

REPUBLIC OF INDONESIA
KEMENTERIAN KEHUTANAN
DIREKTORAT JENDERAL
KONSERVASI DAN
REKONSTRUKSI

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GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR

NO. R. 196

03 MARCH 2017

LABOUR RELATIONS ACT, 1995**NOTICE OF INTENTION TO CANCEL THE REGISTRATION OF A TRADE UNION**

I, Johannes Theodorus Crouse, Registrar of Labour Relations, hereby, in terms of section 106(2B) give notice of my intention to cancel the registration of **Imbumba Workers' Union (IWU) (LR 2/6/2/1908)** for the following reasons:

- The union failed to comply with the provisions of section 98, 99 and 100 of the Act, and
- The union ceased to function in terms of its constitution

The trade union and all interested parties are hereby invited to make written representations as to why the registration should not be cancelled. **Only representations pertaining to this Notice will be considered. All correspondence should refer to case number: 2017/26.**

Objections must be lodged to me, c/o the Department of Labour, Laboria House, 215 Francis Baard Street, PRETORIA. [Postal address: Private Bag X117, PRETORIA, 0001 – Fax No. (012) 309 4156 / 4848], within 60 days of the date of this notice.

**REGISTRAR OF LABOUR RELATIONS**

DEPARTMENT OF LABOUR

NO. R. 197

03 MARCH 2017

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY:
EXTENSION OF PERIOD OF OPERATION OF THE NATIONAL MAIN
COLLECTIVE AGREEMENT**

I, **MILDRED NELISIWE OLIPHANT**, 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 No. R.252 of 14 April 2014 and R.231 of 20 March 2015, by a further period ending 31 August 2022.


M N OLIPHANT, MP
MINISTER OF LABOUR
09/03/2017

UMNYANGO WEZABASEBENZI

**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995
UMKHANDLU WOKUXOXISANA KAZWELONKE PHAKATHI
KWABAQASHI NABASEBENZI EMBONINI YOKUKHIQIZWA
KWEZIMPAHLA ZOKWEMBATHA: UKWELULWA KWESIKHATHI
SOKUSEBENZA KWESIVUMELWANO SABAQASHI NABASEBENZI
ESIYINGQIKITHI**

Mina, **MILDRED NELISIWE OLIPHANT**, onguNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(6)(a)(i) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngelula isikhathi sokusebenza kwesivumelwano esinqunywe kwiZaziso zikaHulumeni ezinguNombolo R.252 somhlaka 14 kuMbaso 2014 kanye nesingu R. 231 somhlaka 20 kuNdasa 2015, ngesikhathi esengeziwe esiphela mhlaka 31 kuNewaba 2022.


M N OLIPHANT, MP
UNGQONGQOSHE WEZABASEBENZI
09/03/2017

DEPARTMENT OF LABOUR

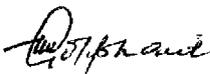
NO. R. 198

03 MARCH 2017

LABOUR RELATIONS ACT, 1995

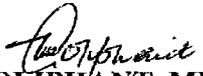
**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING
INDUSTRY: EXTENSION TO NON-PARTIES OF THE NATIONAL MAIN COLLECTIVE
AMENDING AGREEMENT**

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 for the Clothing Manufacturing Industry**, 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 the second Monday after the date of publication and for the period ending 31 August 2022.


M N OLIPHANT, MP
MINISTER OF LABOUR
09/02/2017

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995
UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI
NABASEBENZI EMBONINI YOKUKHIQIZWA KWEZIMPAHLA ZOKWEMBATHA:
UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI
ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXENYE
YESIVUMELWANO

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe WezabaSebenzi, ngokwesigaba-32(2) sifundwa nesigaba 32(5(a) kanye no (b) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa uMkhandlu Kazwelonke Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini Yokukhiqizwa Kwezimpahla Zokwembatha, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kokushicilelwa kwalesiSaziso futhi kuze kube isikhathi esiphela mhlaka 31 kuNcwaba 2022.


M N OLIPHANT, MP
UNGQONGQOSHE WEZABASEBENZI
09/03/2017

SCHEDULE**NATIONAL BARGAINING COUNCIL FOR THE CLOTHING MANUFACTURING****INDUSTRY****NATIONAL MAIN COLLECTIVE AGREEMENT**

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

into by and between the

Apparel and Textile Association of South Africa

South African Apparel Association

(hereinafter referred to as the "employers" or the "employers' organisations") of the

one part, and the

Southern African Clothing and Textile Workers' Union

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

being the parties to the National Bargaining Council for the Clothing Manufacturing

Industry,

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Clothing Manufacturing Industry in all areas of the Republic of South Africa as individually provided for in each of the following Parts:

Part A Provisions for the Eastern Cape Region

Part B Provisions for the Free State and Northern Cape Region

Part C Provisions for the KwaZulu-Natal Region

Part D Provisions for the Northern Region (Clothing)

Part E Provisions for the Northern Region (Knitting)

Part F Provisions for the Western Cape Region (Clothing)

Part G Provisions for the Western Cape Region (Country Areas)

Part H Provisions for the Western Cape Region (Knitting)

Part I Provisions for the Non-Metro Areas

by the employers and employees in the Clothing Industry who are members of the employers' organisations and the trade union, respectively.

(2). The provisions contained in Parts A to I of the National Main Collective Agreements published under Government Notice R. 252 of 14 April 2014 in gazette No. 37509, Government Notice R. 230 dated 20 March 2015 in gazette No 38592 and Government Notice R. 989 dated 16 October 2015 in gazette No. 39300, (Hereinafter referred to as the "Former Agreements") shall apply to employers and employees stipulated in the mentioned agreements and who falls under the jurisdiction of the National Bargaining Council for the Clothing Manufacturing Industry.

2. PERIOD OF OPERATION OF THIS AGREEMENT

(1) This agreement is binding on the parties hereto from 1 September 2016 until 31 August 2022 unless the parties agree otherwise in writing.

(2) The parties record that they intend to request the Minister of Labour to extend this agreement to non-parties in the Clothing Industry in terms of section 32 of the Labour Relations Act 66 of 1995. The period of operation of this agreement in respect of non-parties will be determined by the Minister. The Main Agreement as amended by this year's round of negotiations shall, subject to Ministerial approval, remain gazetted and extended to non-parties until 31 August 2022, unless the parties agree otherwise in writing.

3. PART A (PROVISIONS FOR THE EASTERN CAPE REGION)

1. In clause 3, substitute the existing expression "Level B Compliance", for the following new expression:

“Level B Compliance Registration” means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint.”

2. In clause 6.1(1), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
(a)	Foreman	1851.00	1481.00	1860.50	1488.50
(b)	Designer:				
	(i) Qualified:	2360.50	1888.50	2371.50	1897.00
	(ii) Learners:				
	first six months of experience	805.00	644.00	808.50	647.00
	second six months of experience	938.00	750.50	941.00	753.00
	third six months of experience	1122.50	898.00	1128.00	902.50
	fourth six months of experience	1249.50	999.50	1256.00	1005.00
	fifth six months of experience	1390.00	1112.00	1397.50	1118.00
	sixth six months of experience	1507.50	1206.00	1514.50	1211.50
	seventh six months of experience	1640.50	1312.50	1649.00	1319.00
	eighth six months of experience	1773.00	1418.50	1781.50	1425.00
	next four months of experience	1881.50	1505.00	1889.00	1511.00
	Thereafter, the wage specified in (b)(i) i.e.	2360.50	1888.50	2371.50	1897.00
(c)	Grader:				
	(i) Qualified:	1695.50	1356.50	1702.50	1362.00
	(ii) Learners:				
	first six months of experience	798.00	638.50	801.50	641.00

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
	second six months of experience	868.00	694.50	871.50	697.00
	third six months of experience	944.00	755.00	949.50	759.50
	fourth six months of experience	990.00	792.00	994.00	795.00
	fifth six months of experience	1144.50	915.50	1149.50	919.50
	sixth six months of experience	1224.50	979.50	1231.00	985.00
	seventh six months of experience	1292.00	1033.50	1298.50	1039.00
	eighth six months of experience	1358.00	1086.50	1364.00	1091.00
	next four months of experience	1445.00	1156.00	1452.00	1161.50
	Thereafter, the wage specified in (c)(f) i.e.	1695.50	1356.50	1702.50	1362.00
(d)	Marker-in:				
	(i) Qualified:	1292.00	1033.50	1298.50	1039.00
	(ii) Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	854.50	683.50	859.00	687.00
	third six months of experience	912.00	729.50	916.50	733.00
	fourth six months of experience	972.50	778.00	976.50	781.00
	next four months of experience	1087.00	869.50	1092.00	873.50
	Thereafter, the wage specified in (d)(f) i.e.	1292.00	1033.50	1298.50	1039.00
(e)	Band-knife cutter:				
	Qualified	1292.00	1033.50	1298.50	1039.00
Note: Subject to the availability of a band knife, only a qualified cutter-out shall progress to this class of employee					
(f)	Cutter-out:				
	(i) Qualified:	1142.50	914.00	1147.50	918.00
	(ii) Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	837.00	669.50	839.50	671.50
	third six months of experience	863.50	691.00	866.50	693.00
	fourth six months of experience	895.00	716.00	898.00	718.50
	next four months of experience	932.50	746.00	938.00	750.50
	Thereafter, the wage specified in (f)(f) i.e.	1142.50	914.00	1147.50	918.00
(g)	Layer-up:				
	(i) Qualified:	895.50	716.50	899.00	719.00
	(ii) Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	816.00	653.00	819.50	655.50
	third six months of experience	829.50	663.50	834.00	667.00
	fourth six months of experience	841.50	673.00	846.50	677.00
	Thereafter, the wage specified in (g)(f) i.e.	895.50	716.50	899.00	719.00
(h)	Specialised presser:				
	(i) Qualified:	1246.00	997.00	1253.00	1002.50
	(ii) Learners:				

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	830.50	664.50	836.00	669.00
	third six months of experience	861.00	689.00	864.50	691.50
	fourth six months of experience	895.00	716.00	898.00	718.50
	fifth six months of experience	931.00	745.00	933.50	747.00
	sixth six months of experience	962.50	770.00	965.00	772.00
	seventh six months of experience	1051.00	841.00	1057.50	846.00
	eighth six months of experience	1089.50	871.50	1095.00	876.00
	next four months of experience	1114.00	891.00	1119.00	895.00
	Thereafter, the wage specified in (h)(i) i.e.	1246.00	997.00	1253.00	1002.50
(i)	Examiner:				
	(i) Qualified:	1067.00	853.50	1071.00	857.00
	(ii) Learners:				
	first six months of experience	895.00	716.00	898.00	718.50
	Thereafter, the wage specified in (i)(i) i.e.	1067.00	853.50	1071.00	857.00
(j)(a)	Machinist:				
	(i) Qualified:	1046.00	837.00	1050.00	840.00
	(ii) Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	816.50	653.00	820.50	656.50
	third six months of experience	840.00	672.00	845.50	676.50
	Thereafter, the wage specified in (j)(i) i.e.	1046.00	837.00	1050.00	840.00
(j)(b)	Presser, trimmer, factory clerk, embroidery machinist and cloak room attendant:				
	(i) Qualified:	1046.00	837.00	1050.00	840.00
	(ii) Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	816.50	653.00	820.50	656.50
	third six months of experience	840.00	672.00	845.50	676.50
	fourth six months of experience	870.00	696.00	872.50	698.00
	next four months of experience	892.00	713.50	896.00	717.00
	Thereafter, the wage specified in (j)(i) i.e.	1046.00	837.00	1050.00	840.00
(k)	Progress examiner:				
	(i) Qualified:	1057.50	846.00	1061.50	849.00
	(ii) Learners:				
	first six months of experience	838.50	671.00	841.00	673.00
	Thereafter, the wage specified in (k)(i) i.e.	1057.50	846.00	1061.50	849.00
(l)	Despatcher:				
	(i) Qualified:	1001.00	801.00	1005.00	804.00
	(ii) Learners:				
	first six months of experience	845.50	676.50	848.50	679.00
	Thereafter, the wage specified in (l)(i) i.e.	1001.00	801.00	1005.00	804.00

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
(m)	Checker in the Knitting section:				
(i)	Qualified:	889.00	711.00	894.00	715.00
(ii)	Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	816.00	653.00	819.50	655.50
	third six months of experience	837.00	669.50	839.50	671.50
	Thereafter, the wage specified in (m)(i) i.e.	889.00	711.00	894.00	715.00
(n)	General Worker:				
(i)	Qualified:	863.00	690.50	865.50	692.50
(ii)	Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	816.00	653.00	819.50	655.50
	Thereafter, the wage specified in (n)(i) i.e.	863.00	690.50	865.50	692.50
(o)	Steambox pleater:				
(i)	Qualified:	1017.00	813.50	1021.00	817.00
(ii)	Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	834.50	667.50	838.50	671.00
	third six months of experience	861.00	689.00	864.50	691.50
	fourth six months of experience	894.00	715.00	897.00	717.50
	Thereafter, the wage specified in (o)(i) i.e.	1017.00	813.50	1021.00	817.00
(p)	Plain sewer:				
(i)	Qualified:	894.00	715.00	897.00	717.50
(ii)	Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	807.50	646.00	810.50	648.50
	third six months of experience	816.50	653.00	820.50	656.50
	fourth six months of experience	829.50	663.50	834.00	667.00
	next four months of experience	845.50	676.50	848.50	679.00
	Thereafter, the wage specified in (p)(i) i.e.	894.00	715.00	897.00	717.50
(q)	General assistant	976.50	781.00	981.00	785.00
(r)	Cleaner	870.00	696.00	872.50	698.00
(s)	Tea maker	870.00	696.00	872.50	698.00
(t)	Watchman	1057.50	846.00	1061.50	849.00
(u)	Motor vehicle driver:				
(i)	(aa) does not exceed 453 kg	1054.50	843.50	1058.00	846.50
	(ab) exceeds 453 kg but does not exceed 2 722 kg	1133.50	907.00	1138.50	911.00
	(ac) exceeds 2 722 kg but does not exceed 4 536 kg	1254.00	1003.00	1257.00	1005.50
	(ad) exceeds 4 536 kg	1465.50	1172.50	1473.50	1179.00

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
(ii)	Part-time driver of a motor vehicle	978.00	782.50	981.50	785.00
(v)	Clicker:				
(i)	Qualified:	1711.50	1369.00	1719.00	1375.00
(ii)	Learners:				
	first six months of experience	798.00	638.50	801.50	641.00
	second six months of experience	863.50	691.00	866.50	693.00
	third six months of experience	933.00	746.50	938.50	751.00
	fourth six months of experience	1056.00	845.00	1059.00	847.00
	fifth six months of experience	1135.50	908.50	1140.00	912.00
	sixth six months of experience	1197.50	958.00	1202.00	961.50
	seventh six months of experience	1269.00	1015.00	1276.50	1021.00
	eight six months of experience	1337.00	1069.50	1342.00	1073.50
	next four months of experience	1409.50	1127.50	1414.50	1131.50
	Thereafter, the wage specified in (v)(i) i.e.	1711.50	1369.00	1719.00	1375.00
(w)	Beader	1067.00	853.50	1071.00	857.00
(x)	Chlorinator	959.00	767.00	964.00	771.00
(y)	Componder	1135.50	908.50	1140.00	912.00
(z)	Dipper				
(i)	Qualified:				
	Category A	1135.50	908.50	1140.00	912.00
	Category B	1161.00	929.00	1166.00	933.00
	Category C	1199.00	959.00	1203.50	963.00
(ii)	Learners:				
	first six months of experience to Category A	864.00	691.00	868.00	694.50
	first six months of experience to Category B	1135.50	908.50	1140.00	912.00
	first six months of experience to Category C	1161.00	929.00	1166.00	933.00
(aa)	Glove turner	1377.00	1101.50	1383.00	1106.50
(ab)	Mouldmaker	1091.50	873.00	1095.50	876.50
(ac)	Packer	916.50	733.00	921.00	737.00
(ad)	Quality product co-ordinator	1440.00	1152.00	1445.50	1156.50
(ae)	A supervisor shall be paid the qualified rate applicable to the employees being supervised, plus 33 ¹ / ₂ per cent:				
	Provided that-				
	(i) a trainee supervisor shall serve a probationary period not exceeding six months and shall be paid the qualified rate applicable to the employees being supervised, plus 10 per cent;				
	(ii) a trainee supervisor, who is not considered suitable for promotion after completion of the probationary period, shall return to his former position at his former wage.				
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across the Board.					

3. In clause 6.1(2), substitute the existing wage schedule with the following new wage schedule (for garment knitting establishments):

		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>	
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016= 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R	R	R	R
Part A - Cutting Department									
Pattern Maker									
(a)	Qualified	1998.50	1 599.00	1975.00	1 580.00	2007.00	1 605.50	1983.50	1 587.00
(b)	Learner								
First year									
	First six months of experience	1119.50	895.50	1106.50	885.00	1123.50	899.00	1110.50	888.50
	Second six months of experience	1236.50	989.00	1222.00	977.50	1240.00	992.00	1225.50	980.50
Second year									
	First six months of experience	1352.50	1 082.00	1336.50	1 069.00	1358.50	1 087.00	1342.50	1 074.00
	Second six months of experience	1476.50	1 181.00	1459.00	1 167.00	1484.00	1 187.00	1466.50	1 173.00
Third year									
	First six months of experience	1610.50	1 288.50	1591.50	1 273.00	1617.00	1 293.50	1598.00	1 278.50
	Next four months of experience	1738.00	1 390.50	1717.50	1 374.00	1746.00	1 397.00	1725.50	1 380.50
	Thereafter, the wage specified in (a), i.e.	1998.50	1 599.00	1975.00	1 580.00	2007.00	1 605.50	1983.50	1 587.00
Pattern Grader									
(a)	Qualified	1612.00	1 289.50	1593.00	1 274.50	1618.50	1 295.00	1599.50	1 279.50
(b)	Learner								
First year									
	First six months of experience	1052.00	841.50	1039.50	831.50	1058.50	847.00	1046.00	837.00

		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016= 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R	R	R	R
	Second six months of experience	1119.50	895.50	1106.50	885.00	1123.50	899.00	1110.50	888.50
	Second year								
	First six months of experience	1185.00	948.00	1171.00	937.00	1192.00	953.50	1178.00	942.50
	Second six months of experience	1270.00	1 016.00	1255.00	1 004.00	1276.00	1 021.00	1261.00	1 009.00
	Third year								
	First six months of experience	1352.50	1 082.00	1336.50	1 069.00	1358.50	1 087.00	1342.50	1 074.00
	Next four months of experience	1439.50	1 151.50	1422.50	1 138.00	1447.00	1 167.50	1430.00	1 144.00
	Thereafter, the wage specified in (a), i.e.	1612.00	1 289.50	1593.00	1 274.50	1618.50	1 295.00	1599.50	1 279.50
Football Jersey Cutter									
(a)	Qualified	1121.00	897.00	1108.00	886.50	1126.00	901.00	1113.00	890.50
(b)	Learner								
	First year								
	First six months of experience	841.00	673.00	831.00	665.00	844.50	675.50	834.50	667.50
	Second six months of experience	891.50	713.00	881.00	705.00	895.50	716.50	885.00	708.00
	Second year								
	First six months of experience	938.50	751.00	927.50	742.00	943.00	754.50	932.00	745.50
	Second six months of experience	988.00	790.50	976.50	781.00	993.00	794.50	981.50	785.00
	Third year								
	First four months of experience	1037.00	829.50	1025.00	820.00	1040.50	832.50	1028.50	823.00
	Thereafter, the wage specified in (a), i.e.	1121.00	897.00	1108.00	886.50	1126.00	901.00	1113.00	890.50
Layer-up									
(a)	Qualified	966.00	773.00	954.50	763.50	970.00	776.00	958.50	767.00
(b)	Learner								
	First year								
	First six months of experience	813.50	651.00	804.00	643.00	816.50	653.00	807.00	645.50
	Second six months of experience	841.00	673.00	831.00	665.00	844.50	675.50	834.50	667.50

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		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)</i>		<i>Note: Refer to "2008" Side Agreement between EPCMA & SACTWU</i>	
DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R	R	R	R
Second year									
	First six months of experience	879.00	703.00	868.50	695.00	883.50	707.00	873.00	698.50
	Thereafter, the wage specified in (a), i.e.	966.00	773.00	954.50	763.50	970.00	776.00	958.50	767.00
Part B - Factory Operatives									
Grade A employee									
(a)	Qualified	1236.50	989.00	1222.00	977.50	1240.00	992.00	1225.50	980.50
(b)	Learner								
First year									
	First six months of experience	869.50	695.50	859.50	687.50	873.00	698.50	862.50	690.00
	Second six months of experience	937.50	750.00	926.50	741.00	941.00	753.00	930.00	744.00
Second year									
	First six months of experience	1002.00	801.50	990.00	792.00	1005.00	804.00	993.00	794.50
	Second six months of experience	1052.00	841.50	1039.50	831.50	1058.50	847.00	1046.00	837.00
Third year									
	First four months of experience	1121.00	897.00	1108.00	886.50	1126.00	901.00	1113.00	890.50
	Thereafter, the wage specified in (a), i.e.	1236.50	989.00	1222.00	977.50	1240.00	992.00	1225.50	980.50
Grade B employee									
(a)	Qualified	1056.50	845.00	1044.00	835.00	1060.00	848.00	1047.50	838.00
(b)	Learner								
First year									
	First six months of experience	856.50	685.00	846.50	677.00	861.00	689.00	851.00	681.00
	Second six months of experience	902.00	721.50	891.50	713.00	905.50	724.50	895.00	716.00
Second year									
	First six months of experience	947.00	757.50	936.00	749.00	951.00	761.00	940.00	752.00
	Thereafter, the wage specified in (a), i.e.	1056.50	845.00	1044.00	835.00	1060.00	848.00	1047.50	838.00
(c)	if advanced to Grade A								

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DESCRIPTION		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016= 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R	R	R	R	R
employee:									
	First six months from date of advancement	1056.50	845.00	1044.00	835.00	1060.00	848.00	1047.50	838.00
	Second six months from date of advancement	1087.50	870.00	1074.50	859.50	1092.00	873.50	1079.00	863.00
	Third six months from date of advancement	1121.00	897.00	1108.00	886.50	1126.00	901.00	1113.00	890.50
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1236.50	989.00	1222.00	977.50	1240.00	992.00	1225.50	980.50
Grade C employee									
(a)	Qualified	937.50	750.00	926.50	741.00	941.00	753.00	930.00	744.00
(b)	Learner								
First year									
	First six months of experience	840.00	672.00	830.00	664.00	843.50	675.00	833.50	667.00
	Second six months of experience	863.50	691.00	853.50	683.00	868.00	694.50	858.00	686.50
	Thereafter, the wage specified in (a), i.e.	937.50	750.00	926.50	741.00	941.00	753.00	930.00	744.00
(c)	If advanced to Grade B employee:								
	First six months from date of advancement	937.50	750.00	926.50	741.00	941.00	753.00	930.00	744.00
	Second six months from date of advancement	947.00	757.50	936.00	749.00	951.00	761.00	940.00	752.00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1056.50	845.00	1044.00	835.00	1060.00	848.00	1047.50	838.00
Part C - Clerical Employees									
Clerk									
(a)	Qualified	1360.50	1 088.50	1344.50	1 075.50	1367.50	1 094.00	1351.50	1 081.00
(b)	Learner								
First year									
	Second year	1004.00	803.00	992.00	793.50	1008.00	806.50	996.00	797.00
Second year		1091.50	873.00	1078.50	863.00	1097.00	877.50	1084.00	867.00
Third year									
	First four months of experience	1192.50	954.00	1178.50	943.00	1198.00	958.50	1184.00	947.00

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DESCRIPTION	Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU. The calculation is based on 95% of Western Cape Knitting Wage Rates per week)		Note: Refer to "2008" Side Agreement between EPCMA & SACTWU	
	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Based on 42hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016= 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42.5 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Based on 42 hrs per week for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
	R	R	R	R	R	R	R	
Thereafter, the wage specified in (a), i.e.	1360.50	1 088.50	1344.50	1 075.50	1367.50	1 094.00	1351.50	1 081.00
Factory Clerk								
(a) Qualified	1021.50	817.00	1009.50	807.50	1027.00	821.50	1015.00	812.00
(b) Learner								
First year	813.50	651.00	804.00	643.00	816.50	653.00	807.00	645.50
Second year	866.50	693.00	856.50	685.00	870.50	696.50	860.50	688.50
Third year								
First four months of experience	937.50	750.00	926.50	741.00	941.00	753.00	930.00	744.00
Thereafter, the wage specified in (a), i.e.	1021.50	817.00	1009.50	807.50	1027.00	821.50	1015.00	812.00
Part D - General								
Boiler attendant	969.50	775.50	958.00	766.50	974.00	779.00	962.50	770.00
Despatch packer	1002.00	801.50	990.00	792.00	1005.00	804.00	993.00	794.50
General Worker	937.50	750.00	926.50	741.00	941.00	753.00	930.00	744.00
Labourer	947.00	757.50	936.00	749.00	951.00	761.00	940.00	752.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -								
(a) does not exceed 1 360 kg	1002.00	801.50	990.00	792.00	1005.00	804.00	993.00	794.50
(b) exceeds 1 360 but not 2 720 kg	1040.00	832.00	1028.00	822.50	1044.00	835.00	1031.50	825.00
(c) exceeds 2 720 kg	1185.00	948.00	1171.00	937.00	1192.00	953.50	1178.00	942.50
Supervisor, quality controller and instructor	1270.00	1 016.00	1255.00	1 004.00	1276.00	1 021.00	1261.00	1 009.00
Traveller's driver	1040.00	832.00	1028.00	822.50	1044.00	835.00	1031.50	825.00
Watchman or caretaker, whose ordinary hours of work are -								
(a) less than 60 hours per week	1080.00	864.00	1067.50	854.00	1085.50	868.50	1072.50	858.00
(b) 60 hours per week	1134.00	907.00	1120.50	896.50	1139.50	911.50	1126.00	901.00
NB: NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation must with the coming into effect of this Agreement, increase the Weekly Wage in line with this schedule.								

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4. In clause 6.3(2), substitute the new expression "1 September 2016" for the existing expression "1 September 2015".

5. In clause 8, insert the following new sub-clause 8.6:

"8.6 Family Responsibility Leave

(a) An employer must grant an employee, during each annual leave cycle, three (3) days paid family responsibility leave, two (2) days' pay from 1 September 2016, and the remaining one (1) day's pay effective from 1 September 2017.

(b) This clause applies to an employee –

- (i) Who has been in employment for a period of four months; and
- (ii) Who works for at least four days a week for that employer."

6. In clause 11.3, substitute the following new sub-clause (2), for the existing sub-clause (2):

"(2) In addition to the leave granted in subclause 11.3 (1) above, shop stewards shall be eligible for and have access to further paid leave to attend to trade union duties. This additional leave shall be calculated at seven days per annum per shop steward and the head shop steward shall be eligible to an additional 1 (one) day paid time off. At each establishment, this additional leave shall be pooled and the shop stewards shall be entitled to use the additional leave so pooled to attend to trade union duties in any manner that the trade union deems fit: Provided that in establishments employing five or

fewer employees, the trade union shall give the employer ten days' written notice of the activity for which it seeks time off in terms of this clause."

7. In clause 11.3, renumber the existing sub-clause (3), to read "(4)".
8. In clause 11.3, insert the following new sub-clause (3):

"(3) Payment of shop stewards for attending bargaining council or related meetings -

Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC."

9. In clause 12.1(3)(b), substitute the new expression "R1.12 per week" for the existing expression "R1.04 per week".
10. In clause 12.2, substitute the new expression "38c per week" for the existing expression "35c per week".
11. In clause 12.4, substitute the new expression "57c per week" for the existing expression "53c per week".
12. In sub-clause 14.1(1), substitute the new expression "R2,47 per week," for the existing expression "R2,29 per week".

13. In sub-clause 14.1(2), substitute the new expression "R3,95 per week," for the existing expression "R3,66 per week,".
14. In clause 14.1 (4)(b), substitute the following new expression, for the existing expression in sub-clause (4)(b):

"Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 14th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus two % per annum."
15. In clause 14.6(8), insert the following new sub-clause 8.8 and delete the existing sub-clause 8.8:

"8.8 Nothing in clause 4 or clause 5 of this agreement shall have the effect of downward migration of conditions of employment for any current employees."
16. In clause 15(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".
17. In Annexure C of Clause 19, substitute the new expression "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Regional Employers' Association" wherever it appears in Clause 19.

18. In Annexure C of clause 19, subclause (5), substitute the new expression "16 cents per week" for the existing expression "15 cents per week".

19. Insert the following new Clause 23:

"CLAUSE 23: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES

The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply."

20. Insert the following new Clause 24:

"24. PROVIDENT FUND CONTRIBUTIONS

- (1) The Fund continues as part of this Agreement and registered with the Financial Services Board (FSB) and administered in accordance with the Pension Funds Act, 1956 (Act 24 of 1956) (as amended).
- (2) Every employee under the jurisdiction of this Part of the Agreement shall be a member of the Provident Fund and the Rules of the Fund as registered and amended from time to time in terms of the Pension Fund Act shall apply

- (3) The Council shall ensure compliance with the Rules of the Fund relating to the payment of contributions and the submission of monthly returns and follow its dispute resolution procedure to obtain such compliance.
- (4) The Fund shall be administered in accordance with the Fund Rules specified for this purpose by the Fund's Board of Trustees with the approval of the Financial Services Board and in terms of the Pension Fund Act
- (5) Auditors as defined in the applicable law shall be appointed by the Board of Trustees who shall audit the account of the Fund in compliance with the relevant legislation
- (6) A copy of the annual audited financial statement and the Approved Rules by the Financial Services Board shall be submitted to the Registrar of Labour Relations as well as the Financial Services Board."

4. PART B (PROVISIONS FOR THE FREE STATE AND NORTHERN CAPE REGION)

1. In clause 3, substitute the existing expression "**Level B Compliance**", for the following new expression:

"**Level B Compliance Registration**" means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are

applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint.”

2. In clause 4(1), substitute the existing wage schedule with the following new wage schedule:

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
A. ALL AREAS					
(i)	(a) Foreman	3 049.00	2 439.00	3 063.00	2 450.50
	(b) Supervisor/Quality Controller				
	(i) Qualified	1 246.00	997.00	1 253.00	1 002.50
	(ii) Learners				
	first six months of experience	855.50	684.50	859.00	687.00
	second six months of experience	1 021.00	817.00	1 025.50	820.50
	Thereafter, the wage specified in (ii)(i) i.e.	1 246.00	997.00	1 253.00	1 002.50
	(c) Cloakroom Supervisor/Watchman	868.50	695.00	871.00	697.00
	(d) Mechanic	2 860.00	2 288.00	2 874.00	2 299.00
	(e) Unqualified Mechanic	1 065.50	852.50	1 072.00	857.50
	(f) Watchman	868.50	695.00	871.00	697.00
	(g) Labourer	679.00	543.00	681.50	545.00
	(h) Boiler Attendant	746.50	597.00	749.00	599.00
(ii)	Pattern Grader				
	(i) Qualified	1 615.00	1 292.00	1 622.00	1 297.50
	(ii) Learners				
	first six months of experience	623.50	499.00	626.50	501.00
	second six months of experience	747.50	598.00	750.00	600.00
	third six months of experience	870.50	696.50	875.00	700.00
	fourth six months of experience	997.00	797.50	1 001.00	801.00
	fifth six months of experience	1 119.50	895.50	1 123.00	898.50
	sixth six months of experience	1 241.50	993.00	1 247.50	998.00
	seventh six months of experience	1 365.50	1 092.50	1 371.50	1 097.00
	next four months of experience	1 489.50	1 191.50	1 494.50	1 195.50
	Thereafter, the wage specified in (ii)(i) i.e.	1 615.00	1 292.00	1 622.00	1 297.50
(iii)	Marker-In				
	(i) Qualified	1 246.00	997.00	1 253.00	1 002.50

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
	(ii) Learners				
	first six months of experience	623.50	499.00	626.50	501.00
	second six months of experience	700.00	560.00	703.50	563.00
	third six months of experience	782.50	626.00	784.50	627.50
	fourth six months of experience	857.50	686.00	861.00	689.00
	fifth six months of experience	937.00	749.50	939.50	751.50
	sixth six months of experience	1 012.00	809.50	1 017.00	813.50
	seventh six months of experience	1 090.50	872.50	1 096.00	877.00
	next four months of experience	1 166.50	933.00	1 171.50	937.00
	Thereafter, the wage specified in (iii)(i) i.e.	1 246.00	997.00	1 253.00	1 002.50
(iv)	Shaper & Chopper-out, other than an interlining and/or trimming chopper-out				
	(i) Qualified	998.50	799.00	1 004.00	803.00
	(ii) Learners				
	first six months of experience	592.50	474.00	596.00	477.00
	second six months of experience	661.00	529.00	663.50	531.00
	third six months of experience	729.50	583.50	734.50	587.50
	fourth six months of experience	796.50	637.00	799.00	639.00
	fifth six months of experience	863.50	691.00	868.50	695.00
	next four months of experience	931.50	745.00	936.00	749.00
	Thereafter, the wage specified in (iv)(i) i.e.	998.50	799.00	1 004.00	803.00
(v)	Checker, Examiner and/or Passer				
	(i) Qualified	868.50	695.00	871.00	697.00
	(ii) Learners				
	first six months of experience	592.50	474.00	596.00	477.00
	second six months of experience	661.00	529.00	663.50	531.00
	third six months of experience	729.50	583.50	734.50	587.50
	next four months of experience	797.00	637.50	799.50	639.50
	Thereafter, the wage specified in (v)(i) i.e.	868.50	695.00	871.00	697.00
(vi)	(a) Invoice Clerk				
	(i) Qualified	1 246.00	997.00	1 253.00	1 002.50
	(ii) Learners				
	first six months of experience	898.00	718.50	901.50	721.00
	Thereafter, the wage specified in (vi)(a)(i) i.e.	1 246.00	997.00	1 253.00	1 002.50
	(b) Despatch Clerk, Factory Clerk and/or Stores Clerk				
	(i) Qualified	912.50	730.00	916.50	733.00
	(ii) Learners				
	first six months of experience	655.50	524.50	657.50	526.00
	second six months of experience	783.50	627.00	786.00	629.00
	Thereafter, the wage specified in (vi)(b)(i) i.e.	912.50	730.00	916.50	733.00

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
(vii)	Sewing Machinist engaged in setting in sleeves and/or sewing round men's and ladies' tailored coats and overcoats:				
	(i) Qualified	983.00	786.50	987.00	789.50
	(ii) Learners				
	first six months of experience	592.50	474.00	596.00	477.00
	second six months of experience	657.00	525.50	661.00	529.00
	third six months of experience	721.50	577.00	724.00	579.00
	fourth six months of experience	786.00	629.00	789.50	631.50
	fifth six months of experience	851.00	681.00	856.50	685.00
	next four months of experience	918.00	734.50	922.50	738.00
	Thereafter, the wage specified in (vii)(i) i.e.	983.00	786.50	987.00	789.50
(viii)	Driver of a Motor Vehicle, the unladen mass of which together with the unladen mass of any trailer/trailers drawn by such vehicle—:				
	(a) Does not exceed 2 722 kg	1 075.00	860.00	1 080.00	864.00
	(b) Exceeds 2 722 kg	1 249.00	999.00	1 255.00	1 004.00
(ix)	Part-time Driver of a Motor Vehicle	978.50	783.00	983.00	786.50
(x)	Knitting Machine Operator				
	(i) Qualified	1 280.00	1 024.00	1 287.00	1 029.50
	(ii) Learners				
	first six months of experience	592.50	474.00	596.00	477.00
	second six months of experience	708.50	567.00	713.00	570.50
	third six months of experience	822.00	657.50	825.00	660.00
	fourth six months of experience	937.50	750.00	940.00	752.00
	fifth six months of experience	1 050.50	840.50	1 055.00	844.00
	next four months of experience	1 167.00	933.50	1 173.00	938.50
	Thereafter, the wage specified in (x)(i) i.e.	1 280.00	1 024.00	1 287.00	1 029.50
(xi)	Maintenance hand				
	(i) Qualified	734.50	587.50	737.00	589.50
	(ii) Learners				
	first six months of experience	592.50	474.00	596.00	477.00
	second six months of experience	621.00	497.00	623.50	499.00
	third six months of experience	645.00	516.00	648.00	518.50
	fourth six months of experience	675.00	540.00	679.50	543.50
	next four months of experience	708.00	566.50	712.50	570.00
	Thereafter, the wage specified in (xi)(i) i.e.	734.50	587.50	737.00	589.50
B. IN THE MAGISTERIAL DISTRICTS OF BLOEMFONTEIN, KIMBERLEY AND KROONSTAD					
(i)	Sewing Machinist				
(a)	(i) Qualified	888.50	695.00	871.00	697.00

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
	(ii) Learners				
	first six months of experience	592.50	474.00	596.00	477.00
	second six months of experience	637.50	510.00	642.00	513.50
	third six months of experience	683.00	546.50	686.50	549.00
	Thereafter, the wage specified in (i)(i) i.e.	868.50	695.00	871.00	697.00
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer				
	(i) Qualified	868.50	695.00	871.00	697.00
	(ii) Learners				
	first six months of experience	592.50	474.00	596.00	477.00
	second six months of experience	637.50	510.00	642.00	513.50
	third six months of experience	683.00	546.50	686.50	549.00
	fourth six months of experience	729.50	583.50	734.50	587.50
	fifth six months of experience	775.00	620.00	778.50	623.00
	next four months of experience	821.50	657.00	824.50	659.50
	Thereafter, the wage specified in (i)(i) i.e.	868.50	695.00	871.00	697.00
	Set Leader and/or Team Leader	922.50	738.00	926.00	741.00
(ii)	General Worker/Pleater				
	(i) Qualified	655.50	524.50	657.50	526.00
	(ii) Learners				
	first six months of experience	592.50	474.00	596.00	477.00
	second six months of experience	622.50	498.00	625.00	500.00
	Thereafter, the wage specified in (ii)(i) i.e.	655.50	524.50	657.50	526.00
(iii)	Despatch Packer and Layer-up				
	(i) Qualified	678.00	542.50	681.00	545.00
	(ii) Learners				
	first six months of experience	592.50	474.00	596.00	477.00
	second six months of experience	634.50	507.50	637.00	509.50
	Thereafter, the wage specified in (iii)(i) i.e.	678.00	542.50	681.00	545.00
(iv)	Plain Sewer				
	(i) Qualified	708.50	567.00	713.00	570.50
	(ii) Learners				
	first six months of experience	592.50	474.00	596.00	477.00
	Thereafter, the wage specified in (iv)(i) i.e.	708.50	567.00	713.00	570.50
(v)	Sample Machinist	987.00	789.50	992.00	793.50
C. IN THE MAGISTERIAL DISTRICTS OF FRANKFORT, PARYS AND VREDEFORT					
(i) (a)	Sewing Machinist				
	(i) Qualified:	824.50	659.50	827.00	661.50
	(ii) Learners:				

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
	first six months of experience	565.00	452.00	568.50	455.00
	second six months of experience	607.50	486.00	612.00	489.50
	third six months of experience	651.00	521.00	654.50	523.50
	Thereafter, the wage specified in (i)(a)(i) i.e.	824.50	659.50	827.00	661.50
(i) (b)	Invisible Mender, Finisher, Presser, Trimmer, Marker-In and/or Chopper-out of linings and trimmings, Former Scriber and Screen Printer:				
	(i) Qualified:	824.50	659.50	827.00	661.50
	(ii) Learners:				
	first six months of experience	565.00	452.00	568.50	455.00
	second six months of experience	607.50	486.00	612.00	489.50
	third six months of experience	651.00	521.00	654.50	523.50
	fourth six months of experience	694.00	555.00	699.00	559.00
	fifth six months of experience	736.50	589.00	740.00	592.00
	Next four months of experience	780.00	624.00	783.00	626.50
	Thereafter, the wage specified in (i)(b)(i) i.e.	824.50	659.50	827.00	661.50
	Set Leader and/or Team Leader	876.50	701.00	880.00	704.00
(ii)	General Worker/Pleater				
	(i) Qualified	631.00	505.00	633.00	506.50
	(ii) Learners				
	first six months of experience	565.00	452.00	568.50	455.00
	second six months of experience	598.00	478.50	600.50	480.50
	Thereafter, the wage specified in (ii)(i) i.e.	631.00	505.00	633.00	506.50
(iii)	Despatch Packer				
	(i) Qualified	658.00	526.50	661.00	529.00
	(ii) Learners				
	first six months of experience	565.00	452.00	568.50	455.00
	second six months of experience	611.00	489.00	613.50	491.00
	Thereafter, the wage specified in (iii)(i) i.e.	658.00	526.50	661.00	529.00
(iv)	Layer-Up				
	(i) Qualified	653.00	522.50	656.00	525.00
	(ii) Learners				
	first six months of experience	565.00	452.00	568.50	455.00
	second six months of experience	611.50	489.00	614.00	491.00
	Thereafter, the wage specified in (iii)(i) i.e.	665.00	532.00	668.50	535.00
(v)	Plain Sewer				
	(i) Qualified	682.00	545.50	684.50	547.50
	(ii) Learners				
	first six months of experience	567.50	454.00	569.50	455.50
	Thereafter, the wage specified in (iv)(i) i.e.	682.00	545.50	684.50	547.50
(vi)	Sample Machinist	936.50	749.00	938.00	750.50

DESCRIPTION OF OCCUPATION	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) for the period 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
	R	R	R	R
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across the Board.				

