting and/or cast blasting ; secondary blasting; loading, hauling and dumping of mineralized and/or waste material to waste dumps or processing plant feed (ROM Pad) stockpiles; production dozing of top soil, inter burden or waste material; pumping and dewatering of storm and/or contaminated water, construction and maintenance of; access and haul roads; ramps; waste and processing plant feed (ROM Pad) areas; safety beams; high walls; benches; storm water systems, catch drains, bund walls, surge dams, trimming, scaling or chain dragging of batters, heap-leach pads, tailings dams; dust suppression of loading areas, haul roads and dumping areas; rehabilitation of earth work areas or waste dumps; topsoil spreading, hydro-seeding and watering; and/or
 - 1.1.3 Excavation work or the construction of foundations, lift shafts, piling, retaining walls, stairwells, underground parking garages or other underground structures; and/or
 - 1.1.4 The asphaltting, concreting, gravelling, leveling or paving of parking areas, pavements, roads, streets, aerodrome runways or aprons, premises or sites; and further includes –

S. C.


- (i) Any work of a similar nature or work incidental to or consequent on any of the aforesaid activities; and
- (ii) The making, repairing, checking or overhauling of tools, vehicles, plant, machinery or equipment in workshops which are conducted by employers engaged in any of the activities referred to in sub clauses 2.1.1 to 2.1.4(i) and (ii) inclusive;

Excluding the following:

- a) Work in connection with any one or more of the activities specified in sub-clause 2.1.3 where such work, when undertaken in connection with the erection of structures having the general character of buildings and irrespective of whether or not such work involves problems of a civil engineering character, is carried out by the employers erecting such structures;
- b) Work in connection with any one or more of the activities specified in sub-clause 2.1.3 when undertaken as an incidental operation in connection with the erection of structures having the general character of buildings or when undertaken by the employers erecting such structures;
- c) Any work falling within the scope of any other industry, and
- d) The Mining Industry which is defined as the industry where employers and employees are associated for the purpose, directly or indirectly, for the winning, extracting, processing and refining of a mineral in, on or under the earth or water or from any residue stockpile or residue deposit.

2. Period of operation of agreement

- (i) This agreement becomes binding on the employers and employees - refer to sub-clause (1.1), once it is extended by the Honourable Minister of Labour, in terms of Section 32 of the act 66 of 1995, from a date determined by the Honourable Minister of Labour.
- (ii) This agreement shall remain in force until: 28 February 2019

3. CHAPTER VII – APPENDICES TO THE AGREEMENT

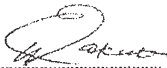
INDEPENDENT EXEMPTIONS APPEAL POLICY - APPENDIX F

Chapter I – Introductory Provisions

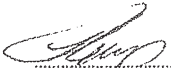
Clause 3: Application of the Policy

- (1) The amendment to Clause 3 that shall now read as follows:

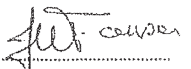
This policy applies to all exemption appeals except to the extent that a collective agreement sets out a different procedure for the hearing of exemption appeals in respect of an application to be exempt from any provision of that particular collective agreement. Exemption appeals shall be dealt with within 30 days of receipt thereof.


Chairperson of the BCCEI – Strike Makutu

Date: 3 November 2015


Vice Chairperson of the BCCEI – Muller Uys

Date: 3 November 2015


General Secretary of the BCCEI – JN Faasen

Date: 3 November 2015

DEPARTMENT OF LABOUR

NO. R. 280

18 MARCH 2016

LABOUR RELATIONS ACT, 1995

CHANGE OF NAME OF AN EMPLOYERS' ORGANISATION

I, Malixole Ntleki, the Acting Registrar of Labour Relations, hereby notify, in terms of section 109(2) of the Labour Relations Act, 1995, that Cape Clothing Association (LR2/6/3/14) resolved to change its name.

With effect from.....08/03/2016.....the employers' organisation is registered as **South African Apparel Association (SAAA)**.

The name of the association is entered into the register of employers' organisations.



Acting Registrar of Labour Relations

08/03/2016

DEPARTMENT OF LABOUR


NO. R. 281

18 MARCH 2016

LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR CIVIL ENGINEERING INDUSTRY:
EXTENSION OF REGISTRATION AND ADMINISTRATION EXPENSES
COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES**

I, **NELISIWE MILDRED OLIPHANT**, Minister of Labour hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the Collective Agreement which appears in the Schedule hereto, which was concluded in the **Bargaining Council for Civil Engineering Industry** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Collective Agreement, shall be binding on the other employers and employees in that Industry, with effect from the second Monday after date of publication of this notice and for the period ending 28 February 2019.