3. In clause 13, substitute the following new sub-clause (11) for the existing sub-clause (11):

"(11) (a) Family Responsibility Leave:

This clause applies to an employee –

- (i) Who has been in employment for a period of four months; and
- (ii) Who works for at least four days a week for that employer.

(b) An employer must grant an employee, during each annual leave cycle, three (3) days paid family responsibility leave; two (2) days' pay from 1 September 2016 and the remaining one (1) day's pay effective from 1 September 2017, which the employee shall be entitled to take-

- (i) when the employee's child is born;
- (ii) when the employee's child is sick; or
- (iii) in the event of the death of-
 - (aa) the employee's spouse or life partner; or

- (ab) the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling;
- (c) An employee may take family responsibility leave in respect of the whole or a part of a day.
- (d) Before granting an employee family responsibility leave, in terms of this subclause, an employer may require reasonable proof of an event contemplated in subclause (1) (a) for which the leave was required.
- (e) An employee's unused entitlement to leave in terms of this subclause shall lapse at the end of the annual leave cycle in which it accrues.
- (f) Exclusions: The provisions of this clause shall not apply to a watchman: Provided that a watchman shall be granted four weeks' holiday leave on full pay, plus payment of an amount equal to one-quarter of his weekly wage, during each period of 12 months, employment: Provided further that should such watchman's employment be terminated before such leave is granted, he shall be paid in lieu of such leave two-an-one-fifth times his daily wage in respect of each completed month of employment, calculated from the date of commencement of his employment or from the first pay day after the last 12 months' period in respect of which he was granted four weeks' holiday leave, as specified in this subclause.

For the purposes of this subclause, the daily wage of a watchman shall be one-sixth of his weekly wage."

4. In sub-clause 20(1)(a), substitute the new expression "R2,45 per week " for the existing expression "R2,27 per week".
5. In sub-clause 20(1)(b), substitute the new expression "R2,65 per week" for the existing expression "R2,45 per week".
6. In clause 20(2)(c), insert the following new expression, for the existing expression in sub-clause (c):

"Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 10th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus two % per annum."

7. In clause 21(3), substitute the new expression "R20,39" for the existing expression "R18,88".
8. In clause 22(8), insert the following new sub-clause 8.8 and delete the existing sub-clause 8.8:

"8.8 Nothing in clause 4 or clause 5 of this agreement shall have the effect of downward migration of conditions of employment for any current employee."

9. In clause 23C, insert the following new sub-clause (2):

"(2) Shop Stewards Time Off

- (a) For all areas, paid time off for head shop stewards for union activities shall be improved by 1 additional day's pay per annum.
- (b) Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC."
10. In clause 23D(1), substitute the new expression "38 cents" for the existing expression "35 cents".
11. In clause 23E(2), substitute the new expression "57 cents" for the existing expression "53 cents".
12. In Clause 29(1), insert the following new sub-clause 29(1)(j):
- "(j) Provident Fund Contributions
- (i) The Fund continues as part of this Agreement and registered with the Financial Services Board (FSB) and administered in accordance with the Pension Funds Act, 1956 (Act 24 of 1956) (as amended).
- (ii) Every employee under the jurisdiction of this Part of the Agreement shall be a member of the Provident Fund and the Rules of the Fund as registered and amended from time to time in terms of the Pension Fund Act shall apply
- (iii) The Council shall ensure compliance with the Rules of the Fund

relating to the payment of contributions and the submission of monthly returns and follow its dispute resolution procedure to obtain such compliance.

(iv) The Fund shall be administered in accordance with the Fund Rules specified for this purpose by the Fund's Board of Trustees with the approval of the Financial Services Board and in terms of the Pension Fund Act

(v) Auditors as defined in the applicable law shall be appointed by the Board of Trustees who shall audit the account of the Fund in compliance with the relevant legislation

(vi) A copy of the annual audited financial statement and the Approved Rules by the Financial Services Board shall be submitted to the Registrar of Labour Relations as well as the Financial Services Board."

13. In clause 35, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Free State and Northern Cape Clothing Manufacturers' Association (FSNCCMA)", wherever it appears in clause 35.

14. In clause 35(5), substitute the new expression "contribute an amount of 17 cents per week" for the existing expression "16 cents per week".

15. In clause 36(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".

16. Insert the following new Clause 42:

“CLAUSE 42: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES

The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply.”

5. PART C (PROVISIONS FOR THE KWAZULU-NATAL REGION)

1. In clause 3, substitute the existing expression “**Level B Compliance**”, for the following new expression:

“**Level B Compliance Registration**” means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint.”

2. In clause 4.1(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

“(a)

Description of Occupation		Group A Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Group B Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
Part A - Cutting Department		R	R	R	R
GRADE 1					
(a)	Qualified	1 114.50	891.60	1119.70	895.75
(b)	Learner				
	0 - 6 months	735.65	588.50	739.10	591.30
	7 - 12 months	813.80	651.05	817.50	654.00
	13 - 18 months **	891.75	713.40	895.90	716.70
	Thereafter, the qualifying wage applies	1 114.50	891.60	1119.70	895.75
GRADE 2					
(a)	Qualified	968.65	774.90	973.20	778.55
(b)	Learner				
	0 - 6 months	731.70	585.35	735.15	588.10
	Thereafter, the qualifying wage applies	968.65	774.90	973.20	778.55
GRADE A					
(a)	Qualified	992.45	793.95	997.00	797.60
(b)	Learner				
	0 - 6 months	770.90	616.70	774.60	619.70
	Thereafter, the qualifying wage applies	992.45	793.95	997.00	797.60
HEAD CUTTER		1 778.15	1422.50	1786.30	1429.05
ASSISTANT HEAD CUTTER		1 422.40	1137.90	1428.95	1143.15
CUTTER/TRIMMER					
(a)	Qualified	1 117.25	893.80	1122.40	897.90
(b)	Learner				
	0 - 6 months	700.75	560.60	704.10	563.30
	7 - 12 months	783.00	626.40	786.50	629.20
	13 - 18 months	861.90	689.50	865.90	692.70
	19 - 22 months	955.65	764.50	959.95	767.95

Description of Occupation		Group A Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Group B Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
	Thereafter, the qualifying wage applies	1 117.25	893.80	1122.40	897.90
BAND KNIFE CUTTER					
(a)	Qualified	1 175.75	940.60	1181.20	944.95
(b)	Learner				
	0 - 6 months	784.05	627.25	787.60	630.10
	7 - 12 months	870.70	696.55	874.70	699.75
	13 - 18 months	950.10	760.10	954.55	763.65
	19 - 22 months	1 040.55	832.45	1045.30	836.25
	Thereafter, the qualifying wage applies	1 175.75	940.60	1181.20	944.95
MECHANIC					
(a)	Qualified	1 910.90	1528.70	1919.70	1535.75
(b)	Learner				
	0 - 6 months	881.70	705.35	885.65	708.50
	7 - 12 months	1 012.45	809.95	1017.20	813.75
	13 - 18 months	1 161.95	929.55	1167.50	934.00
	19 - 24 months	1 311.50	1049.20	1317.60	1054.10
	25 - 30 months	1 470.90	1176.70	1477.85	1182.30
	31 - 36 months	1 617.50	1294.00	1624.95	1299.95
	37 - 40 months	1 761.70	1409.35	1769.85	1415.90
	Thereafter, the qualifying wage applies	1 910.90	1528.70	1919.70	1535.75
CLERK *					
(a)	Qualified	1 194.35	955.50	1199.90	959.90
(b)	Learner				
	0 - 6 months	812.05	649.65	815.80	652.65
	7 - 12 months	916.90	733.50	921.15	736.90
	13 - 18 months	1 003.10	802.50	1007.70	806.15
	Thereafter, the qualifying wage applies	1 194.35	955.50	1199.90	959.90
WATCHMAN					
		1 001.00	800.80	1005.65	804.50
DRIVER 1		940.25	752.20	944.60	755.70
DRIVER 2		1 027.45	821.95	1032.20	825.75
DRIVER 3		1 198.00	958.40	1203.60	962.90
DRIVER 4		1 447.00	1157.60	1453.75	1163.00
FOREPERSON		1 369.85	1095.90	1376.25	1101.00
* Provided a registered productivity incentive scheme is in place.					
** Provided that a sewing machinist (grade 1) should be paid the qualified rate of pay after 18 months of experience.					

Description of Occupation	Group A Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	Group B Wage per week from 01 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.				

3. In clause 4.1(b), substitute the existing wage schedule with the following new wage schedule (for garment knitting establishments):

"(b)

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
(i)	Foreman:	2092.05	1673.65	2101.80	1681.45
(ii)	Dyer: (See (iv) below)				
(iii)	Storeman:				
	(i) Qualified:	2013.80	1611.05	2023.10	1618.50
	(ii) Learners:				
	first six months of experience	727.55	582.05	730.95	584.75
	second six months of experience	1049.10	839.30	1053.90	843.10
	third six months of experience	1370.80	1096.65	1377.15	1101.70
	next four months of experience	1692.30	1353.85	1700.05	1360.05
	Thereafter, the wage specified in (iii)(i) i.e.	2013.80	1611.05	2023.10	1618.50
(iv)	Mechanic/Dyer:				
	(i) Qualified:	2092.05	1673.65	2101.80	1681.45
	(ii) Learners:				
	first six months of experience	727.55	582.05	730.95	584.75
	second six months of experience	863.75	691.00	867.90	694.30
	third six months of experience	1000.30	800.25	1005.00	804.00
	fourth six months of experience	1136.95	909.55	1142.10	913.70
	fifth six months of experience	1273.50	1018.80	1279.50	1023.60
	sixth six months of experience	1409.50	1127.60	1416.05	1132.85
	seventh six months of experience	1546.35	1237.10	1553.55	1242.85

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
	eight six months of experience	1682.75	1346.20	1690.60	1352.50
	ninth six months of experience	1819.05	1455.25	1827.50	1462.00
	next four months of experience	1955.90	1564.70	1964.95	1571.95
	Thereafter, the wage specified in (iv)(i) i.e.	2092.05	1673.65	2101.80	1681.45
(v)	Mechanic's Assistant:				
	(i) Qualified:	1370.45	1096.35	1376.85	1101.50
	(ii) Learners:				
	first six months of experience	727.55	582.05	730.95	584.75
	second six months of experience	791.20	632.95	794.85	635.90
	third six months of experience	856.45	685.15	860.35	688.30
	fourth six months of experience	919.95	735.95	924.20	739.35
	fifth six months of experience	984.60	787.70	989.25	791.40
	sixth six months of experience	1049.20	839.35	1054.10	843.30
	seventh six months of experience	1113.10	890.50	1118.30	894.65
	eight six months of experience	1177.80	942.25	1183.10	946.50
	ninth six months of experience	1241.75	993.40	1247.50	998.00
	next four months of experience	1306.20	1044.95	1312.10	1049.70
	Thereafter, the wage specified in (v)(i) i.e.	1370.45	1096.35	1376.85	1101.50
(vi)	Supervisor:	1448.75	1159.00	1455.45	1164.35
(vii)	Final Examiner of fully-fashioned garments:	1345.40	1076.30	1351.60	1081.30
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:				
	(i) Qualified:	1317.35	1053.90	1323.45	1058.75
	(ii) Learners:			0.00	0.00
	first six months of experience	727.55	582.05	730.95	584.75
	second six months of experience	874.80	699.85	878.90	703.10
	third six months of experience	1022.35	817.90	1027.15	821.70
	next four months of experience	1170.05	936.05	1175.40	940.30
	Thereafter, the wage specified in (viii)(i) i.e.	1317.35	1053.90	1323.45	1058.75

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper (Knitting) of fully-fashioned garments, Handyman and Warper:				
	(i) Qualified:	1317.35	1053.90	1323.45	1058.75
	(ii) Learners:				
	first six months of experience	727.55	582.05	730.95	584.75
	second six months of experience	825.55	660.45	829.45	663.55
	third six months of experience	923.70	738.95	928.00	742.40
	fourth six months of experience	1022.35	817.90	1027.25	821.80
	fifth six months of experience	1120.60	896.50	1125.70	900.55
	next four months of experience	1219.15	975.30	1224.75	979.80
	Thereafter, the wage specified in (ix)(i) i.e.	1317.35	1053.90	1323.45	1058.75
(x)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Sewing Machinist (Knitting) including a button, buttonhole and hemming machinist, Mender and Plain Sewer:				
	(i) Qualified:	1149.45	919.55	1154.90	923.90
	(ii) Learners:				
	first six months of experience	727.55	582.05	730.95	584.75
	second six months of experience	832.70	666.15	836.50	669.20
	third six months of experience	938.15	750.50	942.50	754.00
	next four months of experience	882.80	706.25	1048.85	839.10
	Thereafter, the wage specified in (x)(i) i.e.	1149.45	919.55	1154.90	923.90
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:				
	(a) does not exceed 453,5 kg	1098.85	879.10	1103.90	883.10
	(b) exceeds 453,5 kg but not 2 721 kg	1297.40	1037.90	1303.40	1042.70
	(c) exceeds 2 721 kg but not 4 535 kg	1381.60	1105.30	1387.95	1110.35
	(d) exceeds 4 535 kg	1499.25	1199.40	1506.15	1204.90

DESCRIPTION OF OCCUPATION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 st Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
(xii)	Security Officer:	1678.20	1342.55	1686.05	1348.85
(xiii)	Watchman:	1295.20	1036.15	1301.15	1040.90
(xiv)	Employee not elsewhere specified:				
	(i) Qualified:	1348.45	1078.75	1354.60	1083.70
	(ii) Learners:				
	first six months of experience	727.55	582.05	730.95	584.75
	second six months of experience	882.45	705.95	886.65	709.30
	third six months of experience	1038.15	830.50	1042.95	834.35
	next four months of experience	1193.10	954.50	1198.65	958.90
	thereafter, the wage specified in (xiv)(i) i.e.	1348.45	1078.75	1354.60	1083.70
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthead, Pre- and Post-Boarder or Former, Precutter, Presser, Turner, Operator of calendar, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming of surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Despatch Packer, Parcel Maker and Floor Walker/Runner.				
	(i) Qualified:	945.00	756.00	949.35	759.50
	(ii) Learners:				
	first six months of experience	727.55	582.05	730.95	584.75
	second six months of experience	799.75	639.80	803.50	642.80
	third six months of experience	872.90	698.30	876.85	701.50
	Thereafter, the wage specified in (xv) (i) i.e.	945.00	756.00	949.35	759.50
(xvi)	Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker	945.00	756.00	949.35	759.50

DESCRIPTION OF OCCUPATION	GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) Wage per week from 1 Sep 2016 - 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
(xvii) General Worker (Knitting)	1097.65	878.10	1102.80	882.25
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across the Board.				

4. In clause 17, substitute the following new clause 17, for the existing clause 17:

"17. PATERNITY LEAVE AND FAMILY RESPONSIBILITY LEAVE

(1) Paternity Leave

Male employees, regardless of marital status, shall be entitled, subject to prior arrangement, to a maximum of three days' unpaid paternity leave per annum. The employer is entitled to require proof of paternity.

(2) Family Responsibility Leave

- (a) An employer must grant an employee, during each annual leave cycle three (3) days paid family responsibility leave, two (2) days' pay from 1 September 2016, and the one (1) days' pay effective from 1 September 2017.

- (b) This clause applies to an employee –
- (i) Who has been in employment for a period of four months; and
 - (ii) Who works for at least four days a week for that employer”
4. In clause 25(1), substitute the new expression “R2,89 per week” for the existing expression “R2,70 per week”.
5. In clause 25(2), substitute the new expression “R3,91 per week” for the existing expression “R3,63 per week”.
6. In clause 25(3), insert the following new sub-clause (3) and delete the existing sub-clause (3):
- “(3) Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 7th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus two % per annum: Provided that the Regional Chamber shall be entitled in its absolute discretion to waive the payment of such interest or part thereof. At the discretion of the Regional Chamber, the interest may accrue to the general Funds of the Regional Chamber.”
7. In clause 26(1), substitute the new expression “36 cents” for the existing expression “33 cents”.

8. In clause 26(2), substitute the new expression "52 cents" for the existing expression "48 cents".
9. In clause 29, insert the following new sub-clause (7):

"(7) Shopstewards Time Off

(a) For all areas, paid time off for head shop stewards for union activities shall be improved by 1 additional day's pay per annum.

(b) Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC."

10. In clause 38, insert the following new sub-clause 8.8 and delete the existing sub-clause 8.8:

"8.8 Nothing in clause 4 or clause 5 of this agreement shall have the effect of downward migration of conditions of employment for any current employee."

11. In clause 40(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".

12. In Annexure C of Clause 43, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Regional Employers' Association", wherever it appears in Clause 43.
13. In Annexure C of clause 43, subclause (5), substitute the new expression "17 cents per week" for the existing expression "16 cents per week".
14. Insert the following new Clause 47:

"CLAUSE 47: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES

The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply."

15. Insert the following new Clause 48:

"48. PROVIDENT FUND CONTRIBUTIONS

- (a) The Fund continues as part of this Agreement and registered with the

Financial Services Board (FSB) and administered in accordance with the Pension Funds Act, 1956 (Act 24 of 1956) (as amended).

- (b) Every employee under the jurisdiction of this Part of the Agreement shall be a member of the Provident Fund and the Rules of the Fund as registered and amended from time to time in terms of the Pension Fund Act shall apply
- (c) The Council shall ensure compliance with the Rules of the Fund relating to the payment of contributions and the submission of monthly returns and follow its dispute resolution procedure to obtain such compliance.
- (d) The Fund shall be administered in accordance with the Fund Rules specified for this purpose by the Fund's Board of Trustees with the approval of the Financial Services Board and in terms of the Pension Fund Act
- (e) Auditors as defined in the applicable law shall be appointed by the Board of Trustees who shall audit the account of the Fund in compliance with the relevant legislation
- (f) A copy of the annual audited financial statement and the Approved Rules by the Financial Services Board shall be submitted to the Registrar of Labour Relations as well as the Financial Services Board."

6. PART D (PROVISIONS FOR THE NORTHERN REGION (CLOTHING))

1. In clause 3, delete the existing expression "**Category E**" and insert the following new definitions:

"**Category E(a)**" means a sewing machinist, an operator of a linking, overlocking and/or sewing machine, an embroidery machinist (other than embroidery machine mincer);

"**Category E(b)**" means a finisher, an invisible mender, an embroiderer, a faggotter, a beader and/or pleater by hand, a baster, a shaper, a fitter-up, a checker, a presser of garments, an assistant screen maker (engraver), an assistant screen printer, a darkroom assistant, a mixing and filtering operator, an oven and curing operator, a screen controller, a screen preparer, a squeegee preparer, and a despatch packer;"

2. In clause 3, substitute the existing expression "**Level B Compliance**", for the following new expression:

"**Level B Compliance Registration**" means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint."

3. In clause 4A(1), substitute the expression "31 August 2015 for the expression "31 August 2014" in the preamble to this sub-clause.
4. In clause 4A(1), substitute the existing wage schedule with the following new wage schedule:

DESCRIPTION		GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%
		R	R	R	R
(A)	Pattern Maker and/or Grader:				
	(i) Qualified:	2004.70	1603.80	2014.00	1611.20
	(ii) Learners:				
	first six months of experience	722.00	577.60	725.20	580.20
	second six months of experience	934.40	747.50	938.80	751.00
	third six months of experience	1150.00	920.00	1155.40	924.30
	fourth six months of experience	1346.10	1076.90	1352.30	1081.80
	fifth six months of experience	1579.70	1263.80	1587.30	1269.80
	next four months of experience	1794.20	1435.40	1802.50	1442.00
	Thereafter, the wage specified in (A)(i) i.e.	2004.70	1603.80	2014.00	1611.20
(B)	Marker-In:				
	(i) Qualified:	1664.40	1331.50	1672.30	1337.80
	(ii) Learners:				
	first six months of experience	722.00	577.60	725.20	580.20
	second six months of experience	877.70	702.20	881.90	705.50
	third six months of experience	1035.40	828.30	1040.30	832.20
	fourth six months of experience	1192.60	954.10	1198.30	958.60
	fifth six months of experience	1350.00	1080.00	1356.50	1085.20
	next four months of experience	1507.70	1206.20	1514.60	1211.70
	Thereafter, the wage specified in (B)(i) i.e.	1664.40	1331.50	1672.30	1337.80
(C)	Mechanic:				
	(i) Qualified:	1623.30	1298.60	1631.00	1304.80

DESCRIPTION		GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%
		R	R	R	R
	(ii) Learners:				
	first six months of experience	722.00	577.60	725.20	580.20
	second six months of experience	820.70	656.60	824.40	659.50
	third six months of experience	921.10	736.90	925.50	740.40
	fourth six months of experience	1021.60	817.30	1026.30	821.00
	fifth six months of experience	1122.30	897.80	1127.60	902.10
	sixth six months of experience	1221.70	977.40	1227.40	981.90
	seventh six months of experience	1322.90	1058.30	1329.00	1063.20
	eight six months of experience	1423.00	1138.40	1429.80	1143.80
	next four months of experience	1523.60	1218.90	1530.90	1224.70
	Thereafter, the wage specified in (C)(i) i.e.	1623.30	1298.60	1631.00	1304.80
(D)	Chopper Out, Cutter and/or Re-Cutter, Negative Maker, Screen Maker (Engraver), Screen Printer, Sample Cutter:				
	(i) Qualified:	1205.60	964.50	1211.40	969.10
	(ii) Learners:				
	first six months of experience	722.00	577.60	725.20	580.20
	second six months of experience	841.90	673.50	846.00	676.80
	third six months of experience	963.70	771.00	968.20	774.60
	next four months of experience	1086.20	869.00	1091.20	873.00
	Thereafter, the wage specified in (D)(i) i.e.	1205.60	964.50	1211.40	969.10
*(E1)	Sample Machinist:	1198.90	959.10	1204.50	963.60
(E)(a)	Sewing Machinist, Operator of a Linking, Overlocking and/or Sewing Machine, Embroidery Machinist (other than embroidery machine minder):				
	(i) Qualified:	1042.20	833.80	1047.10	837.70
	(ii) Learners:				
	first six months of experience	722.00	577.60	725.20	580.20
	second six months of experience	800.90	640.70	804.70	643.80

DESCRIPTION		GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%
		R	R	R	R
	third six months of experience	879.90	703.90	884.20	707.40
	Thereafter, the wage specified in (E)(i) i.e.	1042.20	833.80	1047.10	837.70
(E)(b)	Finisher, Invisible Mender Embroiderer, Fagotter, Beader and/or Pleater by hand, Baster, Shaper, Fitter up; Checker, Presser of Garments, Assistant Screen Maker (Engraver), Assistant Screen Printer, Darkroom Assistant, Mixing and Filtering Operator, Oven and Curing Operator, Screen Controller, Screen Preparer, Squeegee Preparer and Despatch Packer:				
	(i) Qualified:	1042.20	833.80	1047.10	837.70
	(ii) Learners:				
	first six months of experience	722.00	577.60	725.20	580.20
	second six months of experience	800.90	640.70	804.70	643.80
	third six months of experience	879.90	703.90	884.20	707.40
	next four months of experience	963.90	771.10	968.30	774.60
	Thereafter, the wage specified in (E)(i) i.e.	1042.20	833.80	1047.10	837.70
(F1)	Machinist promoted to Assistant Supervisor:				
	(i) Qualified:	1238.50	990.80	1244.30	995.40
	(ii) Learners:				
	first six months of experience	1042.20	833.80	1047.10	837.70
	second six months of experience	1109.90	887.90	1115.00	892.00
	third six months of experience.	1175.30	940.20	1180.80	944.60
	Thereafter, the wage specified in (F1)(i) i.e.	1238.50	990.80	1244.30	995.40
(F)	Asst Supervisor, other than a Machinist promoted to Asst. Supervisor; Despatch/Factory Clerk and Storeman:				
	(i) Qualified:	1238.50	990.80	1244.30	995.40
	(ii) Learners:				
	first six months of experience	722.00	577.60	725.20	580.20
	second six months of	850.70	680.60	854.60	683.70

DESCRIPTION		GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%
		R	R	R	R
	experience				
	third six months of experience	980.20	784.20	984.70	787.80
	next four months of experience	1110.80	888.60	1116.10	892.90
	Thereafter, the wage specified in (F)(i) i.e.	1238.50	990.80	1244.30	995.40
(G)	Other Pressers, not provided for elsewhere; Underpresser; Presser of shirts, ties, pyjamas and other nightwear, hats, caps, underwear, knitwear, aprons, overalls and blouses without lace, embroidery, tucks and handmade pleats; Machine belt-fixer; Maintenance Assistance; Layer-up; Plain Sewer; Operator of a button covering, zip tacking and/or pleating machine; an employee engaged on the Trubenjizing of collars and/or Clicker and Shaper by template; General worker; Applique Cutter; Tracer and/or Marker and/or Framer; Pleater and Embroidery Machine Minder:				
	(i) Qualified:	864.60	691.70	868.50	694.80
	(ii) Learners:				
	first six months of experience	722.00	577.60	725.20	580.20
	second six months of experience	756.90	605.50	760.20	608.20
	third six months of experience	792.30	633.80	796.20	637.00
	next four months of experience	827.90	662.30	831.70	665.40
	Thereafter, the wage specified in (G)(i) i.e.	864.60	691.70	868.50	694.80
(H1)	Foreman:	2734.90	2187.90	2747.70	2198.20
(H2)	Supervisor, Assistant Foreman, Head Cutter:	1491.60	1193.30	1498.50	1198.80
(H3)	Artisan:	3122.20	2497.80	3136.50	2509.20
(H4)	Labourer, Scooter Driver and/or Boiler Attendant:	960.80	768.60	965.30	772.20
(H5)	Watchman:	1110.10	888.10	1115.30	892.20
(H6)	Driver (Light Motor Vehicle):	1094.30	875.40	1099.30	879.40
(H7)	Driver (Medium Motor Vehicle):	1170.20	936.20	1175.40	940.30

DESCRIPTION	GROUP A (I.E. EMPLOYEES ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%	GROUP B (I.E. EMPLOYEES NOT ON THE 0.5% PRODUCTIVITY INCENTIVE SCHEME) FROM 1SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%
	R	R	R	R
Sample Machinist. Any employee when called upon to perform the duties of a sample machinist, shall, while so employed be paid the wage of a sample machinist: Provided that such wage shall not be subject to the provision of clause 4 (2) (a) of this Agreement				
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across the Board				

5. In clause 4A(2)(b), substitute the following table for the existing table:

Category	Wage - Group A			Wage Group B		
	Column 1 (R)	Column 2 (R)	New Employees on Incentivised Scheme = 80%	Column 1 (R)	Column 2 (R)	New Employees on Incentivised Scheme = 80%
A	2004.70	148.50	1603.80	2014.00	149.20	1611.20
B	1664.40	123.30	1331.50	1672.30	123.90	1337.80
C	1623.30	120.20	1298.60	1631.00	120.80	1304.80
D	1205.60	89.30	964.50	1211.40	89.70	969.10
E1	1198.90	88.80	959.10	1204.50	89.20	963.60
E (a)	1042.20	77.20	833.80	1047.10	77.60	837.70
E (b)	1042.20	77.20	833.80	1047.10	77.60	837.70
F1	1238.50	91.70	990.80	1244.30	92.20	995.40
F	1238.50	91.70	990.80	1244.30	92.20	995.40
G	864.60	64.00	691.70	868.50	64.30	694.80
H1	2734.90	202.60	2187.90	2747.20	203.50	2198.20
H2	1491.60	110.50	1193.30	1498.50	111.00	1198.80
H3	3122.20	231.30	2497.80	3136.50	232.30	2509.20
H4	960.80	71.20	768.60	965.30	71.50	772.20
H5	1110.10	82.20	888.10	1115.30	82.60	892.20
H6	1094.30	81.10	875.40	1099.30	81.40	879.40
H7	1170.20	86.70	936.20	1175.40	87.10	940.30

6. In clause 4B(8), substitute the existing wage schedule with the following new wage schedule (for Millinery Sector establishments):

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Se 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Se 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
(a)	Supervisor:	1682.40	1345.90	1686.40	1349.10
(b)	Milliner (Upgrade to Trimmer):				
	(i) Qualified	1334.40	1067.50	1337.90	1070.30
	(ii) Learners:				
	first six months of experience	945.40	756.30	947.70	758.20
	second six months of experience	1033.90	827.10	1036.20	829.00
	third six months of experience	1135.10	908.10	1137.70	910.20
	next four months of experience	1258.70	1007.00	1261.80	1009.40
	Thereafter, the wage specified in (b)(i) i.e.	1334.40	1067.50	1337.90	1070.30
(c)	(1) Blocker-Front (Upgrade from Assistant Blocker):				
	(i) Qualified:	1122.90	898.30	1125.60	900.50
	(ii) Learners:				
	first six months of experience	930.70	744.60	932.90	746.30
	second six months of experience	960.90	768.70	963.00	770.40
	third six months of experience	1021.60	817.30	1023.90	819.10
	next four months of experience	1069.00	855.20	1071.70	857.40
	Thereafter, the wage specified in (c)(1)(i) i.e.	1122.90	898.30	1125.60	900.50
	(2) Driver:	1122.90	898.30	1125.60	900.50
(d)	Machine Operator & Chopper-Out:				
	(i) Qualified:	1039.10	831.30	1041.40	833.10
	(ii) Learners:				
	first six months of experience	655.20	524.20	656.90	525.50
	second six months of experience	748.70	599.00	750.40	600.30
	third six months of experience	801.70	641.40	803.60	642.90
	next four months of experience	925.50	740.40	927.60	742.10
	Thereafter, the wage specified in (d)(i) i.e.	1039.10	831.30	1041.40	833.10
(e)	Trimmer/General Worker/Labourer/Assistant Blocker:				
	(i) Qualified:	885.70	708.60	887.80	710.20

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Se 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Se 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
(ii) Learners:					
	first six months of experience	655.20	524.20	656.90	525.50
	second six months of experience	718.10	574.50	719.80	575.80
	third six months of experience	771.10	616.90	773.10	618.50
	next four months of experience	829.70	663.80	831.60	665.30
	Thereafter, the wage specified in (e)(i) i.e.	885.70	708.60	887.80	710.20
(f)	Boiler Attendant & Watchman:	968.70	775.00	971.20	777.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across the Board.					

7. In clause 12, substitute the following new sub-clause (11)(a), for the existing sub-clause (11)(a):

"(11) (a) Family Responsibility Leave:

This clause applies to an employee –

- (i) Who has been in employment for a period of four months; and
 - (ii) Who works for at least four days a week for that employer.
- (b) An employer must grant an employee, during each annual leave cycle, three (3) days paid family responsibility leave; two (2) days' pay from 1 September 2016 and the remaining one (1) day's pay effective from 1 September 2017, which the employee shall be entitled to take-

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- (i) when the employee's child is born;
- (ii) when the employee's child is sick; or
- (iii) in the event of the death of-
 - (aa) the employee's spouse or life partner; or
 - (ab) the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling;
- (c) An employee may take family responsibility leave in respect of the whole or a part of a day.
- (d) Before granting an employee family responsibility leave, in terms of this subclause, an employer may require reasonable proof of an event contemplated in subclause (1) (a) for which the leave was required.
- (e) An employee's unused entitlement to leave in terms of this subclause shall lapse at the end of the annual leave cycle in which it accrues.
- (f) Exclusions: The provisions of this clause shall not apply to a watchman: Provided that a watchman shall be granted four weeks' holiday leave on full pay, plus payment of an amount equal to one-quarter of his weekly wage, during each period of 12 months, employment: Provided further that should such watchman's employment be terminated before such leave is granted, he shall be paid in lieu of such leave two-an-one-fifth times his daily wage in respect of each completed month of employment, calculated from the date of commencement of his employment or from the first pay day after the last 12 months' period in respect of which he was granted four weeks' holiday leave, as specified in this subclause.

For the purposes of this subclause, the daily wage of a watchman shall be one-sixth of his weekly wage.

The provisions of paragraph (e) above shall not apply to employees employed in the Millinery Sector of the Industry."

8. In clause 26C, insert the following new sub-clause (2):

"(2) Shopstewards Time Off

- (a) For all areas, paid time off for head shop stewards for union activities shall be improved by 1 additional day's pay per annum.
- (b) Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC."
9. In clause 27(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".
10. In clause 28, insert the following new sub-clause 8.8 and delete the existing sub-clause 8.8:

"8.8 Nothing in clause 4 or clause 5 of this agreement shall have the effect of downward migration of conditions of employment for any current employee."

11. In Annexure C of Clause 30, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Regional Employers' Association", wherever it appears in Clause 30.
12. In clause 30(5), substitute the new expression, "18 cents" for the existing expression "17 cents".
13. In sub-clause 33 (1)(a), substitute the new expression "up to a maximum of R2,45 per week " for the existing expression "up to a maximum of R2,27 per week".
14. In sub-clause 33(1)(b), substitute the new expression "up to a maximum of R2,65 per week " for the existing expression "up to a maximum of R2,45 per week".
15. In clause 33 (3), substitute the new expression, for the existing expression in sub-clause (3):

"Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 10th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus two % per annum:"

16. Insert the following new Clause 35:

"CLAUSE 35: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES

The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply."

17. Insert the following new Clause 36:

"36. PROVIDENT FUND CONTRIBUTIONS

- (a) The Fund continues as part of this Agreement and registered with the Financial Services Board (FSB) and administered in accordance with the Pension Funds Act, 1956 (Act 24 of 1956) (as amended).
- (b) Every employee under the jurisdiction of this Part of the Agreement shall be a member of the Provident Fund and the Rules of the Fund as registered and amended from time to time in terms of the Pension Fund Act shall apply
- (c) The Council shall ensure compliance with the Rules of the Fund relating to the payment of contributions and the submission of monthly returns and follow its dispute resolution procedure to obtain such compliance.

- (d) The Fund shall be administered in accordance with the Fund Rules specified for this purpose by the Fund's Board of Trustees with the approval of the Financial Services Board and in terms of the Pension Fund Act
- (e) Auditors as defined in the applicable law shall be appointed by the Board of Trustees who shall audit the account of the Fund in compliance with the relevant legislation
- (f) A copy of the annual audited financial statement and the Approved Rules by the Financial Services Board shall be submitted to the Registrar of Labour Relations as well as the Financial Services Board."

7. PART E (PROVISIONS FOR THE NORTHERN REGION (KNITTING))

1. In clause 3, substitute the existing expression "**Level B Compliance**", for the following new expression:

"Level B Compliance Registration" means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint."

2. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule:

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
(i)	Foreman:	2079.60	1663.70	2089.30	1671.40
(ii)	Dyer: (See (iv) below)				
(iii)	Storeman:				
	(i) Qualified:	2001.80	1601.40	2011.10	1608.90
	(ii) Learners:				
	first six months of experience	722.70	578.20	726.10	580.90
	second six months of experience	1042.50	834.00	1047.30	837.80
	third six months of experience	1362.20	1089.80	1368.60	1094.90
	next four months of experience	1682.10	1345.70	1689.80	1351.80
	Thereafter, the wage specified in (iii)(i) i.e.	2001.80	1601.40	2011.10	1608.90
(iv)	Mechanic/Dyer:				
	(i) Qualified:	2079.60	1663.70	2089.30	1671.40
	(ii) Learners:				
	first six months of experience	722.70	578.20	726.10	580.90
	second six months of experience	858.30	686.60	862.20	689.80
	third six months of experience	994.00	795.20	998.60	798.90
	fourth six months of experience	1129.80	903.80	1134.90	907.90
	fifth six months of experience	1265.40	1012.30	1271.40	1017.10
	sixth six months of experience	1400.90	1120.70	1407.50	1126.00
	seventh six months of experience	1536.70	1229.40	1544.00	1235.20
	eighth six months of experience	1672.40	1337.90	1680.30	1344.20
	ninth six months of experience	1807.80	1446.20	1816.10	1452.90
	next four months of experience	1944.20	1555.40	1953.30	1562.60
	Thereafter, the wage specified in (iv)(i) i.e.	2079.60	1663.70	2089.30	1671.40
(v)	Mechanic's Assistant:				
	(i) Qualified:	1361.80	1089.40	1368.00	1094.40
	(ii) Learners:				
	first six months of experience	722.70	578.20	726.10	580.90
	second six months of experience	785.90	628.70	789.40	631.50
	third six months of experience	835.60	668.50	854.60	683.70
	fourth six months of experience	914.00	731.20	918.20	734.60
	fifth six months of experience	978.30	782.60	982.90	786.30

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
	sixth six months of experience	1042.60	834.10	1047.40	837.90
	seventh six months of experience	1106.00	884.80	1111.30	889.00
	eighth six months of experience	1170.40	936.30	1175.50	940.40
	ninth six months of experience	1233.90	987.10	1239.60	991.70
	next four months of experience	1298.20	1038.60	1304.10	1043.30
	Thereafter, the wage specified in (v)(i) i.e.	1361.80	1089.40	1368.00	1094.40
(vi)	Supervisor:	1439.90	1151.90	1446.70	1157.40
(vii)	Final Examiner of fully-fashioned garments:	1336.80	1069.40	1343.20	1074.60
(viii)	Factory Clerk, Despatch Clerk, Stores Clerk:				
	(i) Qualified	1309.10	1047.30	1315.30	1052.20
	(ii) Learners:				
	first six months of experience	722.70	578.20	726.10	580.90
	second six months of experience	869.10	695.30	873.10	698.50
	third six months of experience	1015.70	812.60	1020.40	816.30
	next four months of experience	1162.60	930.10	1168.10	934.50
	Thereafter, the wage specified in (viii)(i) i.e.	1309.10	1047.30	1315.30	1052.20
(ix)	Knitting Machine Operator, Warp Knitting Machine Operator, Dyer's Assistant, Colouring Mass-Measurer and/or Cutter or Shaper of fully-fashioned garments, Handyman and Warper:				
	(i) Qualified:	1309.10	1047.30	1315.30	1052.20
	(ii) Learners:				
	first six months of experience	722.70	578.20	726.10	580.90
	second six months of experience	820.20	656.20	823.60	658.90
	third six months of experience	917.70	734.20	921.80	737.40
	fourth six months of experience	1015.70	812.60	1020.40	816.30
	fifth six months of experience	1113.40	890.70	1118.80	895.00
	next four months of experience	1211.30	969.00	1216.80	973.40
	Thereafter, the wage specified in (ix)(i) i.e.	1309.10	1047.30	1315.30	1052.20
(x) (a)	Loader of magazine or comb, Linker, Overlocker other than an overlocker of seconds in socks, Mender and Plain Sewer:				
	(i) Qualified:	1142.20	913.80	1147.50	918.00
	(ii) Learners:				
	first six months of experience	722.70	578.20	726.10	580.90

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
	second six months of experience	827.10	661.70	831.00	664.80
	third six months of experience	932.10	745.70	936.40	749.10
	next four months of experience	1037.40	829.90	1042.20	833.80
	Thereafter, the wage specified in (x)(i) i.e.	1142.20	913.80	1147.50	918.00
(x) (b)	Sewing Machinist including a button, buttonhole and hemming machinist:				
	(i) Qualified:	1142.20	913.80	1147.50	918.00
	(ii) Learners:				
	first six months of experience	722.70	578.20	726.10	580.90
	second six months of experience	827.10	661.70	831.00	664.80
	third six months of experience	932.10	745.70	936.40	749.10
	Thereafter, the wage specified in (x)(i) i.e.	1142.20	913.80	1147.50	918.00
(xi)	Driver of a Motor Vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle—:				
	(a) does not exceed 453,5 kg	1092.00	873.60	1097.00	877.60
	(b) exceeds 453,5 kg but not 2 721 kg	1289.30	1031.40	1295.10	1036.10
	(c) exceeds 2 721 kg but not 4 535 kg	1372.90	1098.30	1379.40	1103.50
	(d) exceeds 4 535 kg	1490.00	1192.00	1497.00	1197.60
(xii)	Security Officer:	1668.00	1334.40	1675.60	1340.50
(xiii)	Watchman:	1286.90	1029.50	1293.00	1034.40
(xiv)	Employee not elsewhere specified:				
	(i) Qualified:	1340.10	1072.10	1346.20	1077.00
	(ii) Learners:				
	first six months of experience	722.70	578.20	726.10	580.90
	second six months of experience	876.70	701.40	880.80	704.60
	third six months of experience	1031.30	825.00	1036.20	829.00
	next four months of experience	1185.40	948.30	1191.00	952.80
	Thereafter, the wage specified in (xiv)(i) i.e.	1340.10	1072.10	1346.20	1077.00

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
(xv)	Seamer, Mender of socks, Sorter, Cleaner (i.e. an employee engaged in cleaning garments and/or fabrics), Grader, Sampler (i.e. an employee engaged in the making up of sample cards), Winder, Overlocker for seconds in socks and/or Examiner of knitted fabrics and articles, Backwinder, Drawthreader, Pre-and Post-boarder or Former, Precutter, Presser, Turner, Operator of calender, slitting, setting or steaming machine, Operator of brushing, raising and/or cropping machine, Operator of dye machine, Operator of drying and/or hydro-extracting machine, employee engaged in Transferring and/or Labelling, Trimming off surplus threads, Folding, Carding and/or Packing, Waxring Maker, Boiler Attendant, Creeler, Teamaker, Despatch Packer, Parcel Maker, General Worker and Floor Walker/Runner:	1090.70	872.60	1095.70	876.60
(xvi)	General Worker/Traveller's Assistant, Cloakroom Supervisor and/or Attendant, Teamaker employed after 30-06-1987:	938.80	751.00	943.20	754.60
(xvii)	All employees classified in (xv) and who were employed after 30-06-1987, other than general worker, traveller's assistant, cloakroom supervisor and/or attendant and teamaker:				
	(i) Qualified:	938.80	751.00	943.20	754.60
	(ii) Learners:				
	first six months of experience	722.70	578.20	726.10	580.90
	second six months of experience	794.30	635.40	798.10	638.50
	third six months of experience	867.10	693.70	871.00	696.80
	Thereafter, the wage specified in (xvii) (i) i.e.	938.80	751.00	943.20	754.60
<p>NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.</p>					

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3. In clause 8, substitute the following new sub-clause (11)(a), for the existing sub-clause (11)(a):

“(11) (a) Family Responsibility Leave:

This clause applies to an employee –

- (i) Who has been in employment for a period of four months; and
 - (ii) Who works for at least four days a week for that employer.
- (b) An employer must grant an employee, during each annual leave cycle, three (3) days paid family responsibility leave; two (2) days' pay from 1 September 2016 and the remaining one (1) day's pay effective from 1 September 2017, which the employee shall be entitled to take-
- (i) when the employee's child is born;
 - (ii) when the employee's child is sick; or
 - (iii) in the event of the death of-
 - (aa) the employee's spouse or life partner; or
 - (ab) the employee's parent, adoptive parent, grandparent, child, adopted child, grandchild or sibling;
- (c) An employee may take family responsibility leave in respect of the whole or a part of a day.
- (d) Before granting an employee family responsibility leave, in terms of this subclause, an employer may require reasonable proof of an event contemplated in subclause (1) (a) for which the leave was required.

- (e) An employee's unused entitlement to leave in terms of this subclause shall lapse at the end of the annual leave cycle in which it accrues.
- (f) Exclusions: The provisions of this clause shall not apply to a watchman: Provided that a watchman shall be granted four weeks' holiday leave on full pay, plus payment of an amount equal to one-quarter of his weekly wage, during each period of 12 months, employment: Provided further that should such watchman's employment be terminated before such leave is granted, he shall be paid in lieu of such leave two-an-one-fifth times his daily wage in respect of each completed month of employment, calculated from the date of commencement of his employment or from the first pay day after the last 12 months' period in respect of which he was granted four weeks' holiday leave, as specified in this subclause.

For the purposes of this subclause, the daily wage of a watchman shall be one-sixth of his weekly wage.

4. In sub-clause 11(2)(a), substitute the new expression "up to a maximum of R2,45 per week " for the existing expression "up to a maximum of R2,27 per week".
5. In sub-clause 11(2)(b), substitute the new expression "up to a maximum of R2,65 per week " for the existing expression "up to a maximum of R2,45 per week".
6. In clause 13C, insert the following new sub-clause (2):

"(2) Shopstewards Time Off

- (a) For all areas, paid time off for head shop stewards for union activities shall be improved by 1 additional day's pay per annum.
- (b) Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC."

7. In clause 13E(1), substitute the new expression, "37 cents" for the existing expression "34 cents".
8. In clause 13F(2), substitute the new expression, "56 cents" for the existing expression "53 cents".
9. In clause 19(4), substitute the new expression "R21,35 per employee per week" for the existing expression "R19,77".
10. In clause 19(5), substitute the new expression "R21,35" for the existing expression "R19,77".
11. In clause 20(2)(b), substitute the new expression "R6,67" for the existing expression "R6,18".
12. In clause 22(1), insert the following new sub-clause 22(1)(h) :

"(h) Provident Fund Contributions

- (i) The Fund continues as part of this Agreement and registered with the

Financial Services Board (FSB) and administered in accordance with the Pension Funds Act, 1956 (Act 24 of 1956) (as amended).

- (ii) Every employee under the jurisdiction of this Part of the Agreement shall be a member of the Provident Fund and the Rules of the Fund as registered and amended from time to time in terms of the Pension Fund Act shall apply
- (iii) The Council shall ensure compliance with the Rules of the Fund relating to the payment of contributions and the submission of monthly returns and follow its dispute resolution procedure to obtain such compliance.
- (iv) The Fund shall be administered in accordance with the Fund Rules specified for this purpose by the Fund's Board of Trustees with the approval of the Financial Services Board and in terms of the Pension Fund Act
- (v) Auditors as defined in the applicable law shall be appointed by the Board of Trustees who shall audit the account of the Fund in compliance with the relevant legislation
- (vi) A copy of the annual audited financial statement and the Approved Rules by the Financial Services Board shall be submitted to the Registrar of Labour Relations as well as the Financial Services Board."

13. In Clause 30, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Transvaal Clothing Manufacturers' Association (TCMA)", wherever it appears in Clause 30.

14. In clause 30(5), substitute the new expression "18 cents per week" for the existing expression "17 cents per week".
15. In clause 31(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".
16. In clause 34, insert the following new sub-clause 8.8 and delete the existing sub-clause 8.8:

"8.8 Nothing in clause 4 or clause 5 of this agreement shall have the effect of downward migration of conditions of employment for any current employee."

17. Insert the following new Clause 37:

"CLAUSE 37: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES

The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply."

8. PART F (PROVISIONS FOR THE WESTERN CAPE REGION (CLOTHING))

1. In clause 1(2)(b), substitute the new expression "R109 848,00 per annum" for the existing expression "R101 712,00 per annum".

2. In clause 3, substitute the existing expression "**Level B Compliance**", for the following new expression:

"Level B Compliance Registration" means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint."

3. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
Part A - Cutting Department					
Head Cutter		2103.50	1683.00	2112.50	1690.00
Pattern Maker:					
(a)	Qualified	2103.50	1683.00	2112.50	1690.00
(b)	Learner				
First year					
	First six months of experience	1178.50	943.00	1182.50	946.00
	Second six months of experience	1301.50	1041.00	1305.50	1044.50
Second year					
	First six months of experience	1423.50	1139.00	1430.00	1144.00
	Second six months of experience	1554.00	1243.00	1562.00	1249.50
Third year					
	First six months of experience	1695.00	1356.00	1702.00	1361.50
	Next four months of experience	1829.50	1463.50	1838.00	1470.50
	Thereafter, the wage specified in (a), i.e.	2103.50	1683.00	2112.50	1690.00
Pattern Grader					
(a)	Qualified	1697.00	1357.50	1703.50	1363.00
(b)	Learner				
First year					
	First six months of experience	1107.50	886.00	1114.00	891.00
	Second six months of experience	1178.50	943.00	1182.50	946.00
Second year					
	First six months of experience	1247.50	998.00	1254.50	1003.50
	Second six months of experience	1337.00	1069.50	1343.00	1074.50
Third year					
	First six months of experience	1423.50	1139.00	1430.00	1144.00
	Next four months of experience	1515.00	1212.00	1523.00	1218.50
	Thereafter, the wage specified in (a), i.e.	1697.00	1357.50	1703.50	1363.00
Cutter, lay-maker:					
(a)	Qualified	1637.50	1310.00	1643.00	1314.50
(b)	Learner				
First year					
	First six months of experience	994.00	795.00	999.50	799.50
	Second six months of experience	1094.50	875.50	1099.00	879.00
Second year					
	First six months of experience	1193.50	955.00	1199.50	959.50
	Second six months of experience	1305.50	1044.50	1313.50	1051.00
Third year					
	First four months of experience	1432.00	1145.50	1439.50	1151.50
	Thereafter, the wage specified in (a), i.e.	1637.50	1310.00	1643.00	1314.50
Interlining cutter, trimmer, leather cutter and tie cutter					
(a)	Qualified	1180.00	944.00	1185.00	948.00
(b)	Learner				
First year					

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
	First six months of experience	885.50	708.50	889.00	711.00
	Second six months of experience	938.50	751.00	942.50	754.00
	Second year				
	First six months of experience	988.00	790.50	992.50	794.00
	Second six months of experience	1040.00	832.00	1045.50	836.50
	Third year				
	First four months of experience	1091.50	873.00	1095.50	876.50
	Thereafter, the wage specified in (a), i.e.	1180.00	944.00	1185.00	948.00
(c)	If advanced to learner cutter:				
	First six months from date of advancement	1278.50	1023.00	1285.00	1028.00
	Second six months from date of advancement	1432.00	1145.50	1439.50	1151.50
	Thereafter, the wage specified for a qualified cutter, i.e.	1637.50	1310.00	1643.00	1314.50
Layer-up:					
(a)	Qualified	1017.00	813.50	1021.00	817.00
(b)	Learner				
	First year				
	First six months of experience	856.50	685.00	859.50	687.50
	Second six months of experience	885.50	708.50	889.00	711.00
	Second year				
	First six months of experience	925.00	740.00	930.00	744.00
	Thereafter, the wage specified in (a), i.e.	1017.00	813.50	1021.00	817.00
(c)	If advanced to learner cutter:				
	First six months from date of advancement	1017.00	813.50	1021.00	817.00
	Second six months from date of advancement	1193.50	955.00	1199.50	959.50
	Third six months from date of advancement	1305.50	1044.50	1313.50	1051.00
	Fourth six months from date of advancement	1432.00	1145.50	1439.50	1151.50
	Thereafter, the wage specified for a qualified cutter, i.e.	1637.50	1310.00	1643.00	1314.50
(d)	If advanced to learner interlining cutter, learner trimmer, learner leather cutter or learner tie cutter:				
	First six months from date of advancement	1017.00	813.50	1021.00	817.00
	Second six months from date of advancement	1091.50	873.00	1095.50	876.50
	Thereafter, the wage specified for a qualified interlining cutter, trimmer, leather cutter or tie cutter, i.e.	1180.00	944.00	1185.00	948.00
(e)	If advanced to fitter-up:				
	First six months from date of advancement	1017.00	813.50	1021.00	817.00
	Second six months from date of advancement	1054.50	843.50	1058.00	846.50

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DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
			R	R	R	R
		Third six months from date of advancement	1107.50	886.00	1114.00	891.00
		Fourth six months from date of advancement	1180.00	944.00	1185.00	948.00
		Thereafter, the wage specified for fitter-up, i.e.	1301.50	1041.00	1305.50	1044.50
Clicker:						
	(a)	Qualified	1217.00	973.50	1222.50	978.00
	(b)	Learner				
		First year	912.00	729.50	916.50	733.00
		Second year	1040.00	832.00	1045.50	836.50
		Thereafter, the wage specified in (a) i.e.	1217.00	973.50	1222.50	978.00
Tracer:						
	(a)	Qualified	1141.50	913.00	1146.00	917.00
	(b)	Learner				
		First year				
		First six months of experience	912.00	729.50	916.50	733.00
		Second six months of experience	976.50	781.00	981.00	785.00
		Second year				
		First six months of experience	1033.00	826.50	1037.50	830.00
		Thereafter, the wage specified in (a), i.e.	1141.50	913.00	1146.00	917.00
Part B - Factory Operatives						
Clothing machine mechanic:						
	(a)	Qualified	2103.50	1683.00	2112.50	1690.00
	(b)	Learner				
		First year				
		First six months of experience	1178.50	943.00	1182.50	946.00
		Second six months of experience	1301.50	1041.00	1305.50	1044.50
		Second year				
		First six months of experience	1423.50	1139.00	1430.00	1144.00
		Second six months of experience	1554.00	1243.00	1562.00	1249.50
		Third year				
		First four months of experience	1695.00	1356.00	1702.00	1361.50
		Second four months of experience	1829.50	1463.50	1838.00	1470.50
		Thereafter, the wage specified in (a), i.e.	2103.50	1683.00	2112.50	1690.00
Clothing technician:						
	(a)	Qualified	2103.50	1683.00	2112.50	1690.00
	(b)	Learner				
		First year				
		First six months of experience	1178.50	943.00	1182.50	946.00
		Second six months of experience	1301.50	1041.00	1305.50	1044.50
		Second year				
		First six months of experience	1423.50	1139.00	1430.00	1144.00

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivise d Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivit y Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employee s on Incentivise d Scheme Effective 1 September 2016 = 80%
		R	R	R	R
	Second six months of experience	1554.00	1243.00	1562.00	1249.50
	Third year				
	First six months of experience	1695.00	1356.00	1702.00	1361.50
	Next four months of experience	1829.50	1463.50	1838.00	1470.50
	Thereafter, the wage specified in (a), i.e.	2103.50	1683.00	2112.50	1690.00
Grade A employee:					
(a)	Qualified	1301.50	1041.00	1305.50	1044.50
(b)	Learner				
	First year				
	First six months of experience	915.50	732.50	919.00	735.00
	Second six months of experience	987.00	789.50	990.50	792.50
	Second year				
	First six months of experience	1054.50	843.50	1058.00	846.50
	Second six months of experience	1107.50	886.00	1114.00	891.00
	Third year				
	First four months of experience	1180.00	944.00	1185.00	948.00
	Thereafter, the wage specified in (a), i.e.	1301.50	1041.00	1305.50	1044.50
Grade B employee:					
(a)	Qualified	1112.00	889.50	1116.00	893.00
(b)	Learner				
	First year				
	First six months of experience	901.50	721.00	906.50	725.00
	Second six months of experience	949.50	759.50	953.00	762.50
	Second year				
	First six months of experience	997.00	797.50	1001.00	801.00
	Thereafter, the wage specified in (a), i.e.	1112.00	889.50	1116.00	893.00
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	1112.00	889.50	1116.00	893.00
	Second six months from date of advancement	1144.50	915.50	1149.50	919.50
	Third six months from date of advancement	1180.00	944.00	1185.00	948.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1301.50	1041.00	1305.50	1044.50
Grade C employee:					
(a)	Qualified	987.00	789.50	990.50	792.50
(b)	Learner				
	First year				
	First six months of experience	884.00	707.00	888.00	710.50
	Second six months of experience	909.00	727.00	913.50	731.00
	Thereafter, the wage specified in (a), i.e.	987.00	789.50	990.50	792.50
(c)	If advanced to Grade B employee:				
	First six months from date of	987.00	789.50	990.50	792.50

DESCRIPTION			GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
			R	R	R	R
		advancement				
		Second six months from date of advancement	997.00	797.50	1001.00	801.00
		Thereafter, the wage specified for a qualified Grade B employee, i.e.	1112.00	889.50	1116.00	893.00
Underpresser, blocker:						
	(a)	Qualified	997.00	797.50	1001.00	801.00
	(b)	Learner				
		First year				
		First six months of experience	856.50	685.00	859.50	687.50
		Second six months of experience	885.50	708.50	889.00	711.00
		Second year				
		First six months of experience	925.00	740.00	930.00	744.00
		Thereafter, the wage specified in (a), i.e.	997.00	797.50	1001.00	801.00
	(c)	If advanced to learner presser:				
		First six months from date of advancement	997.00	797.50	1001.00	801.00
		Second six months from date of advancement	1180.00	944.00	1185.00	948.00
		Thereafter, the wage specified for a qualified Grade A employee, i.e.	1301.50	1041.00	1305.50	1044.50
Part C - Clerical employees						
Clerk						
	(a)	Qualified	1432.00	1145.50	1439.50	1151.50
	(b)	Learner				
		First year	1057.00	845.50	1061.00	849.00
		Second year	1149.00	919.00	1154.50	923.50
		Third year				
		First four months of experience	1255.50	1004.50	1261.00	1009.00
		Thereafter, the wage specified in (a), i.e.	1432.00	1145.50	1439.50	1151.50
Factory Clerk						
	(a)	Qualified	1075.00	860.00	1081.00	865.00
	(b)	Learner				
		First year	856.50	685.00	859.50	687.50
		Second year	912.00	729.50	916.50	733.00
		Third year				
		First four months of experience	987.00	789.50	990.50	792.50
		Thereafter, the wage specified in (a), i.e.	1075.00	860.00	1081.00	865.00
Part D - General						
		Boiler attendant	1020.50	816.50	1025.50	820.50
		Despatch packer	1054.50	843.50	1058.00	846.50
		General Worker	987.00	789.50	990.50	792.50

DESCRIPTION		GROUP A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%	GROUP B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New Employees on Incentivised Scheme Effective 1 September 2016 = 80%
		R	R	R	R
	Labourer	997.00	797.50	1001.00	801.00
	Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -				
	(a) does not exceed 1 360 kg	1054.50	843.50	1058.00	846.50
	(b) exceeds 1 360 but not 2 720 kg	1094.50	875.50	1099.00	879.00
	(c) exceeds 2 720 kg	1247.50	998.00	1254.50	1003.50
	Supervisor, quality controller and instructor	1337.00	1069.50	1343.00	1074.50
	Traveller's driver	1094.50	875.50	1099.00	879.00
	Watchman or caretaker, whose ordinary hours of work are -				
	(a) less than 60 hours per week	1137.00	909.50	1142.50	914.00
	(b) 60 hours per week	1193.50	955.00	1199.50	959.50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.					

4. In clause 4(1)(b), substitute the existing wage schedule with the following new wage schedule (for millinery establishments):

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%
		R	R	R	R
	Blocker				
	(a) Qualified	1 038.00	830.50	1 042.50	834.00
	(b) Learner				
	First year				
	First six months of experience	718.00	574.50	722.00	577.50

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DESCRIPTION		Group A (i.e. employee s on the 0.5% Productiv ity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employee s on Incentiv ed Scheme effective 1 Septembe r 2016 = 80%	Group B (i.e. employee s NOT on the 0.5% Productiv ity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employee s on Incentiv ed Scheme effective 1 Septembe r 2016 = 80%
		R	R	R	R
	Second six months of experience	801.50	641.00	805.00	644.00
	Second year				
	First six months of experience	877.50	702.00	882.50	706.00
	Second six months of experience	958.50	767.00	963.50	771.00
	Thereafter, the wage specified in (a), i.e.	1 038.00	830.50	1 042.50	834.00
Chopper-Out (Millinery)/Trimmer (Millinery)/Packer (Millinery):					
(a)	Qualified	857.00	685.50	861.00	689.00
(b)	Learner				
	First year				
	First six months of experience	718.00	574.50	722.00	577.50
	Second six months of experience	746.50	597.00	750.50	600.50
	Second year				
	First six months of experience	772.50	618.00	776.00	621.00
	Second six months of experience	802.50	642.00	806.00	645.00
	Third year				
	First four months of experience	829.00	663.00	832.50	666.00
	Thereafter, the wage specified in (a), i.e.	857.00	685.50	861.00	689.00
Clerk					
(a)	Qualified	1 432.00	1 145.50	1 439.50	1 151.50
(b)	Learner				
	First year	1 057.00	845.50	1 061.00	849.00
	Second year	1 149.00	919.00	1 154.50	923.50
	Third year				
	First four months of experience	1 255.50	1 004.50	1 261.00	1 009.00
	Thereafter, the wage specified in (a), i.e.	1 432.00	1 145.50	1 439.50	1 151.50
General Worker (Millinery)		848.00	678.50	851.50	681.00
Grade 1 Employee (Millinery):					
(a)	Qualified	839.00	671.00	842.00	673.50
(b)	Learner				
	First year				
	First six months of experience	718.00	574.50	722.00	577.50
	Second six months of experience	747.50	598.00	753.00	602.50
	Second year				
	First six months of experience	790.50	632.50	793.50	635.00
	Thereafter, the wage specified in (a), i.e.	839.00	671.00	842.00	673.50
Milliner:					

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%
		R	R	R	R
(a)	Qualified	907.00	725.50	911.50	729.00
(b)	Learner				
	First year				
	First six months of experience	718.00	574.50	722.00	577.50
	Second six months of experience	763.50	611.00	766.50	613.00
	Second year				
	First six months of experience	765.50	612.50	768.50	615.00
	Second six months of experience	801.00	641.00	804.50	643.50
	Third year				
	First six months of experience	837.00	669.50	839.50	671.50
	Next four months of experience	877.50	702.00	882.50	706.00
	Thereafter, the wage specified in (a) i.e.	907.00	725.50	911.50	729.00
Millinery Machinist:					
(a)	Qualified	916.50	733.00	921.00	737.00
(b)	Learner				
	First year				
	First six months of experience	718.00	574.50	722.00	577.50
	Second six months of experience	783.00	626.50	787.00	629.50
	Second year				
	First six months of experience	830.00	664.00	834.50	667.50
	Thereafter, the wage specified in (a), i.e.	916.50	733.00	921.00	737.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -					
(a)	does not exceed 2268 kg	1 088.00	870.50	1 094.00	875.00
(b)	exceeds 2268	1 149.50	919.50	1 155.00	924.00
Plain Sewer (Millinery):					
(a)	Qualified	857.00	685.50	861.00	689.00
(b)	Learner				
	First year				
	First six months of experience	718.00	574.50	722.00	577.50
	Second six months of experience	756.00	605.00	761.00	609.00
	Second year				
	First six months of experience	805.50	644.50	808.50	647.00
	Thereafter, the wage specified in (a), i.e.	857.00	685.50	861.00	689.00
Supervisor (Millinery)		1 229.00	983.00	1 235.00	988.00
Watchman or Caretaker (Millinery)		1 240.00	992.00	1 245.00	996.00

DESCRIPTION	Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%
	R	R	R	R
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.				

5. In clause sub-clause 4(9), substitute the following new expression, "read with subclause (12)", for the existing expression, "read with subclause (10)".
6. In clause sub-clause 4(11), substitute the following new expression, "read with subclause(12)", for the existing expression, "read with subclause (10)".
7. In clause 4(13) substitute the year "2016" for the year "2015".
8. In sub-clause 11(4), substitute the following new subclause (4)((a),(b), (c) and (d), for the existing sub-clause 11(4):

"(4) Public Holidays:

- (a) An employee other than a casual employee, shall be entitled to leave on full pay in respect of the following public holidays;

New Year's Day, Human Rights Day, Good Friday, Family Day, Freedom Day, Workers' Day, Youth Day, National Women's Day, Heritage Day, Day of Reconciliation, Christmas Day and Day of Goodwill.

- (b) If an employee does not work on a Public holiday as defined in sub clause (a) above:-
- (i) which falls on a day which otherwise is an ordinary working day for him, his employer shall pay, in respect of that public holiday an amount not less than the remuneration payable to him in respect of the time (excluding overtime) which is ordinarily worked by him on that day of the week;
 - (ii) which falls on a Saturday or during the period of annual leave referred to in clause 15, his employer shall pay, in respect of that public holiday an amount not less than one fifth of his ordinary weekly wage.
- (c) If an employee is required or permitted to work on such holiday he shall be paid in addition to his normal wage in respect of such holiday wages at straight time in respect of the hours so worked:
- (d) Notwithstanding the provisions of this subclause, an employee who absents himself from work on any ordinary working day immediately preceding and/or immediately following any public holiday, shall not be

paid for such public holiday unless such absence is on account of medically certificated sickness."

9. In sub-clause 22(2)(a), substitute the new expression "R2,47 per week." for the existing expression "an amount of R2,29 per week".
10. In sub-clause 22(2)(b), substitute the new expression "R3,96 per week" for the existing expression "R3,67 per week".
11. In clause 22(3)(b), substitute the new expression, for the existing expression in sub-clause (3)(b):

"Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 14th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus two % per annum:"

12. In clause 26(4)(b), substitute the new expression "R10,26" for the existing expression "R9,50" in Group 1 and the new expression "R12,24" for the existing expression "R11,33" in Group 2 and the new expression "R13,35" for the existing expression "R12,36" in Group 3 and the new expression "R22,80" for the existing expression "R21,11" in Group 4, respectively.
13. In clause 27(3), substitute the new expression "38 cents per week" for the existing expression "35 cents per week".

14. In clause 27(4), substitute the new expression "57 cents per week" for the existing expression "53 cents per week".

15. In clause 33, substitute the following new sub-clause (4), for the existing sub-clause (4):

"(4) In addition to the leave granted in (3) above, shop stewards shall be eligible for and have access to further paid leave to attend to trade union duties. This additional leave shall be calculated at six days per annum per shop steward and the head shop steward shall be eligible to an additional 1 (one) day paid time off. At each establishment this additional leave shall be pooled and the shop stewards shall be entitled to use the additional leave so pooled to attend to trade union duties in any manner that the trade union deems fit. Provided that in establishments employing five or fewer employees, the trade union shall give the employer ten days' written notice of the activity for which it seeks time off in terms of this clause.

16. In clause 33, renumber the existing sub-clause (5) and (6), to read "(6)" and "(7)".

17. In clause 33, insert the following new sub-clause (5):

"(5) Payment of shop stewards for attending bargaining council or related meetings -

Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade

union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC.”

18. In clause 35, substitute the following new clause 35, for the existing clause 35:

“35. PATERNITY AND FAMILY RESPONSIBILITY LEAVE

(1) Paternity Leave

Male employees, regardless of marital status, shall be entitled, subject to prior arrangement, to a maximum of three days' unpaid paternity leave per annum. The employer is entitled to require proof of paternity.

(2) Family Responsibility Leave

- (a) An employer must grant an employee, during each annual leave cycle three (3) days paid family responsibility leave, two (2) days' pay from 1 September 2016, and the one (1) days' pay effective from 1 September 2017.

- (b) This clause applies to an employee –

- (iii) Who has been in employment for a period of four months; and
(iv) Who works for at least four days a week for that employer”

19. In clause 37, insert the following new sub-clause 8.8 and delete the existing sub-clause 8.8:

"8.8 Nothing in clause 4 or clause 5 of this agreement shall have the effect of downward migration of conditions of employment for any current employee."

20. In clause 38, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Clothing Manufacturers' Association (CCA)", wherever it appears in clause 38.
21. In clause 38(5), substitute the new expression "25 cents per week" for the existing expression "23 cents per week".
22. In clause 39, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Clothing Manufacturers' Association (CCA)", wherever it appears in clause 39.
23. In clause 39(3), substitute the new expression "45 cents per week" for the existing expression "42 cents per week".
24. In clause 40, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Clothing Manufacturers' Association (CCA)", wherever it appears in clause 40.
25. In clause 41(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".

26. Insert the following new Clause 49:

“CLAUSE 49: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES

The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply.”

27. Insert the following new Clause 50:

“50. PROVIDENT FUND CONTRIBUTIONS

- (a) The Fund continues as part of this Agreement and registered with the Financial Services Board (FSB) and administered in accordance with the Pension Funds Act, 1956 (Act 24 of 1956) (as amended).
- (b) Every employee under the jurisdiction of this Part of the Agreement shall be a member of the Provident Fund and the Rules of the Fund as registered and amended from time to time in terms of the Pension Fund Act shall apply
- (c) The Council shall ensure compliance with the Rules of the Fund

relating to the payment of contributions and the submission of monthly returns and follow its dispute resolution procedure to obtain such compliance.

- (d) The Fund shall be administered in accordance with the Fund Rules specified for this purpose by the Fund's Board of Trustees with the approval of the Financial Services Board and in terms of the Pension Fund Act
- (e) Auditors as defined in the applicable law shall be appointed by the Board of Trustees who shall audit the account of the Fund in compliance with the relevant legislation
- (f) A copy of the annual audited financial statement and the Approved Rules by the Financial Services Board shall be submitted to the Registrar of Labour Relations as well as the Financial Services Board."

9. PART G (PROVISIONS FOR THE WESTERN CAPE REGION (COUNTRY AREAS))

1. In clause 3, substitute the existing expression "**Level B Compliance**", for the following new expression:

"Level B Compliance Registration" means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption

from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint.”