MINISTER OF LABOUR
02/03/2016

UMNYANGO WEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**

**UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
EMBONINI EPHATHELENE NEZOKWAKHA IMIGWAQO NAMABHULOHO:
UKWELULWA KWESIVUMELWANO SOKUBHALISA NEZINDLEKO ZOKUPHATHA
UMSEBENZI, 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 Yonjiniyela Bezokwakiwa Kwemigwaqo Namabhuloho**, futhi ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi, ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi keleyomboni, kusukela ngomSombuluko wesibili emva kokushicilelwa kwalesisaziso kuze kube mhlaka 28 kuNhlolanja 2019.


UNGQONGQOSHE WEZABASEBENZI
03/03/2016

SCHEDULE

**BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY
REGISTRATION AND ADMINISTRATION EXPENSES COLLECTIVE AGREEMENT**

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

Employer Organisation

South African Forum of Civil Engineering Contractors (SAFCEC)

(Hereinafter referred to as the “employer” or the “employers’ organisation”) of the one part and the –

Trade Unions

National Union of Mine Workers (NUM)

Building, Construction and Allied Workers’ Union (BCAWU)

(Hereinafter referred to as the “employees” or the “trade unions”) of the other part, being the parties to the Bargaining Council for the Civil Engineering Industry)

1. Scope of the Civil Engineering Industry

1.1 The Civil Engineering Industry means the industry in which employers (other than local authorities) and employees that are associated for the purposes of carrying out work of a civil engineering character normally associated with the Civil Engineering industry and includes such work in connection with any one or more of the following activities:

- 1.1.1 The construction of aerodrome runways or aprons; aqueducts; bins or bunkers; bridges; cable ducts; caissons; rafts or other marine structures; canals; cooling, water or other towers; dams; docks; harbors; quays or wharves; earthworks; encasements; housing or supports for plant, machinery or equipment; factory or works chimneys; filter beds; land or sea defense works; mine headgear; pipelines; piers; railways; reservoirs; river works; roads or streets; sewerage works; sewers; shafts or tunnels; silos; sports fields or grounds; swimming baths; viaducts or water treatment plants’ and/or
- 1.1.2 Excavation and bulk earthworks; bush clearing and de-stumping; topsoil stripping; drilling and blasting; preparation of bench areas, drilling pre-split holes and blast holes, blasting and/or cast blasting ; secondary blasting; loading, hauling and dumping of mineralized and/or waste material to waste dumps or processing plant feed (ROM Pad) stockpiles; production dozing of top soil, inter burden or waste material; pumping and dewatering of storm and/or contaminated water, construction and maintenance of; access and haul roads; ramps; waste and processing plant feed (ROM Pad) areas; safety beams; high walls; benches; storm water systems, catch drains, bund walls, surge dams, trimming, scaling or chain dragging of batters, heap-leach pads, tailings dams; dust suppression of loading areas, haul roads and dumping areas; rehabilitation of earth work areas or waste dumps; topsoil spreading, hydro- seeding and watering; and/or
- 1.1.3 Excavation work or the construction of foundations, lift shafts, piling, retaining walls, stairwells, underground parking garages or other underground structures; and/or
- 1.1.4 The asphaltting, concreting, gravelling, leveling or paving of parking areas, pavements, roads, streets, aerodrome runways or aprons, premises or sites; and further includes –
 - (i) Any work of a similar nature or work incidental to or consequent on any of the aforesaid activities; and
 - (ii) The making, repairing, checking or overhauling of tools, vehicles, plant, machinery or equipment in workshops which are conducted by employers engaged in any of the activities referred to in sub clauses 2.1.1 to 2.1.4(i) and (ii) inclusive;

Excluding the following:

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- a) Work in connection with any one or more of the activities specified in sub-clause 2.1.3 where such work, when undertaken in connection with the erection of structures having the general character of buildings and irrespective of whether or not such work involves problems of a civil engineering character, is carried out by the employers erecting such structures;
- b) Work in connection with any one or more of the activities specified in sub-clause 2.1.3 when undertaken as an incidental operation in connection with the erection of structures having the general character of buildings or when undertaken by the employers erecting such structures;
- c) Any work falling within the scope of any other industry, and
- d) The Mining Industry which is defined as the industry where employers and employees are associated for the purpose, directly or indirectly, for the winning, extracting, processing and refining of a mineral in, on or under the earth or water or from any residue stockpile or residue deposit.

2. Period of operation of agreement

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force until **28 February 2019**.

3. APPENDIX C - Independent Exemptions Appeal Policy

Chapter 1 – Application of the Policy


Clause 3:-

(1) Application of The Policy

Clause 3:

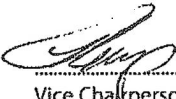
The amendment to Clause 3 that shall now read as follows:

This policy applies to all exemption appeals except to the extent that a collective agreement sets out a different procedure for the hearing of exemption appeals in respect of an application to be exempt from any provision of that particular collective agreement. Exemption appeals shall be dealt with within 30 days of receipt thereof.