2. In clause 1(2)(b), substitute the new expression “R83 124.00 per annum” for the existing expression “R76 962.00 per annum”.
3. Subject to the provisions of this part of the Agreement, the minimum wages that shall be paid to and accepted by the undermentioned classes of employees shall be as follows:

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
		R	R	R	R
Part A - Cutting Department					
	Head Cutter	1 591.50	1 273.00	1598.50	1279.00
	Pattern Maker:				
	(a) Qualified	1 591.50	1 273.00	1598.50	1279.00
	(b) Learner				
	First year				
	First six months of experience	958.00	766.50	963.50	771.00
	Second six months of experience	1 041.50	833.00	1046.00	837.00
	Second year				
	First six months of experience	1 128.50	903.00	1134.00	907.00
	Second six months of experience	1 216.00	973.00	1220.50	976.50
	Third year				
	First four months of experience	1 311.50	1 049.00	1316.00	1053.00
	Thereafter, the wage specified in (a), i.e.	1 591.50	1 273.00	1598.50	1279.00
	Pattern Grader				
	(a) Qualified	1 315.00	1 052.00	1320.50	1056.50
	(b) Learner				
	First year				

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
		R	R	R	R
	First six months of experience	903.50	723.00	907.00	725.50
	Second six months of experience	958.00	766.50	963.50	771.00
	Second year				
	First six months of experience	1 010.50	808.50	1015.00	812.00
	Second six months of experience	1 066.50	853.00	1071.50	857.00
	Third year				
	First six months of experience	1 128.50	903.00	1134.00	907.00
	Next four months of experience	1 189.50	951.50	1194.00	955.00
	Thereafter, the wage specified in (a), i.e.	1 315.00	1 052.00	1320.50	1056.50
Cutter, lay-maker:					
(a)	Qualified	1 271.00	1 017.00	1277.50	1022.00
(b)	Learner				
	First year				
	First six months of experience	828.50	663.00	831.00	665.00
	Second six months of experience	899.50	719.50	903.50	723.00
	Second year				
	First six months of experience	972.00	777.50	974.00	779.00
	Second six months of experience	1 047.50	838.00	1052.50	842.00
	Third year				
	First six months of experience	1 135.50	908.50	1140.00	912.00
	Next four months of experience	1 271.00	1 017.00	1277.50	1022.00
Interlining cutter, trimmer, leather cutter and tie cutter					
(a)	Qualified	963.00	770.50	965.00	772.00
(b)	Learner				
	First year				
	First six months of experience	757.00	605.50	758.50	607.00
	Second six months of experience	790.50	632.50	792.50	634.00
	Second year				
	First six months of experience	826.00	661.00	829.50	663.50
	Second six months of experience	861.00	689.00	863.00	690.50
	Third year				
	First four months of experience	898.00	718.50	900.00	720.00
	Thereafter, the wage specified in (a) i.e.	963.00	770.50	965.00	772.00
(c)	If advanced to learner cutter:				
	First six months from date of advancement	1 029.00	823.00	1033.00	826.50
	Second six months from date of advancement	1 135.50	908.50	1140.00	912.00
	Thereafter, the wage specified for a qualified cutter, i.e.	1 271.00	1 017.00	1277.50	1022.00
Layer-up:					
(a)	Qualified	844.50	675.50	846.50	677.00
	First year				

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
		R	R	R	R
	First six months of experience	738.00	590.50	740.50	592.50
	Second six months of experience	757.00	605.50	758.50	607.00
Second year					
	First six months of experience	782.00	625.50	784.00	627.00
	Thereafter, the wage specified in (a), i.e.	844.50	675.50	846.50	677.00
(b)	If advanced to learner cutter:				
	First six months from date of advancement	844.50	675.50	846.50	677.00
	Second six months from date of advancement	972.00	777.50	974.00	779.00
	Third six months from date of advancement	1 047.50	838.00	1052.50	842.00
	Fourth six months from date of advancement	1 135.50	908.50	1140.00	912.00
	Thereafter, the wage specified for a qualified cutter, i.e.	1 271.00	1 017.00	1277.50	1022.00
Clicker:					
(a)	Qualified	988.00	790.50	990.50	792.50
(b)	Learner				
	First year of experience	774.50	619.50	776.00	621.00
	Second year of experience	861.00	689.00	863.00	690.50
	Thereafter, the wage specified in (a), i.e.	988.00	790.50	990.50	792.50
Tracer:					
(a)	Qualified	935.50	748.50	938.00	750.50
(b)	Learner				
	First year				
	First six months of experience	774.50	619.50	776.00	621.00
	Second six months of experience	817.00	653.50	819.50	655.50
	Second year				
	First six months of experience	856.50	685.00	861.00	689.00
	Thereafter, the wage specified in (a), i.e.	935.50	748.50	938.00	750.50
Part B - Factory Operatives					
Clothing machine mechanic:					
(a)	Qualified	1 591.50	1 273.00	1598.50	1279.00
(b)	Learner				
	First year				
	First six months of experience	958.00	766.50	963.50	771.00
	Second six months of experience	1 041.50	833.00	1046.00	837.00
	Second year				
	First six months of experience	1 128.50	903.00	1134.00	907.00
	Second six months of experience	1 216.00	973.00	1220.50	976.50
	Third year				

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentive Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentive Scheme effective 1 September 2016 = 80%
		R	R	R	R
	First six months of experience	1 311.50	1 049.00	1316.00	1053.00
	Next four months of experience	1 406.00	1 125.00	1411.00	1129.00
	Thereafter, the wage specified in (a), i.e.	1 591.50	1 273.00	1598.50	1279.00
Grade A employee:					
(a)	Qualified	1 041.50	833.00	1046.00	837.00
(b)	Learner				
	First year				
	First six months of experience	777.50	622.00	781.50	625.00
	Second six months of experience	825.00	660.00	828.50	663.00
	Second year				
	First six months of experience	868.00	694.50	871.00	697.00
	Second six months of experience	911.50	729.00	915.50	732.50
	Third year				
	First four months of experience	963.00	770.50	965.00	772.00
	Thereafter, the wage specified in (a), i.e.	1 041.50	833.00	1046.00	837.00
Grade B employee:					
(a)	Qualified	882.50	706.00	894.00	715.00
(b)	Learner				
	First year				
	First six months of experience	777.50	622.00	777.50	622.00
	Second six months of experience	803.00	642.50	805.50	644.50
	Second year				
	First six months of experience	828.00	662.50	832.50	666.00
	Thereafter, the wage specified in (a), i.e.	882.50	706.00	894.00	715.00
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	882.50	706.00	894.00	715.00
	Second six months from date of advancement	888.50	711.00	899.50	719.50
	Third six months from date of advancement	927.00	741.50	942.50	754.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1 032.00	825.50	1025.00	820.00
Grade C employee:					
(a)	Qualified	825.00	660.00	828.50	663.00
(b)	Learner				
	First year				
	First six months of experience	754.00	603.00	756.00	605.00
	Second six months of experience	773.50	619.00	775.00	620.00

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
		R	R	R	R
	Thereafter, the wage specified in (a), i.e.	825.00	660.00	828.50	663.00
(c)	If advanced to Grade B employee:				
	First six months from date of advancement	825.00	660.00	828.50	663.00
	Second six months from date of advancement	831.00	665.00	834.00	667.00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	903.50	723.00	907.00	725.50
Underpresser, blocker:					
(a)	Qualified	831.00	665.00	834.00	667.00
(b)	Learner				
	First year				
	First six months of experience	738.00	590.50	740.50	592.50
	Second six months of experience	757.00	605.50	758.50	607.00
	Second year				
	First six months of experience	782.00	625.50	784.00	627.00
	Second six months of experience	831.00	665.00	834.00	667.00
(c)	If advanced to learner presser:				
	First six months from date of advancement	831.00	665.00	834.00	667.00
	Second six months from date of advancement	983.00	770.50	965.00	772.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1 041.50	833.00	1046.00	837.00
Part C - Clerical employees					
Clerk					
(a)	Qualified	1 135.50	908.50	1140.00	912.00
(b)	Learner				
	First year of experience	872.00	697.50	876.50	701.00
	Second year of experience	940.50	752.50	945.50	756.50
	Third year				
	First six months of experience	1 012.00	809.50	1017.50	814.00
	Thereafter, the wage specified in (a), i.e.	1 135.50	908.50	1140.00	912.00
Factory Clerk					
(a)	Qualified	885.50	708.50	889.00	711.00
(b)	Learner				
	First year of experience	737.00	589.50	738.50	591.00
	Second year of experience	775.00	620.00	777.50	622.00
	Third year				
	First six months of experience	822.50	658.00	825.00	660.00
	Thereafter, the wage specified in (a), i.e.	885.50	708.50	889.00	711.00

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentive Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentive Scheme effective 1 September 2016 = 80%
			R	R	R	R
Part D - General						
		Boiler attendant	846.50	677.00	849.00	679.00
		Despatch packer	869.50	695.50	872.00	697.50
		General Worker	821.00	657.00	829.50	663.50
		Labourer	831.00	665.00	834.00	667.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle is as follows -						
	(a)	under 2 720 kg	904.00	723.00	907.50	728.00
	(b)	2 720 kg and over	1 010.50	808.50	1015.00	812.00
		Supervisor, quality controller and instructor	1 066.50	853.00	1071.50	857.00
		Traveller's driver	904.00	723.00	907.50	726.00
Watchman or caretaker, whose ordinary hours of work are -						
	(a)	less than 60 hours per week	931.50	745.00	936.00	749.00
	(b)	60 hours per week	972.00	777.50	974.00	779.00
NB: All employers who employed staff on 2014/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.						

4. In clause sub-clause 4(9), substitute the following new expression, "read with subclause (12)", for the existing expression, "read with subclause (10)".
5. In clause sub-clause 4(11), substitute the following new expression, "read with subclause (12)", for the existing expression, "read with subclause (10)".
6. In clause 4(13) substitute the year "2016" for the year "2015".

7. In sub-clause 11(4), substitute the following new subclause (4)((a),(b), (c) and (d), for the existing sub-clause 11(4):

“(4) Public Holidays:

- (a) An employee other than a casual employee, shall be entitled to leave on full pay in respect of the following public holidays;

New Year’s Day, Human Rights Day, Good Friday, Family Day, Freedom Day, Workers’ Day, Youth Day, National Women’s Day, Heritage Day, Day of Reconciliation, Christmas Day and Day of Goodwill:

- (b) If an employee does not work on a Public holiday as defined in sub clause (a) above:-

- (i) which falls on a day which otherwise is an ordinary working day for him, his employer shall pay, in respect of that public holiday an amount not less than the remuneration payable to him in respect of the time (excluding overtime) which is ordinarily worked by him on that day of the week;
- (ii) which falls on a Saturday or during the period of annual leave referred to in clause 15, his employer shall pay, in respect of that public holiday an amount not less than one fifth of his ordinary weekly wage.

(c) If an employee is required or permitted to work on such holiday he shall be paid in addition to his normal wage in respect of such holiday wages at straight time in respect of the hours so worked:

(d) Notwithstanding the provisions of this subclause, an employee who absents himself from work on any ordinary working day immediately preceding and/or immediately following any public holiday, shall not be paid for such public holiday unless such absence is on account of medically certificated sickness."

8. In sub-clause 22(2)(a), substitute the new expression "R2,56 per week." for the existing expression "an amount of R2,37 per week."
9. In sub-clause 22(2)(b), substitute the new expression "R4,14 per week" for the existing expression "R3,83 per week".
10. In clause 22(3)(b), substitute the new expression, for the existing expression in sub-clause (3)(b):

"Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 14th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus two % per annum:"

11. In clause 27(3), substitute the new expression "37 cents per week" for the existing expression "34 cents per week".
12. In clause 27(4), substitute the new expression "57 cents per week" for the existing expression "53 cents per week".
13. In clause 33, substitute the following new sub-clause (4), for the existing sub-clause (4):

"(4) In addition to the leave granted in (3) above, shop stewards shall be eligible for and have access to further paid leave to attend to trade union duties. This additional leave shall be calculated at six days per annum per shop steward and the head shop steward shall be eligible to an additional 1 (one) day paid time off. At each establishment this additional leave shall be pooled and the shop stewards shall be entitled to use the additional leave so pooled to attend to trade union duties in any manner that the trade union deems fit. Provided that in establishments employing five or fewer employees, the trade union shall give the employer ten days' written notice of the activity for which it seeks time off in terms of this clause.

14. In clause 33, renumber the existing sub-clause (5) and (6), to read "(6)" and "(7)".
15. In clause 33, insert the following new sub-clause (5):

"(5) Payment of shop stewards for attending bargaining council or related meetings -

Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC.”

16. In clause 35, substitute the following new clause 35, for the existing clause 35:

“35. PATERNITY AND FAMILY RESPONSIBILITY LEAVE

(1) Paternity Leave

Male employees, regardless of marital status, shall be entitled, subject to prior arrangement, to a maximum of three days' unpaid paternity leave per annum. The employer is entitled to require proof of paternity.

(2) Family Responsibility Leave

(a) An employer must grant an employee, during each annual leave cycle three (3) days paid family responsibility leave, two (2) days' pay from 1 September 2016, and the one (1) days' pay effective from 1 September 2017.

(b) This clause applies to an employee –

- (i) Who has been in employment for a period of four months; and
- (ii) Who works for at least four days a week for that employer”

17. In clause 37, insert the following new sub-clause 8.8 and delete the existing sub-clause 8.8:

"8.8 Nothing in clause 4 or clause 5 of this agreement shall have the effect of downward migration of conditions of employment for any current employee."

18. In clause 38, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Clothing Manufacturers' Association (CCA)", wherever it appears in clause 38.

19. In clause 38(5), substitute the new expression "25 cents per week" for the existing expression "23 cents per week".

20. In clause 39, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Clothing Manufacturers' Association (CCA)", wherever it appears in clause 39.

21. In clause 39(3), substitute the new expression "49 cents per week" for the existing expression "45 cents per week".

22. In clause 40, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Clothing Manufacturers' Association (CCA)", wherever it appears in clause 40.

23. In clause 41(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".

24. Insert the following new Clause 49:

"CLAUSE 49: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES

The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply."

25. Insert the following new Clause 50:

"50. PROVIDENT FUND CONTRIBUTIONS

- (a) The Fund continues as part of this Agreement and registered with the Financial Services Board (FSB) and administered in accordance with the Pension Funds Act, 1956 (Act 24 of 1956) (as amended).
- (b) Every employee under the jurisdiction of this Part of the Agreement

shall be a member of the Provident Fund and the Rules of the Fund as registered and amended from time to time in terms of the Pension Fund Act shall apply

- (c) The Council shall ensure compliance with the Rules of the Fund relating to the payment of contributions and the submission of monthly returns and follow its dispute resolution procedure to obtain such compliance.
- (d) The Fund shall be administered in accordance with the Fund Rules specified for this purpose by the Fund's Board of Trustees with the approval of the Financial Services Board and in terms of the Pension Fund Act
- (e) Auditors as defined in the applicable law shall be appointed by the Board of Trustees who shall audit the account of the Fund in compliance with the relevant legislation
- (f) A copy of the annual audited financial statement and the Approved Rules by the Financial Services Board shall be submitted to the Registrar of Labour Relations as well as the Financial Services Board."

10. PART H (PROVISIONS FOR THE WESTERN CAPE REGION (KNITTING))

1. In clause 3, substitute the existing expression "**Level B Compliance**", for the following new expression:

"**Level B Compliance Registration**" means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and

which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint.”

2. In clause 4(1)(a), substitute the existing wage schedule with the following new wage schedule (for clothing establishments):

“

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
		R	R	R	R
Part A - Cutting Department					
Pattern Maker:					
(a)	Qualified	2 103.50	1 683.00	2112.50	1690.00
(b)	Learner				
	First year				
	First six months of experience	1 178.50	943.00	1182.50	946.00
	Second six months of experience	1 301.50	1 041.00	1305.50	1044.50
	Second year				
	First six months of experience	1 423.50	1 139.00	1430.00	1144.00
	Second six months of experience	1 554.00	1 243.00	1562.00	1249.50
	Third year				
	First six months of experience	1 695.00	1 356.00	1702.00	1361.50
	Next four months of experience	1 829.50	1 463.50	1838.00	1470.50
	Thereafter, the wage specified in (a), i.e.	2 103.50	1 683.00	2112.50	1690.00
Pattern Grader					
(a)	Qualified	1 697.00	1 357.50	1703.50	1363.00
(b)	Learner				
	First year				
	First six months of experience	1 107.50	886.00	1114.00	891.00
	Second six months of experience	1 178.50	943.00	1182.50	946.00
	Second year				
	First six months of experience	1 247.50	998.00	1254.50	1003.50
	Second six months of experience	1 337.00	1 069.50	1343.00	1074.50
	Third year				

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
			R	R	R	R
		First six months of experience	1 423.50	1 139.00	1430.00	1144.00
		Next four months of experience	1 515.00	1 212.00	1523.00	1218.50
		Thereafter, the wage specified in (a), i.e.	1 697.00	1 357.50	1703.50	1363.00
Football Jersey Cutter						
	(a)	Qualified	1 180.00	944.00	1185.00	948.00
	(b)	Learner				
		First year				
		First six months of experience	885.50	708.50	889.00	711.00
		Second six months of experience	938.50	751.00	942.50	754.00
		Second year				
		First six months of experience	988.00	790.50	992.50	794.00
		Second six months of experience	1 040.00	832.00	1045.50	836.50
		Third year				
		First four months of experience	1 091.50	873.00	1095.50	876.50
		Thereafter, the wage specified in (a), i.e.	1 180.00	944.00	1185.00	948.00
Layer-up						
	(a)	Qualified	1 017.00	813.50	1021.00	817.00
	(b)	Learner				
		First year				
		First six months of experience	856.50	685.00	859.50	687.50
		Second six months of experience	885.50	708.50	889.00	711.00
		Second year				
		First six months of experience	925.00	740.00	930.00	744.00
		Thereafter, the wage specified in (a), i.e.	1 017.00	813.50	1021.00	817.00
Part B - Factory Operatives						
Grade A employee:						
	(a)	Qualified	1 301.50	1 041.00	1305.50	1044.50
	(b)	Learner				
		First year				
		First six months of experience	915.50	732.50	919.00	735.00
		Second six months of experience	987.00	789.50	990.50	792.50
		Second year				
		First six months of experience	1 054.50	843.50	1058.00	846.50
		Second six months of experience	1 107.50	886.00	1114.00	891.00
		Third year				
		First four months of experience	1 180.00	944.00	1185.00	948.00
		Thereafter, the wage specified in (a), i.e.	1 301.50	1 041.00	1305.50	1044.50
Grade B employee:						
	(a)	Qualified	1 112.00	889.50	1116.00	893.00
	(b)	Learner				
		First year				

DESCRIPTION		Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
		R	R	R	R
	First six months of experience	901.50	721.00	906.50	725.00
	Second six months of experience	949.50	759.50	953.00	762.50
	Second year				
	First six months of experience	997.00	797.50	1001.00	801.00
	Thereafter, the wage specified in (a), i.e.	1 112.00	889.50	1116.00	893.00
(c)	If advanced to Grade A employee:				
	First six months from date of advancement	1 112.00	889.50	1116.00	893.00
	Second six months from date of advancement	1 144.50	915.50	1149.50	919.50
	Third six months from date of advancement	1 180.00	944.00	1185.00	948.00
	Thereafter, the wage specified for a qualified Grade A employee, i.e.	1 301.50	1 041.00	1305.50	1044.50
	Grade C employee:				
(a)	Qualified	987.00	789.50	990.50	792.50
(b)	Learner				
	First year				
	First six months of experience	884.00	707.00	888.00	710.50
	Second six months of experience	909.00	727.00	913.50	731.00
	Thereafter, the wage specified in (a), i.e.	987.00	789.50	990.50	792.50
(c)	If advanced to Grade B employee:				
	First six months from date of advancement	987.00	789.50	990.50	792.50
	Next six months from date of advancement	997.00	797.50	1001.00	801.00
	Thereafter, the wage specified for a qualified Grade B employee, i.e.	1 112.00	889.50	1116.00	893.00
	Part C - Clerical employees				
	Clerk				
(a)	Qualified	1 432.00	1 145.50	1439.50	1151.50
(b)	Learner				
	First year	1 057.00	845.50	1061.00	849.00
	Second year	1 149.00	919.00	1154.50	923.50
	Third year				
	First four months of experience	1 255.50	1 004.50	1261.00	1009.00
	Thereafter, the wage specified in (a), i.e.	1 432.00	1 145.50	1439.50	1151.50
	Factory Clerk				
(a)	Qualified	1 075.00	860.00	1081.00	865.00
(b)	Learner				
	First year	856.50	685.00	859.50	687.50
	Second year	912.00	729.50	916.50	733.00

DESCRIPTION			Group A (i.e. employees on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivised Scheme effective 1 September 2016 = 80%	Group B (i.e. employees NOT on the 0.5% Productivity Incentive Scheme) from 1 Sep 2016 to 31 Aug 2017	New employees on Incentivise d Scheme effective 1 September 2016 = 80%
			R	R	R	R
		Third year				
		First four months of experience	987.00	789.50	990.50	792.50
		Thereafter, the wage specified in (a), i.e.	1 075.00	860.00	1081.00	865.00
Part D - General						
		Boiler attendant	1 020.50	816.50	1025.50	820.50
		Despatch packer	1 054.50	843.50	1058.00	846.50
		General Worker	987.00	789.50	990.50	792.50
		Labourer	997.00	797.50	1001.00	801.00
Motor vehicle driver of a vehicle, the unladen mass of which, together with the unladen mass of any trailer or trailers drawn by such vehicle -						
	(a)	does not exceed 1 360 kg	1 054.50	843.50	1058.00	846.50
	(b)	exceeds 1 360 but not 2 720 kg	1 094.50	875.50	1099.00	879.00
	(c)	exceeds 2 720 kg	1 247.50	998.00	1254.50	1003.50
		Supervisor, quality controller and instructor	1 337.00	1 069.50	1343.00	1074.50
		Traveller's driver	1 094.50	875.50	1099.00	879.00
Watchman or caretaker, whose ordinary hours of work are -						
	(a)	less than 60 hours per week	1 137.00	909.50	1142.50	914.00
	(b)	60 hours per week	1 193.50	955.00	1199.50	959.50
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% Across-the-Board.						

3. In clause 4(12) substitute the year "2016" for the year "2015".
4. In sub-clause 11(4), substitute the following new subclause (4)((a),(b), (c) and (d), for the existing sub-clause 11(4):

"(4) **Public Holidays:**

- (a) An employee other than a casual employee, shall be entitled to leave on full pay in respect of the following public holidays;
New Year's Day, Human Rights Day, Good Friday, Family Day, Freedom Day, Workers' Day, Youth Day, National Women's Day, Heritage Day, Day of Reconciliation, Christmas Day and Day of Goodwill.
- (b) If an employee does not work on a Public holiday as defined in sub clause (a) above:-
- (i) which falls on a day which otherwise is an ordinary working day for him, his employer shall pay, in respect of that public holiday an amount not less than the remuneration payable to him in respect of the time (excluding overtime) which is ordinarily worked by him on that day of the week;
 - (ii) which falls on a Saturday or during the period of annual leave referred to in clause 15, his employer shall pay, in respect of that public holiday an amount not less than one fifth of his ordinary weekly wage.
- (c) If an employee is required or permitted to work on such holiday he shall be paid in addition to his normal wage in respect of such holiday wages at straight time in respect of the hours so worked:

(d) Notwithstanding the provisions of this subclause, an employee who absents himself from work on any ordinary working day immediately preceding and/or immediately following any public holiday, shall not be paid for such public holiday unless such absence is on account of medically certificated sickness."

5. In sub-clause 22(2)(a), substitute the new expression "R2,47 per week." for the existing expression "an amount of R2,29 per week."
6. In sub-clause 22(2)(b), substitute the new expression "R3,96 per week" for the existing expression "R3,67 per week".
7. In clause 22(3)(b), substitute the new expression, for the existing expression in sub-clause (3)(b):

"Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 14th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus two % per annum:"
8. In clause 26(4)(b), substitute the new expression "R10,26" for the existing expression "R9,50" in Group 1 and the new expression "R12,24" for the existing expression "R11,33" in Group 2 and the new expression "R13,35" for the existing expression "R12,36" in Group 3 and the new expression "R22,80" for the existing expression "R21,11" in Group 4, respectively.

9. In clause 27(3), substitute the new expression "38 cents per week" for the existing expression "35 cents per week".
10. In clause 27(4), substitute the new expression "57 cents per week" for the existing expression "53 cents per week".
11. In clause 33, substitute the following new sub-clause (4), for existing sub-clause (4):

"(4) In addition to the leave granted in (3) above, shop stewards shall be eligible for and have access to further paid leave to attend to trade union duties. This additional leave shall be calculated at six days per annum per shop steward and the head shop steward shall be eligible to an additional 1 (one) day paid time off. At each establishment this additional leave shall be pooled and the shop stewards shall be entitled to use the additional leave so pooled to attend to trade union duties in any manner that the trade union deems fit. Provided that in establishments employing five or fewer employees, the trade union shall give the employer ten days' written notice of the activity for which it seeks time off in terms of this clause.

12. In clause 33, renumber the existing sub-clause (5) and (6), to read "(6)" and "(7)".
13. In clause 33, insert the following new sub-clause (5):

"(5) Payment of shop stewards for attending bargaining council or related meetings -

Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC."

14. In clause 35, substitute the following new clause 35, for the existing clause 35:

"35. PATERNITY AND FAMILY RESPONSIBILITY LEAVE

(1) Paternity Leave

Male employees, regardless of marital status, shall be entitled, subject to prior arrangement, to a maximum of three days' unpaid paternity leave per annum. The employer is entitled to require proof of paternity.

(2) Family Responsibility Leave

(a) An employer must grant an employee, during each annual leave cycle three (3) days paid family responsibility leave, two (2) days' pay from 1 September 2016, and the one (1) days' pay effective from 1 September 2017.

(b) This clause applies to an employee –

- (i) Who has been in employment for a period of four months;
and
- (ii) Who works for at least four days a week for that employer"

15. In clause 37, insert the following new sub-clause 8.8 and delete the existing sub-clause 8.8:

"8.8 Nothing in clause 4 or clause 5 of this agreement shall have the effect of downward migration of conditions of employment for any current employee."

16. In clause 38, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Clothing Manufacturers' Association (CCA)", wherever it appears in clause 38.
17. In clause 38(5), substitute the new expression "25 cents per week" for the existing expression "23 cents per week".
18. In clause 39, substitute the following new expression, "South Regional Employers' Associations who are members of the Bargaining Council", for the existing expression "Clothing Manufacturers' Association (CCA)", wherever it appears in clause 39.
19. In clause 39(3), substitute the new expression "45 cents per week" for the existing expression "42 cents per week".
20. In clause 40, substitute the following new expression, "Regional Employers' Associations who are members of the Bargaining Council", for the existing

expression "Clothing Manufacturers' Association (CCA)", wherever it appears in clause 40.

21. In clause 41(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".

22. Insert the following new Clause 49:

"CLAUSE 49: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES

The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply."

23. Insert the following new Clause 50:

"50. PROVIDENT FUND CONTRIBUTIONS

- (a) The Fund continues as part of this Agreement and registered with the Financial Services Board (FSB) and administered in accordance with

the Pension Funds Act, 1956 (Act 24 of 1956) (as amended).

- (b) Every employee under the jurisdiction of this Part of the Agreement shall be a member of the Provident Fund and the Rules of the Fund as registered and amended from time to time in terms of the Pension Fund Act shall apply
- (c) The Council shall ensure compliance with the Rules of the Fund relating to the payment of contributions and the submission of monthly returns and follow its dispute resolution procedure to obtain such compliance.
- (d) The Fund shall be administered in accordance with the Fund Rules specified for this purpose by the Fund's Board of Trustees with the approval of the Financial Services Board and in terms of the Pension Fund Act
- (e) Auditors as defined in the applicable law shall be appointed by the Board of Trustees who shall audit the account of the Fund in compliance with the relevant legislation
- (f) A copy of the annual audited financial statement and the Approved Rules by the Financial Services Board shall be submitted to the Registrar of Labour Relations as well as the Financial Services Board."

16. PART I (PROVISIONS FOR THE NON-METRO AREAS)

1. In clause 3, substitute the existing expression "Level B Compliance", for the following new expression:

“Level B Compliance Registration” means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint.”

2. In clause 4(1), substitute the existing wage schedule with the following new wage schedule:

CATEGORY / OCCUPATION	IN THE MAGISTERIAL DISTRICTS OF CAMPERDOWN, UMZINTO, PAARL, STELLENBOSCH AND UJITENHAGE (NON-METRO A)		ALL OTHER AREAS (NON-METRO B)	
	WAGE RATE PER WEEK FROM 01 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%	WAGE RATE PER WEEK FROM 01 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%
	R	R	R	R
Category A				
0 - 6 months	782.50	626.00	756.50	605.00
Thereafter	837.00	669.50	789.50	631.50
Category B				
0 - 6 months	781.00	625.00	766.00	613.00
7 - 12 months	818.00	654.50	788.50	631.00
13 - 18 months	856.50	685.00	810.50	648.50
Thereafter	906.50	725.00	838.50	671.00
Category C				
0 - 6 months	807.50	646.00	770.00	616.00
7 - 12 months	888.50	711.00	816.50	653.00
13 - 18 months	970.00	776.00	864.50	691.50
19 - 22 months	1 049.00	839.00	916.00	733.00
Thereafter	1 129.00	903.00	968.00	774.50
Category D				

CATEGORY / OCCUPATION	IN THE MAGISTERIAL DISTRICTS OF CAMPERDOWN, UMZINTO, PAARL, STELLENBOSCH AND UITENHAGE (NON-METRO A)		ALL OTHER AREAS (NON-METRO B)	
	WAGE RATE PER WEEK FROM 01 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%	WAGE RATE PER WEEK FROM 01 SEP 2016 TO 31 AUG 2017	NEW EMPLOYEES ON INCENTIVISED SCHEME EFFECTIVE 1 SEPTEMBER 2016 = 80%
	R	R	R	R
0 - 6 months	807.50	648.00	770.00	616.00
7 - 12 months	867.00	693.50	805.00	644.00
13 - 18 months	947.00	757.50	840.00	672.00
19 - 22 months	986.00	789.00	875.50	700.50
Thereafter	1 111.00	889.00	956.50	765.00
Category E				
0 - 6 months	847.50	678.00	793.50	635.00
7 - 12 months	942.00	753.50	850.00	680.00
13 - 18 months	1 050.00	840.00	917.00	733.50
19 - 22 months	1 156.50	925.00	987.00	789.50
Thereafter	1 273.00	1 018.50	1 060.00	848.00
Band Knife Cutter				
0 - 6 months	776.00	621.00	751.50	601.00
7 - 12 months	837.00	669.50	786.50	629.00
13 - 18 months	895.00	716.00	821.50	657.00
19 - 22 months	958.00	766.50	858.50	687.00
Thereafter	1 055.00	844.00	921.00	737.00
Clerical				
0 - 6 months	796.00	637.00	763.00	610.50
7 - 12 months	871.50	697.00	808.00	646.50
13 - 18 months	932.50	746.00	844.00	675.00
Thereafter	1 071.50	857.00	930.00	744.00
Assistant Head Cutter	1 235.00	988.00	1 036.50	829.00
Head Cutter	1 491.00	1 193.00	1 202.00	961.50
Foreperson	1 337.50	1 070.00	1 131.50	905.00
Watchperson	929.50	743.50	841.00	673.00
Driver 1 (454kg)	885.50	708.50	815.50	652.50
Driver 2 (454 - 2722kg)	948.00	758.50	862.50	682.00
Driver 3 (2722 - 4540kg)	1 070.50	856.50	929.50	743.50
Driver 4 (4540kg)	1 249.00	999.00	1 046.00	837.00
NB: All employers who employed staff on 2011/2012 New Entry Wage Dispensation, must with the coming into effect of this Agreement, increase the Weekly Wage for those employees by the agreed Wage Increase of 8% in Non-Metro A and in Non-Metro B for Machinist and all other job categories. Increase of R62.00.				

3. In the new clause 4(9), substitute the year "2016" for the year "2015".
4. In sub-clause 32 (2), substitute the following new table for the existing table:

Employees	Employers
Payable by THE EMPLOYEE by means of a deduction from an employee's wages: Calculated at 0,37% of a qualified machinist's rate of pay in "other areas" as defined in the attached wage schedule (This equates to R3,10 with effect from 1 st September 2016)	Payable by THE EMPLOYER: Calculated at 0,47% of a qualified machinist's rate of pay in "other areas" as defined in the attached wage schedule (This equates to R3,94 with effect from 1 st September 2016)

5. In clause 32 (4), substitute the new expression, for the existing expression in sub-clause (4):

"Should any amount due in terms of subclause (1) not be received by the Regional Chamber by the 14th day after the date on which it is payable, the employer shall pay weekly interest on such amount or such lesser amounts as remain unpaid, calculated at the ruling prime overdraft rate plus two % per annum."

6. In clause 34, insert the following new sub-clause (8):

"(8) Compliance Promotion

- 8.1 All current non-compliant companies which meet a minimum of 80% of the party-to-party *negotiated wage rate* for current employees, shall be regarded as level B compliant, subject to sub-clause 8.2 below.
- 8.2 All companies described in 8.1 above shall achieve 100% wage compliance within a period of 18 months from 1 September 2012, in 6 monthly equal increments, failing which full compliance enforcement including the execution of writs shall apply to them.
- 8.3 The arrears of non-compliant companies shall be ring-fenced in a 'suspense account' at 100% of the verified arrears value and a written time-bound repayment plan agreed with the bargaining council. They should also sign a legally enforceable acknowledgement of debt.
- 8.4 The current policy that allows for a maximum of 6-months as a repayment period for arrears shall be amended, to allow for a maximum eighteen (18) months repayment period with effect from 1 November 2012.
- 8.5 The arrears will become payable in full should the employer become non-compliant, or default on the repayment plan at any time in future, unless otherwise agreed by the parties.

- 8.6 At every future meeting of the National Bargaining Council, each party shall make one practical concrete suggestion on how to further promote compliance in the industry.
- 8.7 The National Bargaining Council General Secretary shall have unfettered authority to serve any writ of execution upon any employer who fails to become compliant in terms of the new compliance provisions envisaged in this agreement, unless the parties agree otherwise.
- 8.8 Nothing in this agreement shall have the effect of downward migration of conditions of employment for any current employee.
- 8.9 The Trade Union shall have the unfettered right to embark on industrial action against any company which fails to implement the terms of this agreement.”
7. In clause 36(6)(a), substitute the new expression “50 cents” for the existing expression “46 cents”.
8. In clause 37, substitute the following new sub-clause (2), for existing sub-clause (2):
- “(2) Duly elected shop stewards are each entitled to ten working days paid leave per calendar year pooled per establishment and the head shop steward shall be eligible to an additional 1 (one) day paid time off, to be used at the

discretion of the trade union for bona fide trade union activities, provided that the employer is given at least ten (10) working days prior notice thereof. (For the purpose of this clause a "working day" shall mean any day excluding a Saturday and Sunday, a public holiday in terms of this part of the Agreement and the period of annual shut-down)"

9. In clause 37, insert the following new sub-clause (3):

"(3) Payment of shop stewards for attending bargaining council or related meetings -

Any day or part thereof used for attending bargaining council or related meetings shall not be debited from normal shop stewards time off for trade union activities. Payment for such days or hours shall be the responsibility of the relevant regional chamber of the NBC."

10. In clause 40(1), substitute the new expression "31 August 2017" for the existing expression "31 August 2016" and the new expression "1 September 2016" for the existing expression "1 September 2015".
11. In clause 42(1), delete the following expression, ", provided this is confirmed in a plant level ballot by the majority of employees".
12. In clause 43(5), substitute the new expression "16 cents" for the existing expression "15 cents".

13. Insert the following new Clause 48:

“CLAUSE 48: JOINT AND SEVERAL LIABILITY FOR COMPLIANT COMPANIES OUTSOURCING AND/OR SUBCONTRACTING TO NON-COMPLIANT COMPANIES

The joint and several liability provisions regarding subcontracting to Non-Compliant companies shall apply to all factories who pay below 80% of the NBC gazetted wage rates. Companies paying between 80% and 100% of the NBC gazetted wage rates may apply to the NBC for Level B Compliance registration, in which case, once approved by the Council, the joint and several liability provisions would not apply.”

12. COLLECTIVE FUND AGREEMENT FOR THE NORTHERN REGION

(1) In clause 3, insert the following new expression **“Level B Compliance”**:

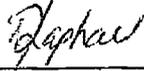
“Level B Compliance Registration” means an employer paying between 80% and 100% of the gazette wage rates, which is registered with the Council and which has registered all permanent and contract employees with the Council, and which has given effect to all collective agreements of the Council which are applicable to it in each of its establishments, or which has received exemption from any collective agreement to the extent of such exemption; who have applied and approved by the Council as level B complaint.”

- (2) In clause 4(1)(a), substitute the new expression "R2,45", for the expression "R2,27".
- (3) In clause 4(1)(b), substitute the new expression "R2,65", for the expression "R2,45".
- (4) In clause 5A(2) (b), substitute the new expression "R22,99" for the existing expression "R21,29".
- (5) In clause 5B(2) (b), substitute the new expression "R22,99" for the existing expression "R21,29".
- (6) In clause 6(5), substitute the new expression "18 cents" for the existing expression "17 cents".
- (7) In clause 7A(2)(b), substitute the new expression "R10,67" for the existing expression "R9,88".
- (8) In clause 7B(2)(b), substitute the new expression "R10,67" for the existing expression "R9,88".
- (9) In clause 16(1), substitute the new expression "38 cents" for the existing expression "35 cents".
- (10) In clause 16(2), substitute the new expression "57 cents" for the existing expression "53 cents".

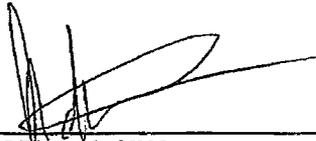
Signed at CAPE TOWN on behalf of the Parties this 10th day of JANUARY 2017.



FREDA OOSTHYSEN
Chairperson



Vice-Chairperson
MARTHIE RAPHAEL



SICELO NDUNA
General Secretary

**CUSTOMS AND EXCISE ACT, 1964.
AMENDMENT OF SCHEDULE NO. 1 (NO. 1/1/1565)**

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.

NO. R. 199



M JONAS

DEPUTY MINISTER OF FINANCE

SCHEDULE

By the insertion of the following:

Heading / Subheading	CD	Article Description	Statistical Unit	Rate of Duty				
				General	EU	EFTA	SADC	MERCOSUR
7219.11.10	5	--- Of a width exceeding 1574 mm	kg	free	free	free	free	free
7219.11.90	3	--- Other	kg	5%	free	free	free	5%
7219.12.10	1	--- Of a width exceeding 1574 mm	kg	free	free	free	free	free
7219.12.90	6	--- Other	kg	5%	free	free	free	5%
7219.13.10	8	--- Of a width exceeding 1574 mm	kg	free	free	free	free	free
7219.13.90	6	--- Other	kg	5%	free	free	free	5%
7219.14.10	4	--- Of a thickness of less than 0,3 mm; of a width exceeding 1574 mm	kg	free	free	free	free	free
7219.14.90	2	--- Other	kg	5%	free	free	free	5%
7219.21.10	8	--- Of a width exceeding 1574 mm	kg	free	free	free	free	free
7219.21.90	8	--- Other	kg	5%	free	free	free	5%
7219.22.10	6	--- Of a width exceeding 1574 mm	kg	free	free	free	free	free
7219.22.90	4	--- Other	kg	5%	free	free	free	5%
7219.23.10	2	--- Of a width exceeding 1574 mm	kg	free	free	free	free	free
7219.23.90	0	--- Other	kg	5%	free	free	free	5%
7219.24.10	9	--- Of a thickness of less than 0,3 mm; of a width exceeding 1574 mm	kg	free	free	free	free	free
7219.24.90	7	--- Other	kg	5%	free	free	free	5%
7219.31.10	4	--- Of a width exceeding 1574 mm	kg	free	free	free	free	free
7219.31.90	2	--- Other	kg	5%	free	free	free	5%
7219.32.10	0	--- Of a width exceeding 1574 mm	kg	free	free	free	free	free
7219.32.90	9	--- Other	kg	5%	free	free	free	5%
7219.33.10	7	--- Of a width exceeding 1574 mm	kg	free	free	free	free	free

SOUTH AFRICAN REVENUE SERVICE

03 MARCH 2017

CONTINUES ON PAGE 130 - PART 2

REGULASIEKOE-
RANT

REGULASIEKOE-
RANT



Regulation Gazette

No. 10696

Regulasiekoerant

Vol. 621

3 March
Maart 2017

No. 40661

PART 2 OF 3

By the insertion of the following:

Heading / Subheading	CD	Article Description	Statistical Unit	Rate of Duty				
				General	EU	EFTA	SADC	MERCOSUR
7219.33.90	5	--- Other	kg	5%	free	free	free	5%
7219.34.10	3	--- Of a width exceeding 1574 mm	kg	free	free	free	free	free
7219.34.90	1	--- Other	kg	5%	free	free	free	5%
7219.35.10	6	--- Of a thickness of less than 0,3 mm; of a width exceeding 1574 mm	kg	free	free	free	free	free
7219.35.90	8	--- Other	kg	5%	free	free	free	5%
7219.90.10	5	-- Of a thickness of less than 0,3 mm; of a width exceeding 1574 mm	kg	free	free	free	free	free
7219.90.90	3	-- Other	kg	5%	free	free	free	5%
7220.12.10	1	--- Of a thickness of less than 0,3 mm	kg	free	free	free	free	free
7220.12.90	1	--- Other	kg	5%	free	free	free	5%
7220.20.10	3	-- Of a thickness of less than 0,3 mm	kg	free	free	free	free	free
7220.20.90	1	-- Other	kg	5%	free	free	free	5%
7220.90.10	5	-- Of a thickness of less than 0,3 mm	kg	free	free	free	free	free
7220.90.90	3	-- Other	kg	5%	free	free	free	5%

By the substitution of the following:

Heading / Subheading	CD	Article Description	Statistical Unit	Rate of Duty				
				General	EU	EFTA	SADC	MERCOSUR
7219.11		-- Of a thickness exceeding 10 mm:						
7219.12		-- Of a thickness of 4,75 mm or more but not exceeding 10 mm:						
7219.13		-- Of a thickness of 3 mm or more but less than 4,75 mm:						
7219.14		-- Of a thickness of less than 3 mm:						
7219.21		-- Of a thickness exceeding 10 mm:						
7219.22		-- Of a thickness of 4,75 mm or more but not exceeding 10 mm:						
7219.23		-- Of a thickness of 3 mm or more but less than 4,75 mm:						
7219.24		-- Of a thickness of less than 3 mm:						
7219.31		-- Of a thickness of 4,75 mm or more:						
7219.32		-- Of a thickness of 3 mm or more but less than 4,75 mm:						

By the substitution of the following:

Heading / Subheading	CD	Article Description	Statistical Unit	Rate of Duty				
				General	EU	EFTA	SADC	MERCOSUR
7219.33		-- Of a thickness exceeding 1 mm but less than 3 mm:						
7219.34		-- Of a thickness of 0,5 mm or more but not exceeding 1 mm:						
7219.35		-- Of a thickness of less than 0,5 mm:						
7219.90		- Other:						
7220.12		-- Of a thickness of less than 4,75 mm:						
7220.20		- Not further worked than cold-rolled (cold-reduced):						
7220.90		- Other:						

**DOEANE- EN AKSYNSWET, 1964.
WYSIGING VAN BYLAE NO. 1 (NO. 1/1/1565)**

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.



M. JONAS

ADJUNKMINISTER VAN FINANSIES

BYLAE

Deur die invoeging van die volgende:

Pos / Subpos	TS	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg				
				Algemeen	EU	EFTA	SAOG	MERCOSUR
7219.11.10	5	--- Met 'n wydte van meer as 1574	kg	vry	vry	vry	vry	vry
7219.11.90	3	--- Ander	kg	5%	vry	vry	vry	5%
7219.12.10	1	--- Met 'n wydte van meer as 1574 mm	kg	vry	vry	vry	vry	vry
7219.12.90	6	--- Ander	kg	5%	vry	vry	vry	5%
7219.13.10	8	--- Met 'n wydte van meer as 1574 mm	kg	vry	vry	vry	vry	vry
7219.13.90	6	--- Ander	kg	5%	vry	vry	vry	5%
7219.14.10	4	--- Met 'n dikte van minder as 0,3 mm; met 'n wydte van meer as 1574 mm	kg	vry	vry	vry	vry	vry
7219.14.90	2	--- Ander	kg	5%	vry	vry	vry	5%
7219.21.10	8	--- Met 'n wydte van meer as 1574 mm	kg	vry	vry	vry	vry	vry
7219.21.90	8	--- Ander	kg	5%	vry	vry	vry	5%
7219.22.10	6	--- Met 'n wydte van meer as 1574 mm	kg	vry	vry	vry	vry	vry
7219.22.90	4	--- Ander	kg	5%	vry	vry	vry	5%
7219.23.10	2	--- Met 'n wydte van meer as 1574 mm	kg	vry	vry	vry	vry	vry
7219.23.90	0	--- Ander	kg	5%	vry	vry	vry	5%
7219.24.10	9	--- Met 'n dikte van minder as 0,3 mm; met 'n wydte van meer as 1574 mm	kg	vry	vry	vry	vry	vry
7219.24.90	7	--- Ander	kg	5%	vry	vry	vry	5%
7219.31.10	4	--- Met 'n wydte van meer as 1574 mm	kg	vry	vry	vry	vry	vry
7219.31.90	2	--- Ander	kg	5%	vry	vry	vry	5%
7219.32.10	0	--- Met 'n wydte van meer as 1574 mm	kg	vry	vry	vry	vry	vry
7219.32.90	9	--- Ander	kg	5%	vry	vry	vry	5%

Deur die invoeging van die volgende:

Pos / Subpos	TS	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg				
				Algemeen	EU	EFTA	SAOG	MERCOSUR
7219.33.10	7	--- Met 'n wydte van meer as 1574 mm	kg	vry	vry	vry	vry	vry
7219.33.90	5	--- Ander	kg	5%	vry	vry	vry	5%
7219.34.10	3	--- Met 'n wydte van meer as 1574 mm	kg	vry	vry	vry	vry	vry
7219.34.90	1	--- Ander	kg	5%	vry	vry	vry	5%
7219.35.10	6	--- Met 'n dikte van minder as 0,3 mm; met 'n wydte van meer as 1574 mm	kg	vry	vry	vry	vry	vry
7219.35.90	8	--- Ander	kg	5%	vry	vry	vry	5%
7219.90.10	5	-- Met 'n dikte van minder as 0,3 mm; met 'n wydte van meer as 1574 mm	kg	vry	vry	vry	vry	vry
7219.90.90	3	-- Ander	kg	5%	vry	vry	vry	5%
7220.12.10	1	--- Met 'n dikte van minder as 0,3 mm	kg	vry	vry	vry	vry	vry
7220.12.90	1	--- Ander	kg	5%	vry	vry	vry	5%
7220.20.10	3	-- Met 'n dikte van minder as 0,3 mm	kg	vry	vry	vry	vry	vry
7220.20.90	1	-- Ander	kg	5%	vry	vry	vry	5%
7220.90.10	5	-- Met 'n dikte van minder as 0,3 mm	kg	vry	vry	vry	vry	vry
7220.90.90	3	-- Ander	kg	5%	vry	vry	vry	5%

Deur die vervanging van die volgende:

Pos / Subpos	TS	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg				
				Algemeen	EU	EFTA	SAOG	MERCOSUR
7219.11		-- Met 'n dikte van meer as 10 mm:						
7219.12		-- Met 'n dikte van minstens 4,75 mm maar hoogstens 10 mm:						
7219.13		-- Met 'n dikte van minstens 3 mm maar minder as 4,75 mm:						
7219.14		-- Met 'n dikte van minder as 3 mm:						
7219.21		-- Met 'n dikte van meer as 10 mm:						
7219.22		-- Met 'n dikte van minstens 4,75 mm maar hoogstens 10 mm:						
7219.23		-- Met 'n dikte van minstens 3 mm maar minder as 4,75 mm:						
7219.24		-- Met 'n dikte van minder as 3 mm:						

Deur die vervanging van die volgende:

Pos / Subpos	TS	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg				
				Algemeen	EU	EFTA	SAOG	MERCOSUR
7219.31		-- Met 'n dikte van minstens 4,75 mm:						
7219.32		-- Met 'n dikte van minstens 3 mm maar minder as 4,75 mm:						
7219.33		-- Met 'n dikte van meer as 1 mm maar minder as 3 mm:						
7219.34		-- Met 'n dikte van minstens 0,5 mm maar hoogstens 1 mm:						
7219.35		-- Met 'n dikte van minder as 0,5 mm:						
7219.90		- Ander:						
7220.12		-- Met 'n dikte van minder as 4,75 mm:						
7220.20		- Nie verder bewerk as koudgewals (koud vervorm):						
7220.90		- Ander:						

SPORT AND RECREATION SOUTH AFRICA**NO. R. 200****03 MARCH 2017****SAFETY AT SPORTS AND RECREATIONAL EVENTS ACT, 2010****SAFETY AT SPORTS AND RECREATIONAL EVENTS REGULATIONS, 2017**

The Minister of Sport and Recreation has under section 45 of the Safety at Sports and Recreational Events Act, 2010 (Act No. 2 of 2010), made the Regulations in the Schedule.

SCHEDULE**Index to Regulations**

1. Definitions
2. Existing stadium or venue safety certificates
3. High risk event grading certificates
4. Certificate requirements for existing stadium or venue safety and grading certificates
5. Criteria to qualify for stadium or venue safety and grading certificates
6. New stadium or venue design safety certificates
7. Approval for alterations or extensions to stadiums or venues
8. Contents of safety certificate applications
9. Amendment to and replacement of safety certificates
10. Appeal procedure
11. Short title

Annexures to the Regulations

- Annexure 1:** Application form for an existing stadium or venue and grading certificate (section 8(1) and 8(4));
- Annexure 2:** Local authority existing stadium or venue and event grading certificate (section 8(1) and 8(4));
- Annexure 3:** Application form for new stadium or venue design safety certificate (section 9(1));
- Annexure 4:** Local authority new stadium or venue design safety certificate (section 9(1));
- Annexure 5:** Application form for a certificate of alteration of or extension to a stadium or venue (section 10(1));
- Annexure 6:** Local authority certificate for an alteration of or extension to a stadium or venue (section 10(1));
- Annexure 7:** Application form for written approval to erect a temporary structure to alter or extend a stadium or venue (section 10(3));
- Annexure 8:** Local authority certificate for written approval to erect a temporary structure to alter or extend a stadium or venue (section 10(3));
- Annexure 9:** Application form for an amendment or replacement of a safety certificate issued in terms of sections 8, 9 or 10 (section 13(1));
- Annexure 10:** Local authority certificate for approval of an amendment or replacement of a safety certificate issued in terms of sections 8, 9 or 10 (section 13(1)); and
- Annexure 11:** Application form for notification of an appeal against a decision taken or any dispute arising in terms of the Act (section 42).

Definitions

1. In these Regulations any word or expression to which a meaning has been assigned in the Act has the meaning so assigned and, unless the context otherwise indicates—

"affiliate" means and includes, but is not restricted to, a person who is—

- (a) a member of;
- (b) bound by the rules of; or
- (c) bound by contract with,

a controlling body;

"barrier" means any permanent or temporary element of a stadium or venue or along a route intended to prevent people from falling as well as to retain, separate, control, guide, protect or stop people as more fully specified and contemplated in Chapter 11 of the United Kingdom Department for Culture, Media and Sport **"Guide to Safety at Sport Grounds"** (5th Edition) (www.tso.co.uk);

"city engineer" means the most senior municipal engineer within a local authority, including a municipal engineer responsible for a district municipality, who is responsible to receive, assess and adjudicate upon applications for safety certificates to a local authority as contemplated in sections 8, 9, 10 and 13 of the Act;

"fire service" means a fire brigade service in terms of the Fire Brigade Services Act, 1987 (Act No. 99 of 1987);

"grandstand" means an internal or external permanent or temporary spectator viewing facility within a stadium or a venue, including but not restricted to its structure, seating accommodation and design, gangways, stairwells, concourses, barriers, physical spectator separation measures, access and egress points and ramps;

"inner perimeter" means a barrier, within which the turnstiles and emergency gates of a stadium are incorporated;

"medical services" means health services as defined in section 1 of the National Health Act, 61 (Act No. 61 of 2003);

"operator" means a person appointed by a stadium or venue owner to govern and manage the day to day operations of a stadium or venue on his or her or its behalf;

"outer perimeter" means a barrier which demarcates the area of a stadium between its inner perimeter and the commencement of a stadium precinct;

"remote search park" means a permanent or temporary secured vehicular and bodily screening facility, manned by the South African Police Service or the State Security Services and equipped with physical and electronic screening equipment;

"safety and security role-player" means a person contemplated in section 16(1)(b) of the Act:

"security business" means a security business provider as defined in section 1 of the Private Security Industry Regulation Act, 2001 (Act No. 56 of 2001) and registered in terms of sections 20 and 23 of that Act;

"signage" means colour-coded, photo-luminescent, illuminated and legible spectator emergency, safety and information signage, in accordance with the relevant South African National Standard Codes applicable to such signage;

"smoke" means to inhale, exhale, hold or otherwise have control over an ignited tobacco product, weed or plant and **"smoked"** and **"smoking"** have corresponding meanings;

"spectator viewing area" means any area in a stadium or venue or at an event along a route from which there is direct line of sight of the event by a member of the public; and

"turnstile" means a local authority approved operational, temporary or permanent automated or manual spectator access or egress mechanism of a sturdy construction, installed at any spectator entrance of a stadium or venue.

Existing stadium or venue safety certificates

2. (1) An application by a stadium or venue owner, as the case may be, for an existing stadium or venue safety certificate contemplated in section 8(1)(a) and (4)(a) of the Act must be submitted, in writing, to the city engineer, in the format provided for in **Annexure 1**.

(2) A local authority may pursuant to its consideration of whether a new existing stadium or venue safety and grading certificate should be issued —

- (a) forward a copy of the application contemplated in subregulation (1) to any safety and security role-player, as it may deem fit, for the purposes of obtaining comment and input in writing on the said application;
- (b) consult with an authorised member and any other safety and security role-player, as it may deem fit, about the appropriateness of any condition or directive which may be included in a new existing stadium or venue safety and grading certificate; and
- (c) set written requirements or directives, which must be complied with by a stadium or venue owner within a specified time, or such additional time as it may afford to the said owner in writing, as a condition precedent to any approval of an application and issuing of a new existing stadium or venue safety and grading certificate.

(3) If a stadium or venue owner fails to comply with a requirement or directive contemplated in subregulation (2)(c) within the time specified by the local authority, or within such further time as that authority may in writing allow the stadium or venue owner, that owner is deemed to have withdrawn his or her application and will be obliged to make a new application..

(4) A local authority must consider, finalise and forward its decision regarding the application for a new existing stadium or venue safety certificate to the stadium or venue owner, as well as any condition which may have been attached to the approval of the application and the issuing of the certificate, in writing, not later than 30 days after the receipt of the said application.

(5) An existing stadium or venue safety and grading certificate must be issued in writing in the format provided for in **Annexure 2**.

(6) If a local authority turns down an application for an existing stadium or venue safety and grading certificate, it must as soon as possible inform the stadium or venue owner in writing of its decision and the reasons for that decision.

High risk event grading certificates

3. (1) A stadium or venue owner, as the case may be, who wishes to host high risk events at his, her or its stadium or venue, must, as part of his, her or its application for an existing stadium or venue safety certificate, apply, in writing, to a city engineer for a high risk event grading certificate, in respect of a stadium or venue as contemplated in section 8 (1) and (4) of the Act and these regulations.

(2) The required format of the written application to a city engineer as contemplated in subregulation (1) is as provided for in **Annexure 1** to these regulations.

(3) A city engineer, pursuant to its consideration of whether a stadium or venue should be granted a high risk event grading certificate as contemplated in section 8 (4) of the Act —

- (a) must forward a copy of the application for an existing stadium or venue safety and high risk event grading certificate to an authorised member or any other safety and security role-player, as it may deem fit, for the purposes of obtaining written comment and input on the said application;
- (b) must consult with an authorised member and any other safety and security role player, as it may deem fit, about the appropriateness of any

condition or directive which it may wish to include in a existing stadium or venue and high risk event grading certificate; and

- (c) may set written requirements or directives, which must be complied with by a stadium or venue owner within a specified time, or such additional time as it may afford to the said owner in writing, as a condition precedent to any approval and issue of a existing stadium or venue safety and high risk event grading certificate.

(4) A city engineer, in consultation with an authorised member may, by notice in writing, require an applicant for an existing stadium or venue safety and high risk event grading safety certificate to furnish it, within such reasonable time, as it may specify in the notice, with such information as it considers necessary to enable it to determine any terms and conditions which may be included in a high risk event grading certificate.

(5) If an applicant for a existing stadium or venue safety and high risk event grading certificate fails to comply with a written requirement or directive referred to in subregulation (3) (c), within the time specified in the notice by the city engineer, or within such further time as it may allow in writing, the applicant shall be deemed to have withdrawn its application and will be obliged to make a new application.

(6) A city engineer shall, within 30 days after receiving the application contemplated in section 8 of the Act and this regulation or within such further period as contemplated in this regulation for the meeting of any conditions for the approval or otherwise of an existing high risk event grading certificate, inform an applicant in writing:

- (a) whether its application for such a certificate has been approved or turned down; and
- (b) of any terms and conditions attached to the issuing of any such certificate.

(7) The required format of the local authority certification as contemplated in the Act and this regulation is as provided for in **Annexure 2** to these regulations.

Certification requirements for existing stadium or venue safety and grading certificates

4. (1) An existing stadium or venue certificate or a grading certificate may not be issued unless a stadium or venue owner is in possession of the following current safety certification issued in respect of the stadium or venue:

- (a) A current certificate issued by a registered person who has experience in the civil and structural design of stadiums or venues, which certifies:
 - (i) the structural integrity of all permanent and temporary structural elements of a stadium or venue, including any temporary structures; and
 - (ii) that a register recording the compulsory six monthly testing by a registered person of all of the essential structural elements of a stadium or venue is in place;
- (b) A full set of stadium or venue design lay-outs and plans, including cross-sections of the stadium or venue;
- (c) A current fire safety and fire equipment installation compliance certificate in respect of the stadium or venue, issued by the fire service of the local authority;
- (d) A current electrical compliance safety certificate in respect of the stadium or venue, issued after consultation with the local authority, by a registered person who is experienced in the electrical and electronic design of stadiums and venues;
- (e) The original of a comprehensive written emergency evacuation and disaster management plan for the stadium or venue compiled by a person who is professionally qualified and experienced in the field of public facility safety and security and disaster management;

-
- (f) A current safety and security installation safety certificate (which may include reference to existing public address systems, electronic surveillance systems, automated evacuation systems, fenced perimeters of a local authority approved sturdy construction access control systems and levels of stadium or venue illumination) in respect of the stadium or venue, issued by the fire service and disaster management department of the local authority;
 - (g) A current mechanical system compliance certificate issued by a registered person in respect of the stadium or venue;
 - (h) Where a local authority is empowered by legislation to do so, a current occupational health and safety compliance certificate issued by the occupational health and safety department of the local authority in respect of the stadium or venue;
 - (i) A copy of a current gas safety and compliance certificate in respect of the stadium or venue issued by the fire service of the local authority;
 - (j) A current certificate issued by the department of health of the local authority, in respect of the stadium or venue, relating to all relevant aspects of—
 - (i) food integrity;
 - (ii) waste management; and
 - (iii) water and sanitation;applicable by law to a stadium or a venue;
 - (k) A copy of a current environmental protection compliance certificate issued by the environmental health department of the local authority;

- (l) A copy, where applicable, of a current and valid certificate issued by the local authority to trade or operate a business;

- (m) A current certificate issued by the local authority, after consultation with a registered person who is experienced in the civil, structural and spatial design of stadiums or venues which, amongst others, certifies —
 - (i) the total safe capacity of spectators and all other persons, including, amongst others, stadium or venue support staff for the stadium or venue for low, medium and high risk events;

 - (ii) the minimum emergency spectator egress flow rate for the stadium or venue; and

 - (iii) subject to these regulations, a specified -
 - (aa) complete spectator emergency evacuation time of a stadium or venue to a local authority disaster management department designated emergency evacuation assembly area or areas outside of a stadium or venue; and

 - (bb) in-stadium or venue emergency evacuation time to a local authority disaster management department designated safe area or areas within the inner perimeter of a stadium or venue

for the stadium or venue.

(2) The determination of the total safe capacity of spectators for a stadium or venue as contemplated in subregulation (1)(m)(i) must, as far as the safe capacity determination for a stadium is concerned, be based on —

- (a) the allocation to each spectator of an individual numbered seat or a seat within a specified seating block, including a seating place within the

reserved informal or temporary seating within a demarcated grass embankment area or similar, where such informal temporary seating within a grass embankment or similar area exists at a stadium or venue graded to host low or medium risk events;

- (b) the allocation of specified standing room in the grandstand, spectator terrace or open embankment viewing areas, where such standing room area is allowed in terms of these regulations and exists at a stadium or venue;
- (c) the allocation of specified standing room only areas on a stadium or venue field or an open venue floor at the stadium or venue; and
- (d) the total safe load capacity of the stadium or venue.

Criteria to qualify for stadium or venue safety and grading certificates

5. (1) A stadium or venue owner must at least ensure that the infrastructural and spectator accommodation safety and security requirements and criteria provided for in this regulation, including but not restricted to adequate safe access and sufficient facilities for persons with disabilities, are in place at the stadium or venue with regard to an application contemplated in section 8 of the Act.

(2) The permanent structure of a stadium or venue must have sufficient, well illuminated, unobstructed and sufficiently wide:

- (a) spectator gangways with a minimum width of 1200mm;
- (b) circulatory areas with a minimum width of 1200mm; and
- (c) walkways with a minimum width of 1200mm,

collectively known as safety corridors, with signage as contemplated in these regulations in place to allow for the safe movement of persons inside the stadium or venue.

(3) A stadium or venue must be capable of -

- (a) being completely evacuated within 15 minutes or such lesser period as determined in writing by a local authority from the first announced call for such an evacuation; and
- (b) evacuation to the in-stadium or venue emergency safe areas contemplated in these regulations, within 10 minutes or such lesser period as determined in writing by a local authority from the first announced call for such an evacuation.

(4) A stadium or venue must, subject to the sanitary fixture requirements set out in Table 7 of SANS building standard 10400, have a sufficient number of evenly spread ablutions available for both sexes to adequately cater for the total capacity of spectators and all other persons at an event, including stadium or venue support staff.

(5) A stadium or venue must have a sufficient and efficient waste disposal system in place, capable of handling the waste management at a full spectator capacity event, including the immediate precincts of the stadium or venue.

(6) A stadium or venue where food and beverage are to be served or official merchandising is to be undertaken on event days by means of temporary concession stands, must have sufficient stands deployed evenly around the stadium or venue, of which the approval and pre-positioning must be effected in writing by the fire service and disaster management department of the local authority in consultation with the stadium or venue owner.

(7) A stadium or venue must have sufficient free temporary or permanent spectator water points, not located in the stadium or venue ablutions, evenly spread throughout the stadium or venue for general public use on event days, of which the number and positioning must be effected by the stadium or venue owner in consultation with the health and disaster management departments of the local authority.

(8) A stadium or venue must have installed the minimum statutory compliant fire fighting equipment, fire warning and fire alarm systems in place, as prescribed in terms of all applicable legislation in the Republic.

(9) A stadium or venue must have adequate, visible and photo-luminescent information and emergency signage, required by legislation in the Republic in place throughout a stadium or venue and its immediate precinct which must at least meet the following requirements:

- (a) Signage must be clearly displayed, amongst others, at primary spectator and vehicular access, egress and other primary spectator and vehicular flow points within a stadium or a venue and its precincts which must at least refer to the following types of signage and comply with the technical specifications of South African national Standard (SANS 1186):
 - (i) stadium and venue and its precinct layout plan;
 - (ii) emergency egress information and routes;
 - (iii) stadium or venue ground rules for spectators;
 - (iv) schedule of restricted and prohibited items;
 - (v) directional and informational signage;
 - (vi) spectator seating and row indicators;
 - (vii) fire signage;
 - (viii) medical services and facilities signage;
 - (ix) prescribed smoking and non-smoking signs; and
 - (x) vehicular parking signage;

- (b) All directional signs inside and outside of a stadium or venue must be presented in an internationally accepted signage format;

- (c) Prominent and clearly visible signage that guides spectators to —
 - (i) toilets;
 - (ii) concession stands;
 - (iii) exits; and

- (iv) any other services for spectators;

(10) A stadium or venue must have a proper temporary or permanent public address room and electronic amplified sound system in place throughout the stadium or venue which when operational, must be audible over any projected noise levels expected within the stadium or venue and within their respective immediate precincts during an event.

(11) A stadium or venue must have accessible permanent purpose specific designed and equipped safe access, accommodation and facilities, approved by the local authority, in place for use by physically challenged spectators at an event which must provide for —

- (a) unobstructed viewing platforms or ramps (including a seat for an assistant to wheelchair bound spectators);
- (b) access to electrical power for electric wheelchairs;
- (c) ablutions and other support services close by the platforms or viewing ramps for physically challenged persons;
- (d) convenient access and egress measures in and out of the stadium or venue and its precincts, including dedicated access and egress gates providing direct wheelchair access into a stadium or venue and to viewing areas for physically challenged persons;
- (e) the viewing positions for physically challenged persons allowing them the same viewing opportunities as able-bodied spectators at the stadium or venue;
- (f) wheelchair bound persons to be able to access the stadium or venue at all of the public entrances, including the VVIP, VIP, media, broadcasting and player facilities and their viewing positions, without undue inconvenience to themselves or the general body of spectators;

- (g) a physically challenged spectator not be accommodated in any position within the stadium or a venue where his or her inability to move quickly would create a danger to himself or herself and the general body of spectators in the event of an emergency or a call for a partial or full evacuation of a stadium or a venue;
- (h) a spectator viewing platform or ramp for physically challenged persons to be positioned in such a way that it is protected from the elements;
- (i) a spectator viewing platform or ramp for physically challenged persons not to—
 - (i) be located where sight lines of a physically challenged person can be impaired by excited able-bodied spectators jumping to their feet; and
 - (ii) impair the sight lines of the general body of spectators;
- (j) the minimum standards as required by applicable legislation and by the SANS building code in respect of sight and hearing impaired persons; and
- (k) a stadium or venue owner to consult with a specialist accessibility consultant in order to ensure that the provisions relating to a physically challenged person in the Act and these regulations are complied with.

(12) A stadium or venue must within its outer perimeter or immediate precincts, have a minimum of two emergency assembly areas of sufficient size, having relation to the certified safe capacity of the stadium or venue, which areas must be —

- (a) easily assessable to all persons, including physically challenged persons;
- (b) reasonably level;

- (c) well illuminated; and
- (d) clearly delineated by way of visible signage.

(13) A stadium or a venue must have an adequate temporary or permanent and clearly demarcated and designated alcohol-free area positioned within the spectator viewing areas of the stadium or venue which is specifically set aside and demarcated for the use of families or children at an event.

(14) It must be ensured by a stadium or venue owner that all parts of a stadium or venue, including but not restricted to entrances, exits, stairways, gangways, walkways, doors, escape routes and all public and restricted access areas and rooms must comply with all legislative and national safety standards in respect of but not limited to, those relating to —

- (a) all public passageways, stairways, walk-ways and gang-ways, which must be clearly marked and demarcated;
- (b) all emergency doors and gates, which must be clearly marked and demarcated; and
- (c) all exit doors and gates, including that emergency doors and gates must open outwards away from a person using it.

(15) It must be ensured by a stadium or venue owner that all stairways within a stadium or venue must meet the following minimum requirements:

- (a) The width of a flight of stairs must be equal along its entire length;
- (b) The minimum width of a stairway must be 1200mm;
- (c) All stairway risers must be of equal height and width per flight of stairs;

- (d) For existing stadiums or venues, all stairways must have handrails with a minimum height of 850 mm; and
- (e) All stairways must have adequate drainage.

(16) A stadium or venue must be equipped with a medical post room or rooms, of which the number, size, configuration and location must be agreed, in writing, by the stadium or venue owner in consultation with the local authority.

(17) A stadium or venue where high or medium risk events are to be hosted must-

- (a) have a medical center and medical posts which provide for:—
 - (i) easy access for emergency vehicles;
 - (ii) doors and passageways wide enough to accommodate the movement of stretchers, and wheelchairs;
 - (iii) bright lighting, good ventilation, air conditioning, power points, hot and cold running water and toilet facilities for both sexes;
 - (iv) easy to clean non-slip floors and wall surfaces;
 - (v) lockable glass cabinets for medication storage purposes;
 - (vi) medical equipment supply storage area or areas;
 - (vii) internal and dedicated external telephone facilities; and
 - (viii) clear signage posted throughout a stadium or a venue and its precincts demarcating its location;

- (b) have a proper operational and emergency auxiliary power system in place which must be connected to a permanent or temporary emergency back-up generator facility, both inside the stadium or venue and its precinct which at a minimum, must be capable of —
 - (i) powering up all essential operational and emergency and emergency evacuation systems and infrastructure at the stadium or venue;
 - (ii) providing a minimum lux lighting level as provided for in SANS 10114-2 (emergency lighting) at the stadium or venue; and
 - (iii) uninterrupted provision of auxiliary power to the following stadium or venue areas or systems, for a period of at least four hours following a power outage:
 - (aa) the VOC;
 - (bb) the public address or stadium sound system facility;
 - (cc) spectator gangways, walkways, circulatory areas, stairwells safety corridors, elevators, escalators, exits and emergency exits; and
 - (dd) primary spectator and vehicular egress routes in the immediate precinct of the stadium or venue;
- (c) have large scale (“**You are Here**”) wall maps or signage provided for the guidance of spectators;
- (d) have a purpose specific designed VOC in place, as contemplated in section 17 of the Act and the regulations;

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- (e) have purpose specific designed and properly equipped medical centers and medical posts for all persons inside a stadium or a venue as contemplated in the Act, the Health Act and these regulations;
- (f) have a proper temporary or permanent electronic spectator surveillance monitoring system, including but not limited to a digital closed circuit television surveillance system with digital recording capability, in place which must comply with the following minimum specifications:
- (i) Camera installations (with a zoom, low light capability) at a minimum deployment ratio of one camera per one thousand spectators relative to the certified safe capacity of the stadium or venue;
 - (ii) the installation of surveillance system control and monitoring equipment in the VOC; and
 - (iii) camera deployments which cover —
 - (aa) primary vehicular and pedestrian routings to the stadium or venue extending out to the main vehicular intersections which service the said stadium or venue;
 - (bb) all spectator search and access areas;
 - (cc) all spectator turnstiles in respect of the stadium;
 - (dd) the entire inner bowl or auditorium of the stadium or venue; and
 - (ee) the primary spectator circulatory areas on every level of the stadium or venue;

- (g) have adequate, sufficient and secured spectator vehicle parking facilities available, including a parking area for physically challenged persons, as determined, in writing, by the transport and roads department of a local authority which must be within a safe reasonable distance of a stadium or venue;
- (h) ensure that the provision of the spectator parking facilities contemplated in subregulation (g) are based on the safe spectator capacity of the stadium or venue as certified by the local authority and the availability on event days of proper public transportation to the stadium or venue;
- (i) have land-line public telephones installed at locations which are evenly spread throughout the stadium or venue and which are accessible to the general body of spectators;
- (j) ensure that the total number of installed public telephones contemplated in subregulation (j) is based on the safe spectator capacity of the stadium or venue as certified by the local authority which must be determined by the stadium or venue owner in consultation with any licensed public landline telephone service provider;
- (k) have an internal key point telephone system installed linking, at a minimum —
 - (i) the VOC;
 - (ii) the stadium or venue management offices;
 - (iii) the public-address room or area;
 - (iv) the dressing rooms;
 - (v) the event official offices or rooms; and

- (vi) the media room or areas; and
- (l) provide clearly demarcated parking facilities, immediately adjacent to or inside the inner perimeter of a stadium, for —
 - (i) police vehicles;
 - (ii) fire engines;
 - (iii) ambulances; and
 - (iv) other emergency services vehicles

which must be located in a manner that allows for a direct, unrestricted route for those emergency vehicles to and from the stadium or venue.

(18) A stadium where high or medium risk events are to be hosted must, in addition to the requirements set out in subregulation 5(3),-

- (a) have a local authority approved purpose specific designed permanent or temporary physical barrier system, of a sturdy construction, in place, to secure the field of play;
- (b) ensure that the design of the physical field of play barrier system contemplated in paragraph (a) incorporates emergency egress gates, with a minimum width of 1200mm, onto the field of play to secure the field of play or the podium or stage, the design of which must be approved in writing by the disaster management department or fire service of the local authority in consultation with a registered person who is experienced in the civil, structural and spatial design of stadiums or venues;
- (c) have a strongly constructed barrier consisting of a fence or wall in place, with a minimum height of 2.5 meters, the construction of which must be approved by a local authority, which physically demarcates the inner and

the outer perimeter of a stadium and within which is incorporated a sufficient number of local authority approved gates which must allow for the safe egress of spectators into and out of the stadium;

(d) ensure that the collective width of the egress gates contemplated in paragraph (c) are at least designed to accommodate a minimum ratio of one meter width for every 1000 spectators, based on the total local authority certified safe spectator capacity of the stadium;

(e) ensure, in its design, that it incorporates —

(i) spectator turnstiles approved by the disaster management department or fire service of the local authority, evenly spread around the stadium, at a minimum ratio of:

(aa) 1 turnstile per 1000 spectators or such other minimum ratio as may be determined, in writing, by a local authority, in respect of a waist-high turnstile; and

(bb) 1 turnstile per 750 spectators or such other minimum ratio as may be determined, in writing, by a local authority, in respect of a full height turnstile

in relation to the safe total capacity of the stadium as certified by the local authority;

(ii) an electronic spectator access, egress and counting system, including a system failure contingency back-up facility, electronically linked to the venue operations center and integrated into the turnstile design, which must allow for the minimum safe access of spectators into the stadium at a minimum through-put rate of -

- (aa) 1000 persons per hour where waist high turnstiles are deployed, and
 - (bb) 750 persons per hour where full height turnstiles are deployed; and
 - (iii) the turnstiles into the inner perimeter barrier line referred to in regulation 18 (c);
 - (f) have, or possess, the capacity to put in place at an event, collapsible spectator barriers for the purposes of, but not restricted to, spectator channeling or spectator separation, that is approved by the city engineer after consultation with a disaster management department or fire service of a local authority;
 - (g) have individually numbered seated facilities, with no provision for spectator standing room, on spectator grandstands and hard surface viewing terraces;
 - (h) install at least one electronic video re-play "Big Screen" within the spectator viewing area which is visible to at least 80 percent of the spectators when the stadium is full; and
 - (i) not have standing room spectator viewing areas on the spectator grandstands or hard surface viewing terraces.
- (19) A stadium where a high risk event is to be hosted, must -
- (a) in its immediate precinct, have at least one clearly marked temporary or permanent heliport in place for use by an emergency helicopter, which heliport must be established in accordance with the technical requirements for the establishment of temporary heliports as provided for in the Civil Aviation Act, 2009 (Act No. 13 of 2009) and its regulations; and

- (b) not provide for spectator standing room areas within the general spectator viewing areas of a stadium.