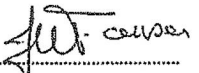
 Chairperson of the BCCEI – Strike Makutu

Date: 3 November 2015



 Vice Chairperson of the BCCEI – Muller Uys

Date: 3 November 2015



 General Secretary of the BCCEI – JN Faasen

Date: 3 November 2015

DEPARTMENT OF LABOUR

NO. R. 282

18 MARCH 2016

LABOUR RELATIONS ACT, 1995

INVITATION TO MAKE REPRESENTATIONS

NOTICE IN TERMS OF SECTION 32(2) READ WITH SECTION 32(5)(c) OF THE LABOUR RELATIONS ACT, 1995: THE PENSION FUND COLLECTIVE AGREEMENT OF THE METAL AND ENGINEERING INDUSTRIES BARGAINING COUNCIL

- 1 I, **Mildred Nelisiwe Oliphant**, Minister of Labour, do hereby in terms of section 32(2) read with section 32(5)(c) of the Labour Relations Act, 1995, publish a notice in accordance with the provisions of subsection 32(5)(c) inviting representations from the public in response to the Metal and Engineering Industries Bargaining Council's application for extension to non parties regarding its Pension Fund Collective Agreement which was submitted to the Department of Labour on **21 January 2016**.
- 2 Representations must reach the Department of Labour not later than 21 days from the date of publication of this Notice.
- 3 A copy of this Application may be inspected or obtained *c/o* the Department of Labour, Laboria House, 215 Francis Baard Street, PRETORIA
- 4 Representations should be submitted to the following addresses:

By Post or Fax:

Department of Labour
Directorate: Collective Bargaining
Attention: Ms MM Ngwetjiana
Postal Address: Private Bag X117
PRETORIA, 0001
Fax: 012 309 4156/4848


Hand Deliveries:

Department of Labour
Laboria House
Room 122/124
215 Francis Baard Street
PRETORIA

By e-mail:

mary.ngwetjiana@labour.gov.za

alfred.katane@labour.gov.za

.....

MN OLIPHANT, MP
MINISTER OF LABOUR
02/03/2016

UMNYANGO WEZABASEBENZI**UMTHETHO WEZOBUDLELWANO KWEZABASEBENZI , 1995****ISIMEMO SOKULETHWA KWEZIKHALO**

ISAZISO NGOKWESIGABA 32(2) SIFUNDWA NESIGABA 32(5)(c) SOMTHETHO WEZOBUDLELWANO KWEZABASEBENZI KA 1995: ISIVUMELWANO SEPENSION FUND SABAQASHI NABASEBENZI EMKHANDLWINI WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI EMBONINI YENSIMBI NEYOBUNJINIYELA

- 1 Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe WezabaSebenzi,lapha lapha ngokwesigaba-32(2) sifundwa nesigaba 32(5)(c) soMthetho Wezobudlelwano Kwezabasebenzi, ka 1995, ngikhipha isaziso ngokwezihlinzeko zesigatshana 32(5)(c) sokumema izikhalo zomphakathi mayelana nesicelo soMkhandlu Wokuxoxisana Phakathi Kwabaqashi Nabasebenzi Embonini Yensimbi Neyobunjiniyela sokwelulwa kwesiVumelwano Sabaqashi Nabasebenzi sePension Fund selulelwa kulabo abangeyona ingxenye yaso esalethwa eMnyangweni Wezabasebenzi mhlaka **21 kuMasingana 2016**.
- 2 Izikhalo kumele zifike eMnyangweni Wezabasebenzi zingakapheli izinsuku ezingu 21 kusukela osukwini lokukhiswa kwalesiSaziso.
- 3 Ikhophi yalesisicelo ingahlolwa noma itholakale ku c/o Department of Labour, Laboria House, 215 Francis Baard Street, PRETORIA
- 4 Izikhalo kumele zilethwe kulelikheli elilandelayo:

Ngeposi noma ngefeksi:

Umnyango Wezabasebenzi

Umqondisi: Wezokuxoxisana kwabaqashi nabasebenzi

Iqondiswe ku: Mary Ngwetjana

Postal address: Private Bag X117

PRETORIA, 0001

Fax 012 309 4156/4848

mary.ngwetjana@labour.gov.zaalfred.katane@labour.gov.za**Okulethwa ngezandla:**

Ihhovisi 122/124

Laboria House

215 Francis Baard Street

PRETORIA



.....
MN OLIPHANT, MP
UNGQONGOSHE WEZABASEBENZI

02/03/2016

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