(20) A stadium or venue where a high risk event is to be hosted:

- (a) may not have an angle of slope in respect of an all seated spectator area of more than 34° unless a steeper angle or slope is approved, in writing, by a local authority having regard to the additional physical safety infrastructure incorporated within such a spectator area in order to mitigate the approved steeper angle or slope;
- (b) must have a clearly demarcated area or areas in place for —
 - (i) dealing with mass spectator casualty scenarios; and
 - (ii) storage of Provincial and local authority health department emergency triage equipment on site.

(21) A stadium where a low risk event is to be hosted may have standing room spectator viewing areas on the spectator grandstands, viewing terraces or open spectator viewing embankments at a stadium, subject to the structural and spectator capacity of such areas being certified in writing by the local authority.

(22) The stadium or venue owner of a stadium or venue which is authorised to sell liquor to the general body of spectators at an event must ensure that measures, including proper signage, are put in place at temporary or permanent liquor vending points at the stadium or venue, which separates such liquor vending points from the general spectator concession or vending areas, in order to ensure compliance with provincial and national liquor control legislation, including that minors are not directly or indirectly exposed to the sale of liquor.

(23) Prior to the issue of safety and grading certificates contemplated in section 8 of the Act, the stadium or venue must have been inspected by inspectors appointed by a local authority in terms of section 14 of the Act.

(24) An inspector contemplated in subregulation (23) must confirm in writing in his or her inspection report, a copy of which must be issued to the stadium or venue owner following the inspection, that the inspector is satisfied that the stadium or venue meets the requirements and criteria determined in section 8(2) of the Act and these regulations.

(25) The inspection report contemplated in subregulation (24) may contain specific directives and conditions with which a stadium or venue owner must comply within a specified deadline, prior to or after the issue of an existing stadium or venue certificate.

(26) A local authority may, by notice in writing require a stadium or venue owner to furnish it within such reasonable time as it may specify in the notice, with the information and plans that the local authority considers necessary to enable it to make a decision as to whether it should approve the application for a stadium or venue safety and grading certificate.

New stadium or venue design safety certificates

6. (1) An application by a stadium or venue owner, as the case may be, for a new stadium or venue design safety certificate must be forwarded to the city engineer, in writing, in the format provided for in **Annexure 3**.

(2) A local authority pursuant to its consideration of whether a new stadium or venue design safety certificate should be issued may —

- (a) forward a copy of the application contemplated in subregulation (1) to any safety and security role-player, as it may deem fit, for the purposes of obtaining comment and input in writing on the said application;

- (b) consult with an authorised member and any other safety and security role-player, as it may deem fit, about the appropriateness of any term, condition or directive which may be included in a new stadium or venue design safety certificate; and
- (c) set written requirements or directives, which must be complied with by the stadium or venue owner within a specified time, or such additional time as it may afford to the said owner in writing, as a condition precedent to any approval of an application and issuing of a new stadium or venue design safety certificate.

(3) A stadium or venue owner making an application for a new stadium or venue design safety certificate must, in addition to meeting the technical requirements and criteria determined in section 8(2) of the Act and regulation 5, submit a comprehensive preliminary design and layout plan of the entire proposed stadium or venue and its precincts, including but not limited to —

- (a) a comprehensive stadium or venue design plan, which incorporates all elements of the structural design of the stadium or venue and the layout of the stadium or venue precinct, conceptualized and drafted by a registered person who is experienced in the design of stadiums and venues;
- (b) a detailed spectator grandstand or multi-tiered seating design plan which has been designed in accordance with the applicable national, provincial or local building regulations and standards;
- (c) in respect of a stadium where a high or medium risk event is to be hosted, a plan detailing all of the physical spectator channeling and barrier measures which must be in place inside the stadium and its precinct;
- (d) a detailed plan of a stadium or a venue clearly demarcating —

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- (i) the location and design of all emergency egress exits and gates deployed at a minimum ratio of one meter width per 1000 spectators in relation to the total planned spectator capacity of the stadium or venue;
 - (ii) the primary electrical and water reticulation installations;
 - (iii) any passenger, emergency or goods lifts or escalators;
 - (iv) the emergency back-up generator installations;
 - (v) the fire detection and response systems and fire fighting equipment; and
 - (vi) emergency and information signage;
- (e) a plan clearly demarcating the location and design of all automated spectator turnstiles incorporated within the inner perimeter barrier required at a stadium where a high or medium risk event is to be hosted;
- (f) in respect of a stadium and its precincts where a high or medium risk event is to be hosted, a comprehensive and proper traffic management design and impact plan, which must at least provide for —
- (i) sufficient spectator parking facilities having regard to the number of spectators expected at the event;
 - (ii) adequate parking facilities for physically challenged persons;
 - (iii) adequate parking for emergency vehicles;
 - (iv) adequate emergency vehicle access and egress routes into and out of the stadium;

- (v) a temporary or permanent location for an emergency vehicle pool;
and
 - (vi) a ring-road system around the stadium providing for spectator drop-offs and emergency vehicle access;
- (g) where permanent spectator seating is to be installed at a stadium or venue, the provision of an all spectator seating plan which incorporates —
- (i) a minimum seat width of 500 millimeters per spectator;
 - (ii) a seatback to seatback space of a minimum of 800 millimeters;
 - (iii) a seatback support with a minimum vertical height of 300 millimeters;
 - (iv) a clear and obstructed spectator walkway space of a minimum of 400 millimeters between the front of a spectator seat to the rear of the spectator seat in front of that seat;
 - (v) a fire-retardant seat construction;
 - (vi) a tamper proof and robust spectator seat mounting mechanism;
 - (vii) rows of seating which do not exceed -
 - (aa) 14 seats per row where there is a spectator walkway on one end of the row only; or
 - (bb) 28 seats per row where there is a spectator walkway on both ends of the row.

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- (h) in respect of a stadium and its precincts, where a high or medium risk event is to be hosted, the provision for the design and temporary or permanent installation of —
- (i) at least one electronic video re-play “big-screen” board within the spectator viewing area, which has graphic, numeric and video replay software capability; and
 - (ii) two electronic scoreboards visible to all of the spectators in the stadium
- which may be incorporated within one system;
- (i) ensuring that, in respect of a stadium and its precincts where a high or medium risk event is to be hosted, the general spectator parking facilities servicing the stadium, are located at a safe distance from the inner perimeter fence or wall of the stadium as determined by an authorised member in terms of an event safety and security plan;
- (j) in respect of a stadium or venue and its precincts where a high or medium risk event is to be hosted, provision for the installation of a proper permanent or temporary public address or stadium sound system room which is —
- (i) adjacent to the VOC; and
 - (ii) located within the spectator viewing area of the stadium or venue;
- (k) in respect of a stadium or venue and its precincts where a high or medium risk event is to be hosted, the installation of a temporary or permanent electronic amplified public address or stadium sound system throughout the stadium and its precincts or the venue, which when operational, must be —

- (i) audible;
- (ii) clear; and
- (iii) intelligible,

over any projected noise levels expected within the stadium and its precincts or the venue, during an event;

- (l) in respect of a stadium or venue and its precincts where a high or medium risk event is to be hosted and, in addition to the requirements of paragraph (g) above, a spectator seating plan that —
 - (i) will ensure that each spectator seat has a reasonably unobstructed view of the entire field of play or performance area; and
 - (ii) makes provision for spectator accommodation in a permanent or temporary seated only environment;
- (m) in respect of a stadium or venue and its precincts where a high or medium risk event is to be hosted, the provision for effective and safe physical barriers capable of being collapsed in the event of an emergency, to separate spectators within the stadium bowl or venue auditorium and, where permanent physical barriers are not in place, from the field of play, stage or podium;
- (n) in respect of a stadium or venue where a high or medium risk event is to be hosted, the provision for a temporary or permanent media facility which is separate from the general spectator viewing area;
- (o) in respect of a stadium or venue where a high or medium risk event is to be hosted, provision for a secured permanent or temporary installation of an outside media broadcast area;

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- (p) in respect of a stadium or venue where a high or medium risk event is to be hosted, provision for the protocol and safety and security requirements, including private rooms, adequately secured and separated seated VVIP viewing areas and dedicated in-stadium VVIP movement routings of VVIP's such as the President, Deputy President, Cabinet Ministers and Premiers and visiting VVIP's of a similar status from abroad;
- (q) a new stadium or venue which must be located in a precinct that is large enough to facilitate —
- (i) spacious external spectator circulation and activity areas;
 - (ii) operational space for emergency and service vehicles;
 - (iii) the provision of adequate on-site parking areas for all persons, including spectators;
 - (iv) the *en masse* arrival and departure of spectators at the stadium or venue; and
 - (v) ease of access to public transportation facilities;
- (r) compliance with all environmental protection legislation and proper provision in respect of, but not restricted to —
- (i) water conservation and the re-use of it;
 - (ii) ozone and air quality friendly infrastructure installations;
 - (iii) environmental friendly and efficient waste management systems; and

- (iv) energy conservation measures, designed to promote the efficient use of electricity;
- (s) in respect of a stadium, provision for continuous circulation routes around the spectator grandstand areas, which are linked to both general spectator access and egress routes;
- (t) in respect of a stadium or a venue, provision that all headroom within areas where spectators have general access must have a minimum height of 2.1 meters; and
- (u) in respect of a stadium or a venue, provision that the following requirements relating to stairways will be in place:
 - (i) stairways must have a minimum width of 1200mm;
 - (ii) stairway risers, per flight of stairs, must have a minimum vertical height of 150mm or such other height that may be approved, in writing by a local authority; and
 - (iii) hand-rails of a local authority approved sturdy construction with a minimum height of 1000mm must be installed on all stairways.

(4) Prior to the commencement of the construction of a new stadium or venue, every aspect of the stadium or venue's structure must be approved and certified by the local building and safety departments of a local authority.

(5) A new stadium or venue design certificate must be issued in writing in the format provided for in **Annexure 4**.

Approval for alterations or extensions to stadiums or venues

7.(1) An application by a stadium or venue owner, as the case may be, for approval for an alteration or extension to a stadium or venue must be forwarded, in writing, to the city engineer, in the format provided for in **Annexure 5**.

(2) The holder of an existing stadium or venue safety certificate who intends to alter or extend a stadium or venue by erecting a temporary structure must apply for approval to erect such a structure in the format provided for in **Annexure 7**.

(3) A local authority may, pursuant to its consideration of whether a stadium or venue certificate for alteration or extension to a stadium or venue should be issued —

- (a) forward a copy of the application contemplated in subregulation (1) to any safety and security role-player, as it may deem fit, for the purposes of obtaining comment and input in writing on the said application;
- (b) consult with an authorised member and any other safety and security role-player, as it may deem fit, about the appropriateness of any term, condition or directive which may be included in a certificate for alteration or extension to a stadium or venue; and
- (c) set written requirements or directives, which must be complied with by the stadium or venue owner within a specified time, or such additional time as it may afford to the said owner in writing, as a condition precedent to any approval of an application and issuing of a certificate for alteration or extension to a stadium or venue.

(4) A stadium or venue owner must submit an application completed in subregulation (1) at least—

- (a) 14 days, if it is an application in respect of a stadium or venue under construction; or
- (b) 90 days, if it is an application in respect of an existing stadium in circumstances where a permanent alteration or extension is being planned

prior to the proposed commencement of any alteration, extension or building operations.

(5) A stadium or venue owner, an event organiser or a controlling body must submit an application contemplated in subregulation (2) at least 14 days prior to the proposed commencement of the planned erection of a temporary structure at an existing stadium or venue.

(6) Approval of an application contemplated in subregulation (1) must be in writing in the format provided for in **Annexure 6**.

(7) Approval of an application contemplated in subregulation (2) must be in writing in the format provided for in **Annexure 8**.

Contents of safety certificate applications

8. (1) A stadium or venue owner, as the case may be, making an application for a safety certificate in terms of sections 8, 9 and 10 of the Act and these regulations, must comply with all of the requirements set out in the said regulations and must ensure that the following information, requirements and certification are contained in the said application:

- (a) An application for an existing stadium or venue certificate must, include, but is not limited to the following information relating to the said stadium or venue:
 - (i) the full names of a stadium or venue;
 - (ii) the exact physical (including GPS coordinates of) and postal address of a stadium or venue;
 - (iii) full details of the owner of a stadium or venue;
 - (iv) full details of a stadium or venue operator if one is in place;
 - (v) date of the original construction of a stadium or venue;

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- (vi) original date of first certificate of occupation for a stadium or venue;
 - (vii) the original planned lifespan of a stadium or venue;
 - (viii) the date of completion and description of any major alterations or extensions to a stadium or venue;
 - (ix) details and date of any major repairs to a stadium or venue, including, but not limited to any repair relating to the structural integrity of a stadium or venue;
 - (x) details and date of any major safety incidents at a stadium or venue, including, but not limited to incidents relating to fire, crowd crush, structural and essential service failure; and
 - (xi) detailed, properly documented and current emergency evacuation and fire rationale for a stadium or venue prepared by an experienced and suitably qualified safety professional;
- (b) an application for a safety certificate for an existing stadium or venue must contain or have attached to it, a detailed lay-out plan of a stadium or venue and its precincts, including, but not limited to:
- (i) detailed cross-section lay-out plans of a stadium or a venue prepared by an architect and a registered person who are experienced in design of a stadium or a venue; and
 - (ii) the requirements set out in regulation 4 (a) – (m) in respect of an application for an existing stadium or venue safety certificate; and
- (c) An application for a certificate for an existing stadium or venue certificate must have attached to it certified copies of current and valid safety certification as contemplated in regulation 4(1) of these regulations;

9. (1) A safety certificate issued by a local authority must be certified by a registered person.

(2) A safety certificate must state at least —

- (a) the full name of the stadium or venue;
- (b) the exact physical address (including GPS coordinates of) of the stadium or venue;
- (c) the owner of the stadium or venue;
- (d) the date of construction of the stadium or venue;
- (e) the date of the first original certificate of occupation in respect of the stadium or venue;
- (f) a grading certificate as contemplated in section 8 (4)(a), (b) and (c) of the Act;
- (g) the nature of the various categories of safety certification which form part of the overall safety certification in respect of the stadium or venue, including but not limited to the safety certification contemplated in regulation 4(1);
- (h) the period of validity of a safety certificate;
- (i) issue date of a safety certificate; and
- (j) the full names, details, qualifications and certifying signature of the registered person responsible for the preparation of the safety certificate.

Amendment to and replacement of safety certificates

10. (1) An application by a stadium or venue owner, as the case may be, for an amendment to or replacement of a safety certificate must be in writing in the format provided for in **Annexure 9**.

(2) A local authority may, pursuant to its consideration of whether an application contemplated in subregulation (1) should be approved —

- (a) forward a copy of the application contemplated in subregulation (1) to any safety and security role-player, as it may deem fit, for the purposes of obtaining comment and input in writing on the said application;
- (b) consult with an authorised member and any other safety and security role player, as it may deem fit, about the appropriateness of any term, condition or directive which may be a prerequisite for the granting of any application for an amendment to or replacement of a safety certificate; and
- (c) set written requirements or directives, which must be complied with by the stadium or venue owner within a specified time, or such additional time as it may afford to the said owner in writing, as a condition precedent to any approval of an amendment or replacement of a safety certificate.

(4) A local authority must consider and finalise its decision regarding the application for an amendment to or replacement of a safety certificate and must within 14 days after such finalisation issue a notice in writing to the applicant, which must specify the date upon which the approved amendment or replacement of the safety certificate is to come into operation.

(5) If a local authority turns down an application for an amendment to or replacement of a safety certificate, it must immediately inform the stadium or venue owner in writing of its decision and the reasons for that decision.

(6) A local authority considering an application in terms of section 13 of the Act and these regulations must comply with the following requirements:

- (a) If a local authority receives an application contemplated in regulation 8(1) in the form of a proposed transfer of a certificate from the holder of such a certificate to another person, the local authority must verify and satisfy itself that the proposed transferee is in a position to meet all of the requirements upon which the original decision to issue the said certificate was based; and
- (b) If the local authority is satisfied that the transferee referred to in subparagraph (a) satisfies all of the requirements of the current holder of the said certificate as contemplated in terms of the Act and these regulations, the local authority may transfer the said certificate to such person.

(7) An applicant making an application in terms of section 13 of the Act and these regulations, may either be the holder of a certificate contemplated in regulation 8(1) or the persons authorised in section 13(2) of the Act to whom it is envisaged that the said certificate should be transferred to.

(8) The holder of a certificate contemplated in regulation 8(1) may surrender it to the local authority in writing.

(9) Any certificate surrendered in terms of subregulation (8) shall cease to have any force or effect.

(10) A local authority may cancel a safety certificate as contemplated in sections 8, 9 and 10 of the Act and these regulations, if the holder legally ceases to exist.

(11) A local authority may at any time withdraw a certificate or the certificates referred to in sections 8, 9 and 10 of the Act, which withdrawal must be communicated in writing to the certificate holder as soon as it is practically possible.

(12) An approval of an application for an amendment to or replacement of a safety certificate must be issued in writing in the format provided for in **Annexure 10**.

Appeal procedure

11. (1) An appeal contemplated in section 42 of the Act, must be lodged in the format provided for in **Annexure 11**.

(2) Before an appeal in terms of this Act is lodged an amount of R20 000 must be deposited by way of cash, irrevocable bank guarantee or electronic funds transfer by the appellant with the Appeal Board;

(3) The amount contemplated in subregulation (2) is —

- (a) refundable in full only if the Appeal Board has reached a verdict or decision in favour of the appellant; or
- (b) forfeited by the appellant to the Minister if the appeal has been unsuccessful or
- (c) partially forfeited, at the discretion of the Appeal Board, in respect of an appeal which is partially successful.

(4) The Appeal Board may, with a view to the personal circumstances of a prospective appellant, waive the deposit contemplated in subregulation (2).

(5) An appellant must pay for the costs of the reproduction of any records or other ancillary administrative matters attributable to the lodging and prosecution of an appeal.

(6) The detailed administrative procedure to be followed in connection with the prosecution of appeals by the Appeal Board shall be determined, in writing, by the Board, from time to time.

(7) Any person lodging an appeal with the Appeal Board shall do so, in writing, within 14 days of such person having been advised in writing of the decision to be appealed against.

(8) The grounds of an appeal must set out fully and clearly all grounds of appeal, which the appellant believes may be relevant to the matter.

(9) Any party involved in the prosecution of an appeal may be represented by an attorney or advocate or a person of his or her own choice.

(10) The Appeal Board must hear, consider and finalize appeals lodged in terms of the Act and these regulations within the following timeframes:

- (a) within 14 days from the date of the lodgment of a written appeal by an appellant, if the matter to be adjudicated upon is one of urgency;
and
- (b) within 30 days from the date of the lodgment of a written appeal by an appellant, where the matter is not one of urgency.

Short title

12. These regulations are called the Safety at Sports and Recreational Events Regulations, 2017.

ANNEXURE 1**PRO-FORMA SASREA SECTION 8(1) AND (4) APPLICATION**

(Application for an Annual Existing Stadium or Venue Safety Certificate addressed to
Local Authority)

LETTERHEAD OF STADIUM OR VENUE OWNER/OPERATOR OR FAILING IT AN EVENT
ORGANIZER (OR CONTROLLING BODY IF PREPARING SCHEDULE ON BEHALF OF
EVENT ORGANIZER)

The City Engineer
(INSERT NAME OF APPLICABLE LOCAL AUTHORITY HERE)

Per e-mail:

Facsimile:

Dear Sir/Madam

**APPLICATION FOR ANNUAL EXISTING STADIUM SAFETY CERTIFICATE I.T.O
SECTION 8 (1) AND (4) OF THE SAFETY AT SPORTS AND RECREATIONAL
EVENTS ACT, 2010 (ACT NO. 2 OF 2010) - (INSERT NAME OF
STADIUM/VENUE HERE)**

Please find set out below an application i.t.o. Section 8 (1) & 8 (4) of the Safety at Sports and Recreational Events Act (hereinafter referred to as "***the Act***") for an annual existing stadium safety and grading certificate:

SECTION 1 - STADIUM/VENUE DETAILS

- 1.1 Name of Stadium/Venue:
- 1.2 Physical Address of Stadium/Venue:.....
- 1.3 GPS Co-ordinates of Stadium/Venue:.....
- 1.4 Local Authority certified safe spectator capacity of the Stadium/Venue:
- 1.5 Date of first completion of Stadium/Venue
- 1.6 Date of issue of first Occupation Certificate:
- 1.7 The original planned lifespan of the Stadium/Venue as determined by a registered person:
- 1.8 Date(s) of completion of and description of any major alterations or extension to a Stadium/Venue:
- 1.9 Date(s) of completion of and description of any major repairs to a Stadium/Venue, including, but not limited to repairs relating to the structural integrity of a Stadium/Venue:
.....

1.10 Date of issue of previous annual existing stadium/Venue safety & grading certificate:

NOTE: Not applicable for first application:

(PLEASE FIND ATTACHED HERETO A COPY OF A COMMISSIONER OF OATHS CERTIFIED COPY OF THE ABOVE DOCUMENTATION)

1.11 Estimated spectator/attendee safe capacity of Stadium/Venue:persons.

1.12 Stadium/Venue is/is not flood-lit (DELETE WHERE NOT APPLICABLE) at the following lux levels:

1.13 Stadium/Venue and it's respective precincts are/are not illuminated (DELETE WHERE NOT APPLICABLE) at the following lux levels:

1.14 Stadium/Venue has/does not (DELETE WHERE NOT APPLICABLE) have a permanent venue operation center in place.

1.15 Stadium/Venue has/does not (DELETE WHERE NOT APPLICABLE) have a permanent Public Address or Stadium/Venue sound system in place.

1.16 Stadium/Venue has/does not (DELETE WHERE NOT APPLICABLE) have permanent spectator/attendee seating in place.

1.17 Stadium /Venue has/does not (DELETE WHERE NOT APPLICABLE) have permanent event participant and spectator/attendee medical facilities in place.

1.18 Stadium /Venue has/does not (DELETE WHERE NOT APPLICABLE) have permanent measures in place to safely accommodate and facilitate the safe movement of persons who are physically challenged.

1.18 Briefly describe the nature of the events which are hosted at the Stadium/Venue together with a range of historical spectator/attendee attendance figures in brackets (please attach annexure if space below insufficient):

.....
.....
.....
.....
.....
.....

SECTION 2 - RESPONSIBLE PERSONS (Section 8(1) of the Act)**2.1 Stadium/Venue Owner : (Insert legal name if Stadium/Venue owner here)****2.1.1 Contact Details:**

- Contact Person :
- e-mail :
- Mobile No. :
- Telephone No (office):
- Postal Address :
- Physical Address :

2.2 Stadium/Venue Operator:**2.2.1 Contact Details:**

- Contact Person: :
- e-mail :
- Telephone No (office):
- Mobile No. :
- Postal Address :
- Physical Address :

2.3 Safety Officer: (INSERT FULL NAMES OF APPOINTED STADIUM/VENUE SAFETY OFFICER HERE)**NOTE: May be a natural or juristic person**Contact Details :

- e-mail :
- Mobile No. :
- Landline No. :

SECTION 3 - CONFIRMATIONS

We confirm that:

- 3.1 We have/have not previously submitted an application for an annual existing stadium safety & grading certificate as contemplated in section 8 (1) of the Act. (DELETE WHERE APPLICABLE);
- 3.2 I/We have/have not previously received an existing stadium/venue certificate from the (INSERT NAME OF APPLICABLE RELEVANT AUTHORITY HERE) as contemplated in section 8 (4) of the Act. (DELETE WHERE APPLICABLE);
- 3.3 There is/is not a valid and current existing stadium or venue safety and grading certificate in place for the stadium/venue, as contemplated in section 8 of the Act, which will still be valid on the day of the event (DELETE WHERE APPLICABLE);

IF NO CERTIFICATES REFERRED TO IN PARA. 3.3 (ABOVE) ARE IN PLACE; WRITTEN REASONS MUST BE SET OUT BELOW AS TO WHY SUCH CERTIFICATES ARE NOT IN PLACE:

.....
.....

- 3.4 The Stadium/Venue has a history of safety and/or security incident(s) where injuries; deaths or damage/loss to property re the general public has occurred:

YES/NO (DELETE WHERE NOT APPLICABLE)

If YES – please set out below a brief description of the nature and number of the incidents concerned:

.....
.....
.....
.....

SECTION 4 - SCHEDULE OF STADIUM/VENUE SAFETY INFORMATION /DOCUMENTATION IN SUPPORT OF THIS APPLICATION

Please find enclosed herewith the following current and valid safety information and documentation in support of our application for a section 8 existing stadium/venue safety and grading certificate:

- 4.1 A current structural and structural dynamic safety certificate issued by a "registered person" as contemplated in section 1 of the Act in respect of the Stadium/Venue;

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- 4.2 A current electrical installation compliance certificate issued by a "*registered person*" as contemplated in section 1 of the Act in respect of the Stadium/Venue;
- 4.3 A current fire safety and fire equipment installation issued by the local municipal fire department in respect of the Stadium/Venue;
- 4.4 A current safety and security installation (e.g. PA systems, electronic surveillance systems, automated evacuation systems, robust fenced perimeters; access control systems; Stadium/Venue illumination etc.) safety certificate issued by the local municipal fire department and/or local municipal disaster management department;
- 4.5 A current water and sewerage installation compliance certificate issued by a "*registered person*" as contemplated in section 1 of the Act in respect of the Stadium/Venue;
- 4.6 A current mechanical system compliance certificate issued by a "*registered person*" as contemplated in section 1 of the Act in respect of the Stadium/Venue;
- 4.7 A current and valid occupational health and safety certificate issued by the occupational health and safety department of the local authority;
- 4.8 A written estimate of the total safe event spectator/attendee capacity for the Stadium/Venue by a "*registered person*" as contemplated in section 1 of the Act in respect of the Stadium/Venue;
- 4.9 A copy of a proper and comprehensive written emergency evacuation and disaster risk management plan for the Stadium/Venue compiled by a person who is qualified and experienced in the field of public facility safety, security and disaster risk management;
- 4.10 A copy of a current environmental protection compliance certificate issued by the local municipal environmental health department;
- 4.11 A copy of a current waste management compliance certificate issued by the local municipal waste management department;
- 4.12 A copy of a current health compliance certificate issued by the local municipal environmental health department;
- 4.13 A copy of a current gas safety & compliance certificate issued by the local municipal fire department;
- 4.14 A copy (WHERE APPLICABLE) of a current and valid certificate to trade or operate a business issued by the local authority;
- 4.15 A full set of lay-outs and plans (including cross-sections) of the Stadium/Venue.

SECTION 5 - EVENT RISK CATEGORIZATION RECOMMENDATION

We respectfully submit, with reference to all of the information set-out above, that the Stadium/Venue in respect of which this existing stadium/venue safety and grading certificate has been applied for should be issued with a existing stadium/venue certificate, by the Local Authority, as contemplated in section 8(4), on the following basis:

1. (a) Determined safe capacity of venue:**Made up of:****Attendees/Spectators:****Support Staff:****(b) Determined safe capacity of stadium:****(i) HIGH RISK GRADING:****(aa) Seated Spectators in grandstand/spectator viewing areas only -**

.....

(bb) Spectators on pitch in concert or similar event mode -

.....

(cc) Event Support Staff -

.....

(ii) MEDIUM AND LOW RISK GRADING:**(aa) Seated & standing Spectators in grandstand/spectator viewing areas only -**

.....

(bb) Spectators on pitch in concert or similar event mode -

.....

(cc) Event Support Staff -

.....

2. Level of Event Risk that can be hosted at stadium/venue:**HIGH, MEDIUM OR LOW. (DELETE WHERE NOT APPLICABLE)**

We await your urgent consideration and issuing, to us, of the annual existing stadium and venue safety and grading certificates as contemplated in section 8 of the Act.

Kind regards

.....
For and on behalf & duly authorized by
(INSERT FULL LEGAL NAME OF STADIUM/VENUE OWNER/OPERATOR HERE)

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ANNEXURE 2

PRO-FORMA SASREA SECTION 8(1) AND (4) SAFETY CERTIFICATE

(Local Authority Annual Existing Stadium or Venue Safety and Grading Certificate)

LETTERHEAD OF LOCAL AUTHORITY

(INSERT DATE HERE):

The Stadium/Venue Owner

(INSERT ADDRESS DETAILS OF APPLICABLE STADIUM/VENUE OWNER HERE)

Per e-mail:

Facsimile:

And to:

The Stadium/Venue Operator

(INSERT ADDRESS DETAILS OF APPLICABLE STADIUM/VENUE MANAGEMENT COMPANY/OPERATOR HERE)

Per e-mail:

Facsimile:

Dear SIR/MADAM

ANNUAL EXISTING STADIUM SAFETY AND GRADING CERTIFICATE ISSUED IN TERMS OF SECTION 8 (1) AND (4) OF THE SAFETY AT SPORTS & RECREATIONAL EVENTS ACT, 2010 (ACT NO. 2 OF 2010) – (INSERT NAME OF STADIUM/VENUE HERE)

This document serves to certify that the following Stadium/Venue (DELETE WHERE NOT APPLICABLE), by my hand and my signature appended hereto, has been issued with an **existing stadium/venue** (DELETE WHERE NOT APPLICABLE) **safety and event risk grading certificate** on the following terms and conditions:

SECTION 1 - STADIUM/VENUE DETAILS

1.1 Name of Stadium/Venue:

1.2 Physical Address of Stadium/Venue:.....

1.3 GPS Co-ordinates of Stadium/Venue:.....

SECTION 2 - VALIDITY

NOTE : THIS CERTIFICATE IS VALID FOR A PERIOD OF TWELVE (12) MONTHS AS OF THE DATE OF ISSUE THEREOF.

1.1 Date of Issue of Certificate:

SECTION 3 - TERMS AND CONDITIONS

1.1 The issue of this safety certificate has been made strictly subject to the compliance, by the Stadium/Venue owner (DELETE WHERE NOT APPLICABLE), to the following terms and conditions:

.....

SECTION 4 - SECTION 8 (4) (b) GRADING CERTIFICATE DETAILS

The following determination has been made in terms of section 8 (4) (b) of the Act in respect of safe spectator of the stadium/venue and the level of risk of event that may be hosted at the Stadium/Venue. (DELETE WHERE NOT APPLICABLE)

1. (a) **Determined safe capacity of venue:**

Made up of:

Attendees/Spectators:

Support Staff:

(b) **Determined safe capacity of stadium:**

(i) **HIGH RISK GRADING:**

(a) **Seated Spectators in grandstand/spectator viewing areas only –**

.....

(b) **Spectators on pitch in concert or similar event mode -**

.....

(c) **Event Support Staff -**

.....

(ii) MEDIUM AND LOW RISK GRADING:

(a) **Seated and standing spectators in grandstand/spectator viewing areas only -**

.....

(b) **Spectators on pitch in concert or similar event mode -**

.....

(c) **Event Support Staff -**

.....

**2. Level of Risk of Event that can be hosted at Stadium/Venue:
HIGH, MEDIUM OR LOW. (DELETE WHERE NOT APPLICABLE)**

Yours faithfully

.....

(Insert Full Names and Official Position of Signatory Here)

For and on behalf and duly authorized by

(INSERT FULL LEGAL NAME OF LOCAL AUTHORITY HERE)

ANNEXURE 3**PRO-FORMA SASREA SECTION 9(1) APPLICATION**

(Application for a Certificate in respect of a New Stadium or Venue)

(LETTERHEAD OF STADIUM/VENUE OWNER OR OPERATOR)**The City Engineer****(INSERT NAME OF APPLICABLE LOCAL AUTHORITY HERE)**

Per e-mail:

Facsimile:

Dear Sir/Madam

APPLICATION FOR A CERTIFICATE IN RESPECT OF THE SAFETY DESIGN OF A NEW STADIUM OR VENUE I.T.O SECTION 9 (1) OF THE SAFETY AT SPORTS AND RECREATIONAL EVENTS ACT, 2010 (ACT NO. 2 OF 2010) – (INSERT NAME OF NEW STADIUM/VENUE HERE)

Please find set out below an application i.t.o. section 9 (1) of the Safety at Sports and Recreational Events Act (hereinafter referred to as "*the Act*") for a Safety Design certificate in respect of a New Stadium or Venue:

SECTION 1 - NEW STADIUM/VENUE DETAILS

1.1 Proposed Name of New Stadium/Venue:

.....

1.2 Physical Address of New Stadium/Venue:.....

1.3 GPS Co-ordinates of New Stadium/Venue:.....

1.4 Proposed Event Risk Grading of Stadium/Venue: **HIGH, MEDIUM OR LOW.**
(DELETE WHERE NOT APPLICABLE)1.5. **Proposed safe capacity of Venue:****Made up of:****Attendees/Spectators:****Support Staff:****(NOT APPLICABLE TO STADIUMS)**

1.6 Proposed safe capacity of Stadium

(a) HIGH RISK GRADING:

(i) Seated Spectators in grandstand/spectator viewing areas only –

.....

(ii) Spectators on pitch in concert or similar event mode -

.....

(iii) Event Support Staff –

.....

(b) MEDIUM AND LOW RISK GRADING:

(i) Seated and standing Spectators in grandstand/spectator viewing areas only –

.....

(ii) Spectators on pitch in concert or similar event mode -

.....

(iii) Event Support Staff –

.....

SECTION 2 - RESPONSIBLE PERSONS (Section 9 (1) of the Act)

2.1 New Stadium/Venue Owner : (Insert legal name if New Stadium/Venue owner here)

2.1.1 Contact Details:

- Contact Person :
- E-mail :
- Mobile No. :
- Telephone No. (office):
- Postal Address :
- Physical Address :

2.2 Stadium/Venue Operator:**2.2.1 Contact Details:**

- Contact Person: :
- E-mail :
- Telephone No. (office):
- Mobile No. :
- Postal Address :
- Physical Address :

2.3 Safety Officer: (INSERT FULL NAMES OF APPOINTED NEW STADIUM/VENUE SAFETY OFFICER HERE)**NOTE: May be a natural or juristic person**Contact Details :

- E-mail :
- Mobile No. :
- Landline No. :

SECTION 3 - CONFIRMATIONS

We confirm that:

- 3.1 We have/have not previously submitted an application for a Safety Design certificate in respect of a New Stadium/Venue (DELETE WHERE NOT APPLICABLE) as contemplated in section 9 (1) of the Act;
- 3.2 I/We have/have not previously received a Safety Design certificate in respect of a New Stadium/Venue (DELETE WHERE NOT APPLICABLE) as contemplated in section 9 (1) of the Act from (INSERT NAME OF APPLICABLE RELEVANT AUTHORITY HERE);
- 3.3 We have not commenced construction work on the New Stadium/Venue (DELETE WHERE NOT APPLICABLE);
- 3.4. We will not be commencing construction work on the New Stadium/Venue (DELETE WHERE NOT APPLICABLE) within three (3) months of the date of this application;
- 3.5 We hereby confirm that the projected duration of the construction of the New Stadium/Venue (DELETE WHERE NOT APPLICABLE) will be:

Duration :months/years

Planned Commencement Date: (INSERT DATE HERE);

Planned Completion Date : (INSERT DATE HERE).

- 3.6 The safety design of the New Stadium/Venue (DELETE WHERE NOT APPLICABLE) complies in all respects to the prescribed safety and security requirements contemplated in section 9(2) of the Act and Regulation 6 of the Regulations thereto.

SECTION 4 - SCHEDULE OF STADIUM/VENUE SAFETY INFORMATION / DOCUMENTATION IN SUPPORT OF THIS APPLICATION

Please find enclosed herewith the following current and valid safety information and documentation in support of our application for a Safety Design certificate in respect of the proposed New Stadium/Venue (DELETE WHERE NOT APPLICABLE) as contemplated in terms of section 9 (2) and Regulation 6 (4) of the Regulations thereto:

- 4.1 A full set of professionally drafted and comprehensive design layout plans, including cross-sections, of the entire stadium or Venue and its immediate precinct issued by a "registered person" (as contemplated in section 1 of the Act), which demarcate and provide clear and proper information relating to all of the requirements set out in Regulation 5 of the Regulations and, in addition, amongst others,:
- 4.1.1 Spectator grandstand and/or multi-tier design of the Stadium or Venue;
 - 4.1.2 The automated spectator turnstiles of a Stadium - proposed medium & high grading only;
 - 4.1.3 The emergency exits; spectator access routes and emergency gates (including the minimum design requirements thereof) inside a Stadium or Venue or within its precincts;
 - 4.1.4 The physical spectator barricading (temporary or permanent) inside a Stadium and within its precinct;
 - 4.1.5 Primary electrical (including illumination) installations;
 - 4.1.6 Primary water and sewage installations;
 - 4.1.7 All mechanical installations e.g. lifts, escalators, etc.;
 - 4.1.8 Emergency auxiliary power installations;
 - 4.1.9 Fire detection and response systems;
 - 4.1.10 Emergency and public information signage;
 - 4.1.11 Stadium traffic management design and impact plan (including all categories of parking, emergency vehicle access/egress routings, ring road system incorporating spectator drop-off points etc) - proposed medium and high grading only;

- 4.1.12 Spectator seating (including minimum seating design specifications);
- 4.1.13 Stadium electronic re-play screens and scoreboards - proposed medium and high grading only;
- 4.1.14 Venue Operations Center - proposed medium and high grading only;
- 4.1.15 Permanently installed public address/sound system & public address/sound system adjacent to venue operations center proposed medium and high grading only;
- 4.1.16 Media facilities - proposed medium and high grading only;
- 4.1.17 Outside Broadcast Facilities - proposed medium and high grading only;
- 4.1.18 Medical facilities;
- 4.1.19 VVIP viewing area and VVIP movement routings - proposed medium and high grading only;
- 4.1.20 Physically challenged person amenities;
- 4.1.21 All environmental protection measures (including water conservation, air quality, waste management and energy conservation design measures);
- 4.1.22 Minimum spectator headroom;
- 4.1.23 Stairways; and
- 4.1.24 Walkways and gangways.

SECTION 5 – ADDITIONAL INFORMATION IN SUPPORT OF APPLICATION

As contemplated in section 9 (2) of the Act we hereby submit the following additional information in support of our application:

- 5.1 Stadium/Venue is/is not flood-lit (DELETE WHERE NOT APPLICABLE) at the following lux levels:
.....
- 5.2 Stadium/Venue and it's respective precincts are/are not illuminated (DELETE WHERE NOT APPLICABLE) at the following lux levels:
.....
- 5.3 Stadium/Venue has/does not (DELETE WHERE NOT APPLICABLE) have a permanent venue operation center in place.
- 5.4 Stadium/Venue has/does not (DELETE WHERE NOT APPLICABLE) have a permanent Public Address or Stadium/Venue sound system in place.
- 5.5 Stadium/Venue has/does not (DELETE WHERE NOT APPLICABLE) have permanent spectator/attendee seating in place.

- 5.6 Stadium /Venue has/does not (DELETE WHERE NOT APPLICABLE) have permanent event participant and spectator/attendee medical facilities in place.
- 5.7 Stadium /Venue has/does not (DELETE WHERE NOT APPLICABLE) have permanent measures in place to safely accommodate and facilitate the safe movement of persons who are physically challenged.
- 5.7 Please set out any other additional information which you believe may be relevant as far as whether a New Stadium or Venue Safety Design certificate should be issued to you in terms of this application, including the nature of the events which are expected to be hosted at the new Stadium/Venue. (please attach/annex typed-up submission if space provided below is insufficient):

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

SECTION 6 – SUBMISSION REGARDING SECTION 9 (1) APPLICATION

We respectfully submit, with reference to all of the information set-out above, that a New Stadium/Venue (DELETE WHERE NOT APPLICABLE) Safety Design Certificate which has been applied for should be issued by the Local Authority, as contemplated in section 10 (1).

We await your urgent consideration and issuing, to us, of the said certificate.

Please do not hesitate to contact us should you require any clarification or additional information in respect of any aspect of our application.

Kind regards

.....
For and on behalf and duly authorized by
(INSERT FULL LEGAL NAME OF STADIUM/VENUE OWNER/OPERATOR HERE

ANNEXURE 4**PRO-FORMA SASREA SECTION 9 SAFETY CERTIFICATE**

(Local Authority New Stadium or Venue Design Safety Certificate)

LETTERHEAD OF LOCAL AUTHORITY**(INSERT DATE HERE):****The Stadium/Venue Owner****(INSERT ADDRESS DETAILS OF APPLICABLE STADIUM/VENUE OWNER HERE)**

Per e-mail:

Facsimile:

And to:

(IF APPLICABLE)

The Stadium/Venue Operator**(INSERT ADDRESS DETAILS OF APPLICABLE STADIUM/VENUE MANAGEMENT COMPANY/OPERATOR HERE)**

Per e-mail:

Facsimile:

Dear SIR/MADAM

NEW STADIUM OR VENUE DESIGN CERTIFICATE ISSUED IN TERMS OF SECTION 9 OF THE SAFETY AT SPORTS AND RECREATIONAL EVENTS ACT, 2010 (ACT NO. 2 OF 2010) – (INSERT NAME OF NEW STADIUM/VENUE HERE)

This document serves to certify that the following new Stadium/Venue (DELETE WHERE NOT APPLICABLE), by my hand and my signature appended hereto, has been issued with a new **stadium/venue** (DELETE WHERE NOT APPLICABLE) **design safety certificate** on the following terms and conditions:

SECTION 1 - NEW STADIUM/VENUE DETAILS

- 1.1 Name of New Stadium/Venue:
- 1.2 Physical Address of New Stadium/Venue:.....
- 1.3 GPS Co-ordinates of New Stadium/Venue:.....
- 1.4 Commencement Date of Construction of New Stadium/Venue:

SECTION 2 - VALIDITY

NOTE : THIS CERTIFICATE IS VALID FOR A PERIOD OF (.....) MONTHS AS OF THE DATE OF ISSUE THEREOF.

1.1 Date of Issue of Certificate:

SECTION 3 - TERMS AND CONDITIONS

1.1 The issue of this new stadium/venue design safety certificate has been made strictly subject to the compliance, by the Stadium/Venue owner (DELETE WHERE NOT APPLICABLE), to the following terms and conditions and other safety & security design criteria in respect of the safety and security design of the Stadium/Venue (DELETE WHERE NOT APPLICABLE):

.....
.....
.....
.....
.....
.....

SECTION 4 - ADDITIONAL SAFETY DETERMINATIONS

The following determination has been made in respect of safe spectator of the new stadium/venue (DELETE WHERE NOT APPLICABLE) and the level of risk of event that may be hosted at the new Stadium/Venue. (DELETE WHERE NOT APPLICABLE)

1. Determined safe spectator capacity of New Venue:

.....persons.

2. (a) Determined safe capacity of New Stadium:

Made up of:

Attendees/Spectators:

Support Staff:

(b) Determined safe capacity of stadium:

(i) HIGH RISK GRADING:

(a) Seated Spectators in grandstand/spectator viewing areas only –

.....

(b) Spectators on pitch in concert or similar event mode -

.....

(c) Event Support Staff –

.....

(ii) MEDIUM AND LOW RISK GRADING:

(a) Seated and standing Spectators in grandstand/spectator viewing areas only –

.....

(b) Spectators on pitch in concert or similar event mode -

.....

(c) Event Support Staff –

.....

**3. Level of Risk of Event that can be hosted at New Stadium/Venue:
HIGH, MEDIUM OR LOW. (DELETE WHERE NOT APPLICABLE)**

Yours faithfully

.....

(Insert Full Names and Official Position of Signatory Here)

For and on behalf & duly authorized by

(INSERT FULL LEGAL NAME OF LOCAL AUTHORITY HERE)

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ANNEXURE 5

PRO-FORMA SASREA SECTION 10(1) APPLICATION

(Application for a Certificate in respect of an Alteration or Extension to a Stadium or Venue)

(LETTERHEAD OF STADIUM/VENUE OWNER OR OPERATOR)

The City Engineer

(INSERT NAME OF APPLICABLE LOCAL AUTHORITY HERE)

Per e-mail:

Facsimile:

Dear Sir/Madam

APPLICATION FOR A CERTIFICATE IN RESPECT OF AN ALTERATION OR EXTENSION TO A STADIUM OR VENUE I.T.O SECTION 10 (1) OF THE SAFETY AT SPORTS AND RECREATIONAL EVENTS ACT, 2010 (ACT NO. 2 OF 2010) – (INSERT NAME OF STADIUM/VENUE HERE)

Please find set out below an application i.t.o. section 10 (1) of the Safety at Sports and Recreational Events Act (hereinafter referred to as "the Act") for a certificate in respect of an alteration or extension to a Stadium or Venue:

SECTION 1 - STADIUM/VENUE DETAILS

- 1.1 Name of Stadium/Venue:
- 1.2 Physical Address of Stadium/Venue:.....
- 1.3 GPS Co-ordinates of Stadium/Venue:.....
- 1.4 Local Authority certified safe spectator capacity of the Stadium/Venue:
- 1.5 Date of First Occupation Certificate:
- 1.6 Date of issue of previous annual existing stadium/Venue safety and grading certificate:

NOTE: (PLEASE FIND ATTACHED HERETO A COPY OF A COMMISSIONER OF OATHS CERTIFIED COPY OF THE ABOVE DOCUMENTATION)

- 1.7 Estimated spectator/attendee safe capacity of Stadium/Venue:
.....persons.
- 1.8 Stadium/Venue is/is not flood-lit (DELETE WHERE NOT APPLICABLE) at the following lux levels:

- 1.9 Stadium/Venue and its respective precincts are/are not illuminated (DELETE WHERE NOT APPLICABLE) at the following lux levels:
- 1.10 Stadium/Venue has/does not (DELETE WHERE NOT APPLICABLE) have a permanent venue operation center in place.
- 1.11 Stadium/Venue has/does not (DELETE WHERE NOT APPLICABLE) have a permanent Public Address or Stadium/Venue sound system in place.
- 1.12 Stadium/Venue has/does not (DELETE WHERE NOT APPLICABLE) have permanent spectator/attendee seating in place.
- 1.13 Stadium /Venue has/does not (DELETE WHERE NOT APPLICABLE) have permanent event participant and spectator/attendee medical facilities in place.
- 1.14 Stadium /Venue has/does not (DELETE WHERE NOT APPLICABLE) have permanent measures in place to safely accommodate and facilitate the safe movement of persons who are physically challenged.
- 1.14 Briefly describe the nature of the events which are hosted at the Stadium/Venue together with a range of historical spectator/attendee attendance figures in brackets (please attach annexure if space below insufficient):

SECTION 2 - RESPONSIBLE PERSONS (section 10 (1) of the Act)

2.1 Stadium/Venue Owner : (Insert legal name if Stadium/Venue owner here)

2.1.1 Contact Details:

- Contact Person :
- E-mail :
- Mobile No. :
- Telephone No. (office):
- Postal Address :
- Physical Address :

2.2 Stadium/Venue Operator:

2.2.1 Contact Details:

- Contact Person: :.....
- E-mail :
- Telephone No. (office):
- Mobile No. :
- Postal Address :
- Physical Address :

2.3 Safety Officer: (INSERT FULL NAMES OF APPOINTED STADIUM/VENUE SAFETY OFFICER HERE)

NOTE: May be a natural or juristic person

Contact Details:

- E-mail :
- Mobile No. :
- Landline No. :

SECTION 3 - CONFIRMATIONS

We confirm that:

- 3.1 We have/have not previously submitted an application for a certificate in respect of an alteration or extension to the Stadium/Venue (DELETE WHERE NOT APPLICABLE) as contemplated in section 10 (1) of the Act;
- 3.2 I/We have/have not previously received an existing stadium/venue certificate from the (INSERT NAME OF APPLICABLE RELEVANT AUTHORITY HERE) as contemplated in section 8 (4) of the Act. (DELETE WHERE NOT APPLICABLE);
- 3.3 There is/is not a valid and current existing stadium or venue safety and grading certificate in place for the stadium/venue, as contemplated in section 8 of the Act; (DELETE WHERE NOT APPLICABLE);

IF NO CERTIFICATES REFERRED TO IN PARA. 3.3 ABOVE ARE IN PLACE, WRITTEN REASONS MUST BE SET OUT BELOW AS TO WHY SUCH CERTIFICATES ARE NOT IN PLACE:

.....
.....

3.4 The Stadium/Venue has a history of safety and/or security incident(s) where injuries; deaths or damage/loss to property re the general public has occurred:

YES/NO (DELETE WHERE NOT APPLICABLE)

If YES – please set out below a brief description of the nature and number of the incidents concerned:

.....

SECTION 4 - SCHEDULE OF STADIUM/VENUE SAFETY INFORMATION /DOCUMENTATION IN SUPPORT OF THIS APPLICATION

Please find enclosed herewith the following current and valid safety information and documentation in support of our application for a certificate in respect of a proposed alteration/extension (DELETE WHERE NOT APPLICABLE) as contemplated in terms of section 10 (1) of the Act:

- 4.1 A current structural & structural dynamic safety certificate issued by a "registered person" as contemplated in section 1 of the Act in respect of the Stadium/Venue;
- 4.2 A current electrical installation compliance certificate issued by a "registered person" as contemplated in section 1 of the Act in respect of the Stadium/Venue;
- 4.3 A current fire safety and fire equipment installation issued by the local municipal fire department in respect of the Stadium/Venue;
- 4.4 A current safety and security installation (e.g. PA systems, electronic surveillance systems, automated evacuation systems, robust fenced perimeters; access control systems; Stadium/Venue illumination etc.) safety certificate issued by the local municipal fire department and/or local municipal disaster management department;
- 4.5 A current water and sewerage installation compliance certificate issued by a "registered person" as contemplated in section 1 of the Act in respect of the Stadium/Venue;
- 4.6 A current mechanical system compliance certificate issued by a "registered person" as contemplated in Section 1 of the Act in respect of the Stadium/Venue;

- 4.7 A current and valid occupational health and safety certificate issued by the occupational health and safety department of the local authority;
- 4.8 A written estimate of the total safe event spectator/attendee capacity for the Stadium/Venue by a "registered person" as contemplated in section 1 of the Act in respect of the Stadium/Venue;
- 4.9 A copy of a proper and comprehensive emergency evacuation and disaster risk management plan for the Stadium/Venue compiled by a person who is qualified and experienced in the field of public facility safety, security & disaster risk management;
- 4.10 A copy of a current environmental compliance certificate issued by the local municipal environmental health department;
- 4.11 A copy of a current waste management compliance certificate issued by the local municipal waste management department;
- 4.12 The Traffic Management design and impact plan of the Stadium/Venue;
- 4.13 A copy of a current health compliance certificate issued by the local municipal environmental health department;
- 4.14 A copy of a current gas safety & compliance certificate issued by the local municipal fire department;
- 4.15 A copy (WHERE APPLICABLE) of a current and valid certificate to trade or operate a business issued by the local authority;
- 4.16 A full set of lay-outs and plans (including cross-sections) of the Stadium/Venue which provide clear and proper information relating to, inter alia,:
 - 4.16.1 Spectator grandstand and/or multi-tier design of the Stadium/Venue;
 - 4.16.2 The spectator turnstiles of the Stadium;
 - 4.16.3 The emergency exits; spectator access routes and emergency gates inside a Stadium/Venue or within its precincts; and
 - 4.16.4 The physical spectator barricading inside a Stadium and within its precinct.

SECTION 5 – ADDITIONAL INFORMATION IN SUPPORT OF APPLICATION

As contemplated in section 10 (2) of the Act we hereby submit the following information in support of our application:

- 5.1 It is our considered view that the proposed alteration/extension (DELETE WHERE NOT APPLICABLE) will/will not (DELETE WHERE NOT APPLICABLE), for the following reasons, affect the safety and security of persons at the Stadium/Venue:

ANNEXURE 6

PRO-FORMA SASREA SECTION 10 (1) SAFETY CERTIFICATE

(Local Authority Certificate in respect of Alteration or Extension to Stadium or Venue)

LETTERHEAD OF LOCAL AUTHORITY

(INSERT DATE HERE):

The Stadium/Venue Owner

(INSERT ADDRESS DETAILS OF APPLICABLE STADIUM/VENUE OWNER HERE)

Per e-mail:

Facsimile:

And to:

(IF APPLICABLE)

The Stadium/Venue Operator

(INSERT ADDRESS DETAILS OF APPLICABLE STADIUM/VENUE MANAGEMENT COMPANY/OPERATOR HERE)

Per e-mail:

Facsimile:

Dear SIR/MADAM

CERTIFICATE IN RESPECT OF ALTERATION OR EXTENSION TO STADIUM OR VENUE ISSUED IN TERMS OF SECTION 10 (1) OF THE SAFETY AT SPORTS AND RECREATIONAL EVENTS ACT, 2010 (ACT NO. 2 OF 2010) – (INSERT NAME OF STADIUM/VENUE HERE)

This document serves to certify that the following Stadium/Venue (DELETE WHERE NOT APPLICABLE), by my hand and my signature appended hereto, has been issued with a **certificate in respect of alteration or extension to a stadium/venue** (DELETE WHERE NOT APPLICABLE) on the following terms and conditions:

SECTION 1 - STADIUM/VENUE DETAILS

1.1 Name of New Stadium/Venue:

1.2 Physical Address of New Stadium/Venue:.....

1.3 GPS Co-ordinates of New Stadium/Venue:.....

1.4 Commencement Date of Construction of planned Alteration or Extension to Stadium/Venue:

1.5 Completion Date of Construction of planned Alteration or Extension to Stadium/Venue:

SECTION 2 - VALIDITY

NOTE : THIS CERTIFICATE IS VALID FOR A PERIOD OF (.....) MONTHS AS OF THE DATE OF ISSUE THEREOF.

1.1 Date of Issue of Certificate:

SECTION 3 - TERMS & CONDITIONS

1.1 The issue of this certificate in respect of alteration of or extension to stadium/venue has been made strictly subject to the compliance, by the Stadium/Venue Owner (DELETE WHERE NOT APPLICABLE), to the following terms and conditions and other safety & security design criteria in respect of the safety and security design of the planned alteration or extension to the Stadium/Venue (DELETE WHERE NOT APPLICABLE);

.....
.....
.....
.....
.....
.....

SECTION 4 - ADDITIONAL SAFETY DETERMINATIONS

The following determination has been made in respect of safe spectator capacity of the Stadium/Venue (DELETE WHERE NOT APPLICABLE) and the level of risk of event that may be hosted at the Stadium/Venue (DELETE WHERE NOT APPLICABLE) when the planned alteration or extension to the Stadium/Venue (DELETE WHERE NOT APPLICABLE) is finalized.

1. (a) **Determined safe capacity of Altered/Extended venue:**

Made up of:

Attendees/Spectators:

Support Staff:

(b) Determined safe capacity of Altered/Extended Stadium

(i) HIGH RISK GRADING:

(a) Seated Spectators in grandstand/spectator viewing areas only –

.....

(b) Spectators on pitch in concert or similar event mode -

.....

(c) Event Support Staff –

.....

(ii) MEDIUM & LOW RISK GRADING:

(a) Seated and standing Spectators in grandstand/spectator viewing areas only –

.....

(b) Spectators on pitch in concert or similar event mode -

.....

(C) Event Support Staff –

.....

2. Level of Event Risk that can be hosted at Altered/Extended Stadium/Venue:

HIGH, MEDIUM OR LOW. (DELETE WHERE NOT APPLICABLE)

Yours faithfully

.....

(Insert Full Names and Official Position of Signatory Here)

For and on behalf and duly authorized by

(INSERT FULL LEGAL NAME OF LOCAL AUTHORITY HERE

ANNEXURE 7
PRO-FORMA SASREA SECTION 10 (3) APPLICATION

(Application for a Certificate in respect of a Temporary Alteration or Extension to a
 Stadium or Venue)

LETTERHEAD OF STADIUM/VENUE OWNER/OPERATOR

The City Engineer
(INSERT NAME OF APPLICABLE LOCAL AUTHORITY HERE)

Per e-mail:

Facsimile:

Dear Madam

**APPLICATION FOR APPROVAL IN RESPECT OF A TEMPORARY ALTERATION
 OR EXTENSION TO A STADIUM OR VENUE I.T.O SECTION 10 (3) OF THE
 SAFETY AT SPORTS AND RECREATIONAL EVENTS ACT, 2010 (ACT NO. 2 OF
 2010) – (INSERT NAME OF STADIUM/VENUE HERE)**

Please find set out below an application i.t.o. section 10 (3) of the Safety at Sports and Recreational Events Act (hereinafter referred to as "*the Act*") for an approval of a proposed temporary alteration or extension to a Stadium or Venue:

SECTION 1 - STADIUM/VENUE DETAILS

- 1.1 Name of Stadium/Venue:
- 1.2 Physical Address of Stadium/Venue:.....
- 1.3 GPS Co-ordinates of Stadium/Venue:.....
- 1.4 Local Authority certified safe spectator capacity of the Stadium/Venue:
- 1.5 Date of First Occupation Certificate:
- 1.6 Date of issue of previous annual existing stadium/Venue safety and grading certificate:

NOTE: (PLEASE FIND ATTACHED HERETO A COPY OF A COMMISSIONER OF OATHS CERTIFIED COPY OF THE ABOVE DOCUMENTATION)

- 1.7 Estimated spectator/attendee safe capacity of Stadium/Venue:
persons.
- 1.8 Stadium/Venue is/is not flood-lit (DELETE WHERE NOT APPLICABLE) at the following lux levels:

1.9 Stadium/Venue and it’s respective precincts are/are not illuminated (DELETE WHERE NOT APPLICABLE) at the following lux levels:
.....

1.10 Stadium/Venue has/does not (DELETE WHERE NOT APPLICABLE) have a permanent venue operation center in place.

1.11 Stadium/Venue has/does not (DELETE WHERE NOT APPLICABLE) have a permanent Public Address or Stadium/Venue sound system in place.

1.12 Stadium/Venue has/does not (DELETE WHERE NOT APPLICABLE) have permanent spectator/attendee seating in place.

1.13 Stadium /Venue has/does not (DELETE WHERE NOT APPLICABLE) have permanent event participant and spectator/attendee medical facilities in place.

1.14 Stadium /Venue has/does not (DELETE WHERE NOT APPLICABLE) have permanent measures in place to safely accommodate and facilitate the safe movement of persons who are physically challenged.

1.14 Briefly describe the nature of the events which are hosted at the Stadium/Venue together with a range of historical spectator/attendee attendance figures in brackets (please attach annexure if space below insufficient):
.....
.....
.....
.....
.....
.....
.....

SECTION 2 - RESPONSIBLE PERSONS (Section 10 (1) of the Act)

2.1 **Stadium/Venue Owner** : (Insert legal name if Stadium/Venue Owner here)

2.1.1 Contact Details:

- Contact Person :
- e-mail :

- Mobile No. :
- Telephone No (office):
- Postal Address :
- Physical Address :

2.2 Stadium/Venue Operator:

2.2.1 Contact Details:

- Contact Person: :.....
- E-mail :
- Telephone No. (office):
- Mobile No. :
- Postal Address :
- Physical Address :

2.3 Safety Officer: (INSERT FULL NAMES OF APPOINTED STADIUM/VENUE SAFETY OFFICER HERE)

NOTE: May be a natural or juristic person

Contact Details :

- E-mail :
- Mobile No. :
- Landline No. :

SECTION 3 - CONFIRMATIONS

We confirm that:

- 3.1 We have/have not previously submitted an application for an approval in respect of a temporary alteration or extension to the Stadium/Venue (DELETE WHERE NOT APPLICABLE) as contemplated in section 10 (3) of the Act;
- 3.2 I/We have/have not previously received an existing stadium/venue certificate from the (INSERT NAME OF APPLICABLE RELEVANT AUTHORITY HERE) as contemplated in section 8 (4) of the Act. (DELETE WHERE NOT APPLICABLE);

3.3 There is/is not a valid and current existing stadium or venue safety and grading certificate in place for the stadium/venue, as contemplated in section 8 of the Act; (DELETE WHERE NOT APPLICABLE);

IF NO CERTIFICATES REFERRED TO IN PARA. 3.3 (ABOVE) ARE IN PLACE; WRITTEN REASONS MUST BE SET OUT BELOW AS TO WHY SUCH CERTIFICATES ARE NOT IN PLACE:

.....
.....

3.4 The Stadium/Venue has a history of safety and/or security incident(s) where injuries; deaths or damage/loss to property re the general public has occurred:

YES/NO (DELETE WHERE NOT APPLICABLE)

If YES – please set out below a brief description of the nature and number of the incidents concerned:

.....
.....
.....
.....

SECTION 4 - SCHEDULE OF STADIUM/VENUE SAFETY INFORMATION /DOCUMENTATION IN SUPPORT OF THIS APPLICATION

Please find enclosed herewith the following current and valid safety information and documentation in support of our application for a Section 8 existing stadium/venue safety and grading certificate:

- 4.1 A current structural & structural dynamic safety certificate issued by a "registered person" as contemplated in section 1 of the Act in respect of the proposed temporary structure;
- 4.2 A current electrical installation compliance certificate issued by a "registered person" as contemplated in section 1 of the Act in respect of the proposed temporary structure;
- 4.3 A current fire safety and fire equipment installation certificate issued by the local municipal fire department in respect of the proposed temporary structure;
- 4.4 A current and valid occupational health and safety certificate issued by the occupational health and safety department of the local authority in respect of the erection and breaking down of the proposed temporary structure;

- 4.5 A written estimate of the total safe event spectator/attendee capacity in respect of the proposed temporary structure by a "*registered person*" as contemplated in section 1 of the Act in respect of the Stadium/Venue;
- 4.6 A copy of a proper and comprehensive emergency evacuation and disaster risk management plan for the proposed temporary structure as compiled by a person who is qualified and experienced in the field of public facility safety, security and disaster risk management;
- 4.7 A copy of a current environmental compliance certificate issued by the local municipal environmental health department in respect of the proposed temporary structure;
- 4.8 A copy of a current health compliance certificate issued by the local municipal environmental health department in respect of the proposed temporary structure (WHERE APPLICABLE);
- 4.9 A copy of a current gas safety & compliance certificate issued by the local municipal fire department in respect of the proposed temporary structure (WHERE APPLICABLE);
- 4.10 A copy (WHERE APPLICABLE) of a current and valid certificate to trade or operate a business issued by the local authority in respect of the proposed temporary structure;
- 4.11 A full set of lay-outs and plans (including cross-sections) of the proposed temporary structure which provide clear and proper information relating to, amongst others and where applicable:
- 4.11.1 Spectator seating
- 4.11.2 Spectator grandstand and/or multi-tier seating design of the proposed temporary structure;
- 4.11.3 The spectator access and egress routes and points (inc. emergency exits) of the proposed temporary structure;
- 4.11.4 Any physical spectator barricading inside the proposed temporary structure.

SECTION 5 – ADDITIONAL INFORMATION IN SUPPORT OF APPLICATION

As contemplated in section 10 (3) of the Act we hereby submit the following information in support of our application:

- 5.1 It is our considered view that the erection of the proposed temporary structure (DELETE WHERE NOT APPLICABLE) will/will not (DELETE WHERE NOT APPLICABLE), for the following reasons, affect the safety and security of persons at the Stadium/Venue generally or in respect of the temporary structure specifically:

Kind regards

.....
For and on behalf and duly authorized by
(INSERT FULL LEGAL NAME OF STADIUM/VENUE OWNER/OPERATOR HERE

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ANNEXURE 8

PRO-FORMA SASREA SECTION 10 (3) APPROVAL

(Local Authority Approval of Alteration or Extension of Existing Stadium or Venue by Erection of Temporary Structure)

LETTERHEAD OF LOCAL AUTHORITY

(INSERT DATE HERE):

The Stadium/Venue Owner

(INSERT ADDRESS DETAILS OF APPLICABLE STADIUM/VENUE OWNER HERE)

Per e-mail:

Facsimile:

And to:

The Stadium/Venue Operator

(INSERT ADDRESS DETAILS OF APPLICABLE STADIUM/VENUE MANAGEMENT COMPANY/OPERATOR HERE)

Per e-mail:

Facsimile:

Dear SIR/MADAM

NOTIFICATION OF APPROVAL OF AN ALTERATION OR EXTENSION TO EXISTING STADIUM OR VENUE BY ERECTION OF TEMPORARY STRUCTURE IN TERMS OF SECTION 10 (3) OF THE SAFETY AT SPORTS AND RECREATIONAL EVENTS ACT, 2010 (ACT NO. 2 OF 2010) – (INSERT NAME OF STADIUM/VENUE HERE)

Your request for approval of an alteration or extension to an existing Stadium/Venue (DELETE WHERE NOT APPLICABLE), by way of an erection of a temporary structure dated(INSERT RELEVANT DATE OF ORIGINAL APPLICATION HERE), refers.

Kindly note that by my hand and my signature appended hereto, your said application has been **approved** on the following terms and conditions:

SECTION 1 - STADIUM/VENUE DETAILS

1.1 Name of Stadium/Venue:

- 1.2 Physical Address of Stadium/Venue:.....
- 1.3 GPS Co-ordinates of Stadium/Venue:.....
- 1.4 High Level Description of planned alteration or extension of existing stadium by means of Temporary Structure:
.....
.....
.....
.....
.....
.....
- 1.5 Commencement Date of Construction of planned erection of Temporary Structure at Stadium/Venue:
.....
- 1.6 Completion Date of planned erection of Temporary Structure at Stadium/Venue:
- 1.7 Date of final dismantling of planned Temporary Structure at Stadium/Venue:
.....

SECTION 2 - VALIDITY

NOTE :THIS APPROVAL IS VALID FOR A PERIOD OF (.....) DAYS/MONTHS (DELETE WHERE NOT APPLICABLE) AS OF THE DATE OF THIS NOTIFIED APPROVAL.

- 1.1 Date of Approval:

SECTION 3 - TERMS AND CONDITIONS

- 1.1 This approval in respect of an alteration of or extension to stadium/venue by an erection of a temporary structure has been made strictly subject to the compliance, by the Stadium/Venue Owner (DELETE WHERE NOT APPLICABLE), to the following terms and conditions and other safety and security requirements in respect of the erection and use of the planned temporary structure at a Stadium/Venue (DELETE WHERE NOT APPLICABLE):
.....

.....

SECTION 4 - ADDITIONAL SAFETY DETERMINATIONS

The following determination has been made in respect of safe spectator capacity of the Stadium/Venue (DELETE WHERE NOT APPLICABLE) and the level of risk of event that may be hosted at the Stadium/Venue (DELETE WHERE NOT APPLICABLE) when the planned alteration or extension to the Stadium/Venue (DELETE WHERE NOT APPLICABLE) by means of and erection of a temporary structure is finalized.

1. (a) Determined safe capacity of Temporarily Altered or Extended Venue:

Made up of:

Attendees/Spectators:

Support Staff:

(b) Determined safe capacity of Temporarily Altered or Extended Stadium

(i) HIGH RISK GRADING:

(a) Seated Spectators in grandstand/spectator viewing areas only -

.....

(b) Spectators on pitch in concert or similar event mode -

.....

(c) Event Support Staff -

.....

(ii) MEDIUM AND LOW RISK GRADING:

(a) Seated and standing Spectators in grandstand/spectator viewing areas only -

.....

(b) **Spectators on pitch in concert or similar event mode -**

.....

(c) **Event Support Staff -**

.....

2. Level of Risk of Event that can be hosted at Altered/Extended Stadium/Venue:

HIGH, MEDIUM OR LOW. (DELETE WHERE NOT APPLICABLE)

Yours faithfully

.....

(Insert Full Names and Official Position of Signatory Here)

For and on behalf and duly authorized by

(INSERT FULL LEGAL NAME OF LOCAL AUTHORITY HERE)

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ANNEXURE 9

PRO-FORMA SASREA SECTION 13 (1) APPLICATION

(Application for an Amendment or Replacement of a Safety Certificate issued by a Local Authority i.t.o. either sections 8, 9 or 10 of the Act)

(LETTERHEAD OF HOLDER OF A CERTIFICATE - STADIUM/VENUE OWNER; CONTROLLING BODY OR EVENT ORGANIZER)

The City Engineer
(INSERT NAME OF APPLICABLE LOCAL AUTHORITY HERE)

Per e-mail:

Facsimile:

Dear Sir/Madam

APPLICATION FOR AN AMENDMENT OR REPLACEMENT OF A SAFETY CERTIFICATE ISSUED BY LOCAL AUTHORITY I.T.O. EITHER SECTIONS 8, 9 OR 10 OF THE SAFETY AT SPORTS AND RECREATIONAL EVENTS ACT, 2010 (ACT NO. 2 OF 2010) – (INSERT NAME OF STADIUM/VENUE HERE)

Please find set out below an application i.t.o. section 13 (1) of the Safety at Sports and Recreational Events Act (hereinafter referred to as "the Act") for an Amendment/ Replacement (DELETE WHERE NOT APPLICABLE) of a Safety Certificate issued by a Local Authority i.t.o. sections 8, 9 or 10 (DELETE WHERE NOT APPLICABLE) of the Act.

SECTION 1 - STADIUM/VENUE DETAILS

- 1.1 Name of Stadium/Venue:
- 1.2 Physical Address of Stadium/Venue:.....
- 1.3 GPS Co-ordinates of Stadium/Venue:.....

SECTION 2 - DETAILS OF APPLICANT (Section 13(2) of the Act)

2.1 Stadium/Venue Owner: (Insert legal name of Stadium/Venue owner here)

2.1.1 Contact Details:

- Contact Person :.....
- E-mail :
- Mobile No. :
- Telephone No. (office):

- Postal Address :
- Physical Address :

2.2 Stadium/Venue Operator:

2.2.1 Contact Details:

- Contact Person: :
- E-mail :
- Telephone No. (office):
- Mobile No. :
- Postal Address :
- Physical Address :

2.3 SAFETY OFFICER: (INSERT FULL NAMES OF APPOINTED STADIUM/VENUE SAFETY OFFICER HERE)

NOTE: May be a natural or juristic person

Contact Details :

- E-mail :
- Mobile No. :
- Landline No. :

2.4 CONTROLLING BODY: (Insert legal name here)

(DELETE IF NOT APPLICABLE)

2.4.1 Contact Details:

- Contact Person :
- E-mail :
- Mobile No. :
- Telephone No. (office):
- Postal Address :
- Physical Address :

2.5 EVENT ORGANIZER: (Insert legal name if Stadium/Venue owner here)
(DELETE IF NOT APPLICABLE)

2.5.1 Contact Details:

- Contact Person :
- E-mail :
- Mobile No. :
- Telephone No. (office):
- Postal Address :
- Physical Address :

SECTION 3 - CONFIRMATIONS

We confirm that:

- 3.1 We have/have not previously submitted an application for an Amendment/ Replacement (DELETE WHERE NOT APPLICABLE) of a Safety Certificate issued by a Local Authority i.t.o. sections 8, 9 or 10 (DELETE WHERE NOT APPLICABLE)
- 3.2 I/We have/have not previously received an approval/turning down of an application for an Amendment/ Replacement (DELETE WHERE NOT APPLICABLE) of a Safety Certificate issued by a Local Authority i.t.o. sections 8, 9 or 10 (DELETE WHERE NOT APPLICABLE)
- 3.3 There is a valid and current existing stadium or venue safety certificate in place for the stadium/venue (DELETE WHERE NOT APPLICABLE), as contemplated in sections 8, 9 or 10 of the Act (DELETE WHERE NOT APPLICABLE):

DATE OF ISSUE OF CERTIFICATE:

PERIOD OF VALIDITY OF CERTIFICATE:

NATURE OF CERTIFICATE:

NAME OF ISSUING AUTHORITY:

NOTE: A Commissioner of Oaths certified copy of the relevant safety certificate must be attached to this application.

SECTION 4 - DETAILS OF NATURE OF PROPOSED AMENDMENT/REPLACEMENT (DELETE WHERE NOT APPLICABLE) OF EXISTING SAFETY CERTIFICATE

4.1 Brief description of nature of proposed Amendment/Replacement (DELETE WHERE NOT APPLICABLE):

.....
.....
.....
.....
.....

(Please attach/annex typed-up submission if space provided below is insufficient):

4.2 High Level Description of background to requested Amendment or Replacement of a Safety Certificate issued in terms of sections 8, 9, 10 (DELETE WHERE NOT APPLICABLE) of the Act:

.....
.....
.....
.....
.....

(Please attach/annex typed-up submission if space provided below is insufficient).

4.3 If the proposed amendment or replacement of a Safety Certificate issued i.t.o. sections 8, 9 or 10 of the Act involves an application for the transfer of a certificate from the holder of such a certificate to another person – full details of the proposed transfer, including the Transferees capacity/ability to meet all of the requirements upon which the original decision to issue the said Safety Certificate must be set out below:

.....
.....
.....

.....

.....
 (Please attach/annex typed-up submission if space provided below is insufficient).

4.3 Proposed effective date of operation of proposed amendment/replacement (DELETE WHERE NOT APPLICABLE) of Safety Certificate:

.....

4.4 Furnish any additional information which may be relevant to the proposed amendment/replacement (DELETE WHERE NOT APPLICABLE) of the Safety Certificate concerned:

.....

.....
 (Please attach/annex typed-up submission if space provided below is insufficient).

SECTION 4 - AMENDED SAFETY DETERMINATIONS

The following proposal is hereby made in respect of the safe spectator capacity of the Stadium/Venue (DELETE WHERE NOT APPLICABLE) and the level of risk of event that may be hosted at the Stadium/Venue (DELETE WHERE NOT APPLICABLE), as of the proposed effective date referred to in paragraph 4.3 (above), pursuant to any approved amendment/replacement of the safety certificate issued in terms of sections 8, 9, 10: (DELETE WHERE NOT APPLICABLE)

1. (a) **Proposed safe capacity of Venue:**

Made up of:

Attendees/Spectators:

Support Staff:

(b) Proposed safe capacity of Stadium

(i) HIGH RISK GRADING:

(a) Seated Spectators in grandstand/spectator viewing areas only –

.....

(b) Spectators on pitch in concert or similar event mode -

.....

(c) Event Support Staff –

.....

(ii) MEDIUM & LOW RISK GRADING:

(a) Seated and standing Spectators in grandstand/spectator viewing areas only –

.....

(b) Spectators on pitch in concert or similar event mode -

.....

(c) Event Support Staff –

.....

2. Level of Risk of Event that can be hosted at Stadium/Venue pursuant to any Amendment or Replacement of Safety Certificate in terms of sections 8, 9 and 10 of the Act: (DELETE WHERE NOT APPLICABLE):

HIGH, MEDIUM OR LOW. (DELETE WHERE NOT APPLICABLE)

Yours faithfully

.....

(Insert Full Names and Official Position of Signatory Here)

For and on behalf and duly authorized by

**(INSERT FULL LEGAL NAME OF STADIUM/VENUE OWNER/OPERATOR/
EVENT ORGANIZER HERE)**

ANNEXURE 10

PRO-FORMA SASREA SECTION 13 (1) APPROVAL

(Local Authority Approval of Application for Amendment/Replacement of Safety Certificate issued in terms of sections 8, 9 or 10)

(LETTERHEAD OF LOCAL AUTHORITY)

(INSERT DATE HERE):

The Stadium/Venue Owner/Controlling Body/Event Organizer (DELETE WHERE NOT APPLICABLE)

(INSERT ADDRESS DETAILS OF APPLICABLE STADIUM/VENUE OWNER/ CONTROLLING BODY OR EVENT ORGANIZER HERE)

Per e-mail:

Facsimile:

And to:

The Stadium/Venue Operator (IF APPLICABLE)

(INSERT ADDRESS DETAILS OF APPLICABLE STADIUM/VENUE MANAGEMENT COMPANY/OPERATOR HERE)

Per e-mail:

Facsimile:

Dear SIR/MADAM

NOTIFICATION OF APPROVAL OF AN APPLICATION FOR THE AMENDMENT/REPLACEMENT (DELETE WHERE NOT APPLICABLE) OF A SECTION 8, 9 OR 10 (DELETE WHERE NOT APPLICABLE) SAFETY CERTIFICATE IN TERMS OF SECTION 13 OF THE SAFETY AT SPORTS AND RECREATIONAL EVENTS ACT, 2010 (ACT NO. 2 OF 2010) – (INSERT NAME OF STADIUM/VENUE HERE)

Your request for approval of an amendment or replacement of safety certificate, as contemplated in section 13 (1) of the Act, dated(INSERT RELEVANT DATE OF ORIGINAL APPLICATION HERE), refers.

Kindly note that by my hand and my signature appended hereto, your said application has been approved on the following terms and conditions:

SECTION 1 - STADIUM/VENUE DETAILS

- 1.1 Name of Stadium/Venue:
- 1.2 Physical Address of Stadium/Venue:.....
- 1.3 GPS Co-ordinates of Stadium/Venue:.....
- 1.4 High Level Description of background to and requested amendment or replacement of a Safety Certificate issued in terms of sections 8, 9, 10 (DELETE WHERE NOT APPLICABLE) of the Act:

- 1.5 Effective Date of Implementation of approved amendment/replacement (DELETE WHERE NOT APPLICABLE) of Certificate:

SECTION 2 - VALIDITY

NOTE : THIS APPROVAL IS VALID INDEFINITELY/ FOR A PERIOD OF (.....) DAYS/MONTHS (DELETE WHERE NOT APPLICABLE) AS OF THE EFFECTIVE DATE PER PARAGRAPH 1.5 (ABOVE).

- 1.1 Date of Approval:

SECTION 3 - TERMS AND CONDITIONS

- 1.1 This approval in respect of an approval of an amendment or replacement of a safety certificate has been made strictly subject to the compliance, by the Stadium/Venue Owner/Controlling Body/Event Organizer (DELETE WHERE NOT APPLICABLE), to the following terms and conditions and other requirements:

SECTION 4 - AMENDED SAFETY DETERMINATIONS

The following determination has been made in respect of safe spectator capacity of the Stadium/Venue (DELETE WHERE NOT APPLICABLE) and the level of risk of event that may be hosted at the Stadium/Venue (DELETE WHERE NOT APPLICABLE), as of the effective date referred to in paragraph 1.5 (above), pursuant to the approved amendment/replacement of the safety certificate issued in terms of sections 8, 9, 10 of the Act: (DELETE WHERE NOT APPLICABLE)

1. (a) Determined safe capacity of venue:

Made up of:

Attendees/Spectators:

Support Staff:

(b) Determined safe capacity of stadium

(i) HIGH RISK GRADING:

(a) Seated Spectators in grandstand/spectator viewing areas only -

.....

(b) Spectators on pitch in concert or similar event mode -

.....

(c) Event Support Staff -

.....

(ii) MEDIUM AND LOW RISK GRADING:

(a) Seated and standing Spectators in grandstand/spectator viewing areas only -

.....

(b) Spectators on pitch in concert or similar event mode -

.....

(c) Event Support Staff -

.....

**2. Level of Risk of Event that can be hosted at Stadium/Venue:
HIGH, MEDIUM OR LOW. (DELETE WHERE NOT APPLICABLE)**

Yours faithfully

.....

(Insert Full Names and Official Position of Signatory Here)

For and on behalf and duly authorized by
(INSERT FULL LEGAL NAME OF LOCAL AUTHORITY HERE)

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ANNEXURE 11**PRO-FORMA SASREA SECTION 42 APPEAL APPLICATION**

(Notification of an Appeal as contemplated in section 42 of the SASREA arising from any dispute arising in terms of the Act)

**The Chairperson
Appeal Board
Safety at Sports and Recreational Events Act**

c/o Mr. Nkosana Mehlomakulu
66 Regent Place
Queen Street
Pretoria

Per e-mail: nkosana@srsa.gov.za

Facsimile: 086 644 9707

Dear Sir

NOTIFICATION OF APPLICATION FOR APPEAL AGAINST (INSERT BRIEF DESCRIPTION OF NATURE OF APPEAL HERE) I.T.O SECTION 42 OF THE SAFETY AT SPORTS AND RECREATIONAL EVENTS ACT, 2010 (ACT NO. 2 OF 2010)

Please find set out below my/our application for an appeal, i.t.o. section 42 of the Safety at Sports and Recreational Events Act (hereinafter referred to as "*the Act*"), in respect of a matter arising from an administrative decision made in terms of the Act as more fully set out below:

SECTION 1 - THE APPEAL

I/We hereby give notice of our appeal against an administrative decision, in terms of the Act, by (INSERT NAME OF RELEVANT JURISTIC/NATURAL PERSON HERE), communicated to us on (INSERT DATE OF RECEIPT OF NOTIFICATION OF DECISION HERE), in respect of (INSERT BRIEF DESCRIPTION OF NATURE OF APPEAL HERE).

The factual background of the administrative decision appealed against and/or the nature of the dispute requiring adjudication by the Appeal Board as well as our grounds of appeal are set out more fully below:

SECTION 2 - NATURE OF DECISION APPEALED AGAINST AND/OR DISPUTE REQUIRING ADJUDICATION

The subject matter of the Appeal is in respect of a decision regarding:

(PLEASE DELETE WHERE NOT APPLICABLE)

- 2.1 The risk categorization of an event;
- 2.2 The issuing of:
 - 2.2.1 an existing stadium/venue safety certificate (section 8);
 - 2.2.2 a new stadium/venue design certificate (section 9);
 - 2.2.3 a certificate in respect of an alteration of or extension to a stadium/venue (section 10);
 - 2.2.4 a high risk safety certificate (section 11);
 - 2.2.5 a prohibition notice (section 21; and
 - 2.2.6 a spectator exclusion notice (section 22);
- 2.3 The amendment of:
 - 2.3.1 the risk categorization of an event;
 - 2.3.2 an existing stadium/venue safety certificate;
 - 2.3.3 a new stadium/venue design certificate;
 - 2.3.4 a certificate in respect of an alteration of or extension to a stadium/venue;
 - 2.3.5 a high risk safety certificate;
 - 2.3.6 a prohibition notice; and
 - 2.3.7 a spectator exclusion notice;

- 2.4 The following dispute arising in terms of the Act:

(INSERT BRIEF DESCRIPTION OF THE NATURE OF THE DISPUTE HERE)

SECTION 3 - CONFIRMATIONS

I/We confirm that:

- 3.1 I/We have/have not previously lodged an appeal in respect of the subject matter of this Appeal notification and (DELETE WHERE NOT APPLICABLE);
- 3.2 I/We confirm that this notice of Appeal has/has not (DELETE WHERE NOT APPLICABLE) been lodged with the Appeal Board within the 14 day period allowed for the lodging of such appeals following from the receipt of the administrative decision and/or the date of the arising of the dispute which forms the basis of this Appeal.

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If the Appeal has not been lodged within the 14 day deadline, please set out below the reasons why the legislated time limits for the lodging of an Appeal could not be complied with:

.....
.....
.....
.....
.....

3.3 I/We confirm my/our acknowledgement that there is no automatic right for my/our appeal to be heard in circumstances where my/our appeal notification has been lodged after the 14 day period following from the receipt of the administrative decision and/or the date of the arising of the dispute which forms the basis of this Appeal.

3.4 I/We hereby confirm my/our lodgment of the legislated appeal fee in the banking account of the Appeal Board prior to the submission of this Appeal notification. As required a copy of the receipt issued by the Appeal Board secretariat in respect hereof is annexed hereto marked **Appendix A.** (DELETE WHERE NOT APPLICABLE);

3.5 This Appeal application satisfies/does not satisfy (DELETE WHERE NOT APPLICABLE); the short notice requirements for the holding of an appeal hearing in respect of the subject matter of this appeal:

REASONS FOR REQUESTING THE APPEAL BOARD DISPENSING WITH THE NOTICE REQUIREMENTS FOR THE CONVENING OF AN APPEAL BOARD HEARING (URGENCY):

.....
.....
.....
.....
.....

3.6 I/We (DELETE WHERE NOT APPLICABLE) confirm that pending the hearing and outcome of the Appeal, I/we (DELETE WHERE NOT APPLICABLE) are not excused from complying with all of the provisions of the Act, pending the outcome of the Appeal, including compliance with the administrative decision which forms the subject matter of this Appeal.

SECTION 4 - APPEAL PROCEDURE

The format of my/our Appeal to the Appeal Board is as follows:

- 4.1 Written representations/arguments only;
- 4.2 Oral representations/arguments only; or
- 4.3 Oral and written representations/arguments only.

(DELETE WHERE NOT APPLICABLE)

SECTION 5 - REPRESENTATION

Kindly note that I/we have/have not (DELETE WHERE NOT APPLICABLE) appointed a legal representative/representative (DELETE WHERE NOT APPLICABLE) to represent me/us for all purposes in terms of this Appeal.

The contact details of my/our representative are as follows:

Contact Details of Representative:

- Full names of appointed representative :
- E-mail :
- Mobile No. :
- Telephone No. (office) :
- Postal Address :
- Physical Address :

SECTION 6 - REQUIRED ATTENDANCE OF PERSON(S) AT APPEAL HEARING TO FURNISH APPEAL BOARD WITH RELEVANT INFORMATION REGARDING THE APPEAL

For the purposes of our Appeal, I/we require the attendance of the following person(s) to furnish the Appeal Board with relevant information in connection with the grounds of our Appeal.

I/We will require/will not require the Appeal Board to Subpoena the person(s) set out below for the purposes of securing his/her/their attendance at the Appeal hearing. (DELETE WHERE NOT APPLICABLE)

(INSERT NAME & KNOWN CONTACT DETAILS OF PERSON(S) HERE) e.g.

Contact Details of Person:

- Full names of appointed representative :
- E-mail :
- Mobile No. :
- Telephone No. (office) :
- Postal Address :
- Physical Address :

SECTION 8 - GROUNDS OF APPEAL

8.1 The grounds of my/our appeal against the administrative decision which forms the subject matter of this appeal;

OR

The grounds upon which I/we rely for the Appeal Board’s adjudication of the dispute which forms the subject matter of this appeal;

(DELETE WHERE NOT APPLICABLE)

are as follows:

(INSERT POINT FORM OVERVIEW OF GROUNDS OF APPEAL/ REQUEST FOR ADJUDICATION)

.....

.....

.....

.....

.....

.....

.....

.....

.....

.....

8.2 The detailed written grounds of my/our appeal or request for adjudication are set out in **Appendix B** hereto.

SECTION 9 - ADDITIONAL EVIDENCE/FACTUAL INFORMATION NOT ORIGINALLY PLACED BEFORE ADMINISTRATIVE DECISION MAKER

Kindly note that the following additional evidence/factual information not originally placed before the administrative decision maker which gave rise to the decision and/or dispute which is the subject matter of the Appeal, now forms part of my/our grounds of Appeal:

(INSERT POINT FORM OVERVIEW OF ADDITIONAL EVIDENCE/FACTUAL INFORMATION HERE)

.....

.....

.....

.....

.....

.....

.....

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.....

END APPEAL NOTIFICATION

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**UMTHETHO WEZOKUPHEPHA EMICIMBINI YEZEMIDLALO KANYE
NOKUNGCEBELEKA, WEZI-2010**

**IZIMISO ZOMTHETHO ZOKUPHEPHA EMICIMBINI YEZEMIDLALO KANYE
NOKUNGCEBELEKA, ZE-2017**

UNgqongqoshe wezeMidlalo nokuNgcebeleka ngaphansi kwesigaba sama-45 soMthetho wezokuPhepha eMicimbini yezeMidlalo kanye nokuNgcebeleka, wezi-2010 (uMthetho wesi-2 wezi-2010), umise izimiso zoMthetho ezikusiThasiselo.

ISITHASISELO

Inombolo yezimiso zoMthetho

1. Izincazelo
2. Isitifiketi sokuphepha kwenkundla yezemidlalo esebenzayo noma kwenkundla yokudlalela
3. Isitifiketi sokuphepha komcimbi onobungozi kakhulu
4. Isitifiketi esidingekayo enkundleni yezemidlalo esebenzayo noma enkundleni yokudlalela nezitifiketi zamazinga
5. Inqubo yenkundla yezemidlalo noma senkundla yokudlalela yokuthola isitifiketi sokuphepha nesezinga
6. isitifiketi sokuphepha kwesakhiwo senkundla yezemidlalo entsha noma kwenkundla yokudlalela
7. Imvume yokulungisa noma ukunweba izinkundla zemidlalo noma izinkundla zokudlalela
8. Okuqukethwe izitifiketi zezicelo zokuphepha
9. Ukuchibiyela nokushintsha izitifiketi zokuphepha

10. Inqubo yokubuyekeza
11. Isihloko esifingqiwe

Izijobelelo zezimiso zoMthetho

- Isijobelelo 1:** Ifomu lokufaka isicelo senkundla yezemidlalo esebenzayo noma inkundla yokudlalela nesitifiketi sezinga (isigaba sesi-8(1) nesesi-8(4));
- Isijobelelo 2:** Inkundla yezemidlalo esebenzayo noma inkundla yokudlalela yomkhandlu wendawo nesitifiketi sezinga (isigaba sesi-8(1) nesesi-8(4));
- Isijobelelo 3:** Ifomu lesicelo lesitifiketi sesakhiwo senkundla yezemidlalo entsha noma senkundla yokudlalela (isigaba sesi-9(1));
- Isijobelelo 4:** Isitifiketi sesakhiwo sokuphepha senkundla yezemidlalo noma senkundla yokudlalela yomkhandlu wendawo (isigaba sesi-9(1));
- Isijobelelo 5:** Ifomu lesicelo sokulungisa noma sokunweba inkundla yezemidlalo noma inkundla yokudlalela (isigaba se-10(1));
- Isijobelelo 6:** Isitifiketi somkhandlu wendawo sokulungisa noma sokunweba inkundla yezemidlalo noma yokudlalela (isigaba se-10(1));
- Isijobelelo 7:** Ifomu lesicelo lemvume ebhaliwe yokwakha isakhiwo sesikhashana sokulungisa noma sokunweba inkundla yezemidlalo noma inkundla yokudlalela (isigaba se-10(3));
- Isijobelelo 8:** Isitifiketi somkhandlu wendawo semvume ebhaliwe yokwakha isakhiwo sesikhashana sokulungisa noma sokunweba inkundla yezemidlalo noma inkundla yokudlalela (isigaba se-10(3));

Isijobelelo 9: Ifomu lesicelo sokuchibiyela noma ukushintsha isitifiketi sokuphepha esikhishwe esigabeni se-8, 9 nese-10 (isigaba se-13(1));

Isijobelelo 10: Isitifiketi somkhandlu wendawo sokugunyaza ukuchibiyela nokushintsha isitifiketi sokuphepha esikhishwe ngokwemigomo yesigaba se-8, 9 noma se-10 (isigaba se-13(1)); kanye

Isijobelelo 11: Nefomu lesicelo sesaziso sokubuyekeza isinqumo esithathiwe noma ingxabano ebangelwe imigomo yalo Mthetho (isigaba sama-42).

Izincazelo

1. Kulezi zimiso zoMthetho igama noma amazwi anencazelo enikezwe uMthetho analeyo ncazelo enikeziwe futhi, ngaphandle uma ingqikithi ibeka ngenye indlela—

"ojoyinile" uchaza futhi ubandakanya, kodwa akugcini kuphela, kumuntu—

- (a) oyilungu;
- (b) obophezelwe imithetho; noma
- (c) obophezelwe inkontileka,

yegatsha elilawulayo;

"uthango" luchaza utho oluzinzile noma lwesikhashana enkundleni yezemidlalo noma enkundleni yokudlalela noma olusemzileni okuhloswe ngalo ukuvikela abantu ukuba bangawi kanye nokubagcina, ukubahlukanisa, ukubalawula, ukubaqapa, ukubavikela noma ukumisa abantu njengoba kuchazwe ngokugcwele futhi kwabekwa eSahlukweni se-11 se-*United Kingdom Department for Culture, Media and Sport* **"iNcwadi yezokuphepha eziNkundleni zezeMidlalo"** (5th Edition) (www.tso.co.uk);

"unjiniyela wedolobha" uchaza unjiniyela kamasipala osesikhundleni esiphezulu emkhandlwini wendawo, kubandakanya unjiniyela kamasipala obhekele umasipala

wesifunda, obhekele ukuthola, ukuhlola nokulawula izicelo zezitifiketi zokuphepha emkhandlwini wendawo njengoba kuveziwe esigabani sesi-8, 9, 10 nese-13 soMthetho;

"usizo lwezomlilo" luchaza ithimba losizo lwezomlilo ngokwemigomo ye-*Fire Brigade Services Act, 1987 (Act No. 99 of 1987)*;

"umpheme wezibukeli" uchaza indawo yezithameli yokubuka engaphakathi noma engaphandle yesikhashana noma yakhona enkundleni yezemidlalo noma enkundleni yokudlalela, kubandakanya isakhiwo sayo, indawo yokuhlala nesakhiwo, izindlela ezakhiwo ngamapulangwe, izitebhisi, izindawo zokubuthana, uthango, izinto zokuhlukanisa izethameli, izintuba zokungena nezokuphuma nezindawo zokunyuka;

"umngcele wangaphakathi" uchaza uthango, lapho kwakhelwe khona izinsimbi eziphendukayo zothango namasango esimo esiphuthumayo;

"usizo lwezempilo" luchaza usizo lwezempilo oluchazwe esigabeni soku-1 se-*National Health Act, 61 (Act No. 61 of 2003)*;

"umlawuli" uchaza umuntu oqokwe umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela ukuba angamele futhi amphathe imisebenzi yansuku zonke yenkundla yezemidlalo noma yenkundla yokudlalela;

"umngcele wangaphandle" uchaza uthango oluhlukanisa indawo esenkundleni yezemidlalo yomngcele wangaphakathi nalapho kuqala khona amagceke enkundla yezemidlalo;

"indawo okuseshelwa kuyona" ichaza isithuthi noma isithuthi sesikhashana nokokusesha umzimza, koPhiko lwezeMisebenzi yamaPhoyisa aseNingizimu Afrika noma kwezoSizo lokuVikela uMbuso kokusesha nokusesha nge-elethronikhi;

"oqondene nezokuphepha nokuvikeleka" uchaza umuntu ovezwe esigabeni se-16(1)(b) soMthetho:

"ibhizinisi lonogada" lichaza ibhizinisi lophakela ngonogada njengoba kuchaziwe eisgabeni soku-1 se-*Private Security Industry Regulation Act, 2001 (Act No. 56 of 2001)* futhi labhaliswa ngokwemigomo yesigaba sama-20 nama-23 soMthetho;

"uphawu" luchaza uphawu olubhalwe ngombala, olunesithombe, olucwebezelayo, olusobala lwesimo sokuphepha kwezithameli, lwezokuphepha futhi olunemininingwane, ngokulandela iNkambiso yamaZinga kaZwelonke aseNingizimu Afrika asebenza kulolo phawu;

"bhema" kuchaza ukuhogela, ukuphafuza umoya, ukubamba noma ukulawula umkhiqizo kagwayi olayithiwe, insangu noma isitshalo futhi **"ukubhema"** **"nobhemayo"** kunencazelo efanayo;

"indawo yokubuka yezithameli" ichaza indawo esenkundleni yezemidlalo noma enkundleni yokudlalela noma noma emcimbini obanjelwe emzileni;

"insimbi ephendukayo esesangweni" ichaza umkhandlu wendawo ogunyaze umsebenzi, izindawo zokungena nezokuphuma noma izindawo zokungena nezokuphuma zesikhashana zesakhiwo esiqinile, lapho kungena khona izibukeli enkundleni yezemidlalo noma enkundleni yokudlalela.

Isitifiketi sokuphepha kwenkundla yezemidlalo esebenzayo noma kwenkundla yokudlalela

2. (1) Isicelo somnikazi wenkundla yezemidlalo noma wenkundla yokudlalela, noma okunye kwakho, sesitifiketi senkundla yezemidlalo esebenzayo noma senkundla yokudlalela esivezwe esigabeni sesi-8(1)(a) nesesi-(4)(a) soMthetho kufanele sithunyelwe, ngencwadi, kunjiniyela wedolobha, ngendlela evezwe Esijobelelweni soku-1.

(2) Umkhandlu wendawo ngokulandela ukuthi ngabe inkundla yezemidlalo entsha noma ukuphepha kwenkundla yokudlalela nesitifiketi sezinga kufanele yini sikhishwe kufanele —

- (a) uthumele ikhophi lesicelo esivezwe ezimisweni zomtheshwana zoku-(1) kwabaqondene nezokuphepha nokuvikela, njendlela efanele, ukuze athole umbono nosizo okubhalwe phansi kuleso sicelo;
- (b) uxhumane nelungu eligunyaziwe nomunye oqondene nezokuphepha nokuvikeleka, ngendlela efanele, mayelana nesimo esifaneme noma nomyalelo ongase ufakwe esitifiketini senkundla yezemidlalo esebenzayo esisha noma kwesokuphepha kwenkundla yokudlalela nasesitifiketini sezinga; kanye
- (c) nohlu lwezimfanelo ezibhaliwe noma imiyalelo, okufanele ilandelwe umnikazi wenkundla yezemidlalo noma umnikazi wenkundla yokudlalela esikhathini esibekiwe, noma esikhathini esengeziwe engasinikeza lowo mnikazi encwadini, njengombandela ongumhlahlandlela wokugunyazwa kwesicelo nokukhipha isitifiketi sokuphepha nezinga lenkundla yezokudlalela entsha noma senkundla yezemidlalo.

(3) Uma umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela ehluleka ukulandela izimfanelo noma umyalelo ovezwe ngaphansi kwezimiso zomthetho zesi-(2)(c) esikhathini esibekwe umkhandlu wendawo, noma esikhathini esengeziwe esingakhishwa umkhandlu wendawo ngenchwadi ukuvumela umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela, lowo mnikazi kuthathwa ngokuthi uhoxise isicelo sakhe futhi uzobophezeleka ukuba afake isicelo esisha.

(4) Umkhandlu wasekhaya kufanele ubheke, uphothule futhi uthumele isinqumo sawo sesicelo sesitifiketi esisha sokuphepha kwenkundla yezemidlalo noma senkundla yokudlalela kumnikazi wenkundla yezemidlalo noma wenkundla yokudlalela, kanye nombandela ohambisana nokugunyazwa kwesicelo kanye nokukhishwa kwesitifiketi, obhaliwe, zingakapheli izinsuku ezingama-30 ngemuva kokwamukelwa kwaleso sicelo.

(5) Isitifiketi esikhona sokuphepha kwenkundla yezemidlalo noma yokudlalela kanye nesitifiketi seizinga kufanele zikhishwe zibhalwe ngendlela ebekwe Isijobelelo sesi-2.

(6) Uma umkhandlu wendawo uchitha isicelo sesitifiketi sokuphepha kwenkundla yezemidlalo noma kwenkundla yokudlalela kanye nesitifiketi sezinga, kufanele ngokuphazima kweso wazise umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela ngencwadi mayelana nesinqumo nezizathu ezihambisana naleso sonqumo.

Izitifiketi zezinga lokuphepha komcimbi onobungozi kakhulu

3. (1) Umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela, noma omunye wabo, ofisa ukubamba imicimbi enobungozi kakhulu enkundleni yakhe yezemidlalo noma enkundleni yokudlalela, kufanele, njengengxenye yesicelo sakho noma yesicelo sayo sesitifiketi sokuphepha kwenkundla yezemidlalo esebenzayo noma kwenkundla yokudlalela, afake isicelo, esibhaliwe, kunjiniyela wedolobha sesitifiketi sezinga lomcimbi onobungozi kakhulu, kuleyo nkundla yezemidlalo noma yokudlalela evezwe esigabeni sesi-8(1) nesesi-(4) soMthetho nalezi zimiso zomthetho.

(2) Indlela efanele yokubhalele unjineyela wedolobha isicelo esivezwe ezimisweni zomtheshwana woku-(1) inikezwe ngesiJobelelo soku-1 kulezi zimiso zomthetho.

(3) Unjiniyela wedolobha, obheka ukuthi ngabe inkundla yezemidlalo noma yokudlalela ingakhishelwa yini isitifiketi sezinga lomcimbi onobungozi kakhulu njengoba kuveziwe esigabeni sesi-8(4) soMthetho—

- (a) kufanele athumele ikhophi yesicelo yesitifiketi senkundla yezemidlalo noma senkundla yokudlalela nesezinga lomdlalo onobungozi kakhulu elungini eligunyaziwe noma koqondene nezokuphepha nokuvikeleka, ngendlela efanele, ukuze kutholwe imvume ebhaliwe nosizo ngaleso sicelo;
- (b) kufanele axoxisane nelungu eligunyaziwe nomunye oqondene nezokuphepha nokuvikeleka, ngendlela efanele, mayelana nemibandela efanele noma nomyalelo afisa ukuwubandakanya esitifiketini senkundla yezemidlalo esebenzayo noma senkundla yezemidlalo nesitifiketi sezinga lomdlalo onobungozi kakhulu; futhi

- (c) angabhala izimfanelo noma imiyalelo, okufanele kulandelwe umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela esikhathini esinqunyiwe, noma esikhathini esengeziwe esinganikezwa lowo mnikazi ngenchwadi, njengombandela ohambisana nokugunyazwa kanye nokukhishwa kwesitifiketi sokuphepha kwenkundla yezemidlalo noma kwenkundla yokudlalela lanye nesitifiketi sezinga emcimbini onobungozi kakhulu.

(4) Unjiniyela wedolobha, ngokuxhumana nelungu eligunyaziwe, angabhala isaziso, acele ofake isicelo sokuphepha kwenkundla yezemidlalo esebenzayo noma senkundla yokudlalela kanye nesitifiketi sezinga lomcimbi onobungozi kakhulu ukuba asithumele, esikhathini esibekiwe, angasibeka esazisweni, naleyo mininingwane abona ukuthi iyadingeka ukuze kunqunywe imigomo nemibandela engafakwa esitifiketini sezinga emcimbini onobungozi kakhulu.

(5) Uma ofaka isicelo sesitifiketi sokuphepha kwenkundla yezemidlalo noma senkundla yokudlalela nesitifiketi sezinga emcimbini onobungozi ehluleka ukulandela izimfanelo ezibhaliwe noma umyalelo ovezwe ezimisweni zomtheshwana wesi-(3) (c), esikhathini esivezwe esazisweni unjiniyela wedolobha, noma esikhathini esibekiwe ngesaziso unjiniyela wedolobha, noma esikhathini esengeziwe angasinquma ngenchwadi, ofake isicelo kufanele kuthathwe ngokuthi isicelo sakhe sihoxisiwe futhi uzobophezeleka ukuba afake isicelo esisha.

(6) Unjiniyela wedolobha kufanele, ngemuva kwezinsuku ezingama-30 amukele isicelo esivezwe esigabeni sesi-8 soMthetho futhi nakulezi zimiso zomthetho noma esikhathini esengeziwe esivezwe kulezi zimiso zomthetho ukuhlangabezana nemibandela yokugunyaza noma yesitifiketi sezinga emdlalweni onobungozi kakhulu, azise ofake isicelo ngenchwadi mayelana:

- (a) nokuthi ngabe isicelo saleso sitifiketi sigunyaziwe noma sichithiwe; kanye
- (b) nemigomo nemibandela ehambisana nokukhishwa kwaleso sitifiketi.

(7) Indlela efanele yeomkhandlu wasekhaya yokukhipha izitifiketi njengoba kuveziwe eMthethweni nakulezi zimiso zomthetho kubekiwe Esijobelelweni sesi-2 salezi zimiso zomthetho.

Izimfanelo zokukhipha isitifiketi sokuphepha kwenkundla yezemidlalo esebenzayo noma kwenkundla yokudlalela nesitifiketi sezinga

4. (1) Isitifiketi sokuphepha kwenkundla yezemidlalo esebenzayo noma kwenkundla yokudlalela nesitifiketi sezinga ngeke sikhishwe ngaphandle uma umnikazi wenkundla yezemidlalo noma inkundla yokudlalela enalezi zitifiketi zokuphepha ezikhishelwe inkundla yezemidlalo noma yokudlalela:

- (a) Isitifiketi esisebenzayo esikhishwe umuntu obhalisiwe futhi onolwazi lomsebenzi wezakhiwo zomphakathi nezakhiwo zezinkundla zezemidlalo noma zezinkundla zokudlalela, eziqinisekisa:
 - (i) ubuqotho besakhiwo esingasuku noma seskhashana enkundleni yezemidlalo noma enkundleni yokudlalela, kubandakanya nezakhiwo zesikhashana; futhi
 - (ii) irejista ebhalwe ukuhlolwa ezinyangeni eziyisithupha okuphoqelekile okwenziwa umuntu obhalisiwe kukho konke okuthinta isakhiwo senkundla yezemidlalo noma inkundla yokudlalela kumi ngomumo;
- (b) Isakhiwo nohlelo olugcwele lwenkundla yezemidlalo noma lwenkundla yokudlalela, kubandakanya izingxenye eziphambanayo enkundleni yezemidlalo noma enkundleni yokudlalela;
- (c) Isitifiketi esisebenzayo sokuphepha emlilweni nokulandela ukufakwa kwezinsiza zomlilo enkundleni yezemidlalo noma enkundleni yokudlalela, esikhishwe ebezicishamlilo emkhandlwini wendawo;
- (d) Isitifiketi esisebenzayo sokuphepha kukagesi enkundleni yezemidlalo noma enkundleni yokudlalela, esikhishwe ngemuva kokuxoxisana

nomkhandlu wendawo, sikhishwa umuntu obhalisile onolwazi ngogesi ezinkundleni zezemidlalo nasezinkundleni zokudlalela;

- (e) Uhlelo lokuqala olubhaliwe lwezesimo esibucayi nokusingathwa kwenhlekelele enkundleni yezemidlalo noma enkundleni yokudlalela oluhlanganiswe umuntu onolwazi kulo msebenzi futhi onolwazi emsebenzini wezokuphepha nokuvikeleka komphakathi futhi onolwazi lokusingathwa kwenhlekelele;
- (f) Isitifiketi esisebenzayo sokuphepha kokufakelwa kwezokuphepha nokuvikelek (esingabandakanya okuqondiswe ezinhlelweni zomphakathi, izinhlelo zamakhamera, izinhlelo zokuphuma ezizisebenzela ngokwazo, izindawo ezibiyelwe ngothango umkhandlwini wendawo okugunyazwe nezakhiwo eziqinile ezilawula ukungena namazinga okukhanya) enkundleni yezemidlalo noma enkundleni yokudlalela, okukhishwe ebezokucishwa komlilo nomnyango osingethe inhlekelele emkhandlwini wendawo;
- (g) Isitifiketi esisebenzayo sokulandelwa kohlelo lwemekhenikhali esikhishwe umuntu obhalisile saleyo nkundla yezemidlalo noma yokudlalela;
- (h) Lapho umkhandlu wendawo ugunyazwa umthetho ukuba wenze lokho, kudingeka isitifiketi esisebenzayo sokulandelwa kwezempilo nokuphepha esikhishwe umnyango wezempilo nezokuphepha emkhandlwini wendawo kuleyo nkundla yezemidlalo noma enkundleni yokudlalela;
- (i) Ikhophi yesitifiketi esisebenzayo sokulandelwa kwezokuphepha kwegesi senkundla yezemidlalo noma senkundla yokudlalela esikhishwe ebezokucishwa komlilo emkhandlwini wendawo;
- (j) Isitifiketi esisebenzayo esikhishwe umnyango wezempilo emkhandlwini wendawo, mayelana nenkundla yezemidlalo noma nenkundla yokudlalela, esihambisana nakho konke okusemqoka mayelana—

- (i) nokudla;
- (ii) ukusingathwa kwenkunkuma; kanye
- (iii) namanzi nezempilo;

okusebenzayo ngokomthetho wenkundla yezemidlalo noma yokudlalela;

- (k) Ikhophi lesitifiketi esisebenzayo sokulandelwa kokuvikelwa kwendawo esikhishwe umnyango wezempilo endaweni emkhandlwini wendawo;
- (l) Ikhophi uma ikhona, yesitifiketi esisebenzayo esikhishwe umkhandlu wendawo sokusebenza noma sokuqhuba ibhizinisi;
- (m) Isitifiketi esisebenzayo esikhishwe umkhandlu wendawo, ngemuva kokuxoxisana nomuntu obhalisile onolwazi ngezakhiwo, nohlelo lwendawo ezinkundleni zemidlalo noma ezinkundleni zokudlalela, esiqinisekisa —
 - (i) Ukuphepha kwababukeli nabo bonke abantu, kubandakanya, izisebenzi zasenkundleni yezemidlalo noma zenkundla yokudlalela emicimbini enobungozi, enobungozi kakhudlwana nenobungozi kakhulu;
 - (ii) intuba yokuphuma kwezithameli ngesimo esiphuthumayo enkundleni yezemidlalo noma enkundleni yokudlalela; kanye
 - (iii) ukulandela lezi zimiso zomthetho, uhlelo olunqunyiwe-
 - (aa) isikhathi esigcwele sesimo esibucayi sokuphuma kwezithameli enkundleni yezemidlalo noma enkundleni yokudlalela yomkhandlu wendawo osingethe inhlekelele

izindawo okuhlanganyelwa kuzona ngesikhathi sesimo esiphuthumayo noma izindawo ezingaphandle kwenkundla yezemidlalo noma kwenkundla yokudlalela; kanye

- (bb) isikhathi sokuphuma enkundleni yezemidlalo noma enkundleni yokudlalela somkhandlu wendawo esiphuma kumnyango wezenhlekelele ezindaweni eziqokiwe eziphephile noma ezindaweni ezingaphakathi kwenkundla yezemidlalo noma kwenkundla yokudlalela

enkundleni yezemidlalo noma enkundleni yokudlalela.

(2) Ukunqunywa komthamo wezethameli ophephile enkundleni yezemidlalo noma enkundleni yokudlalela njengoba kuveziwe ezimisweni zomtheshwana zoku-(1)(m)(i) , mayelana nokunqunywa komthamo ophephile kuleyo nkundla yezemidlalo, kufanele kususelwe—

- (a) ekunikezeleni umbukeli ngamunye inombolo yesihlalo sakhe noma isihlalo endaweni ethile yokuhlala, kubandakanya indawo yokuhlala ebekiwe engahleliwe noma indawo yokuhlala yesikhashana esendaweni eklanywe ngotshani noma efana nayo, lapho leyo ndawo noma leyo ndawo yokuhlala yesikhashana esotshanini noma endaweni efana nayo enkundleni yezemidlalo noma enkundleni yokudlalela ebekelwe ukubamba imicimbi enobungozi kancane, enengozi kakhudlwana;
- (b) ekwabiweni kwegumbi lokuma lapho kumiwa khona, emphemeni wezibukeli noma endaweni evulekile yokubukela, lapho leli gumbi lokuma livunyelwe khona ngokwemigomo yalezi zimiso zomthetho ezisebenza enkundleni yezemidlalo noma enkundleni yokudlalela;
- (c) ukwabiwa kwegumbi lokuma ezindaweni kuphela enkundleni yezemidlalo noma enkundleni yokudlalela noma ebaleni elivulekile laphansi enkundleni yezemidlalo noma enkundleni yokudlalela; kanye

(d) nomthamo wezokuphepha enkundleni yezemidlalo noma enkundleni yokudlalela.

Inqubo yokuthola isitifiketi sokuphepha senkundla yezemidlalo noma senkundla yokudlalela nesitifiketi sezinga

5. (1) Umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela kufanele okungenani aqinisekise izimfanelo zokuphepha nokuvikeleka kwengqalasizinda yezethameli nenqubo ebekwe kulezi zimiso zomthetho, kubandakanya endawo yokungena eyanele futhi ephephile kanye nezinsiza ezanele zabantu abakhubazekile, zime ngomumo enkundleni yezemidlalo noma enkundleni yokudlalela mayelana nesicelo esivezwe esigabeni sesi-8 soMthetho.

(2) Isakhiwo simile enkundleni yezemidlalo noma enkundleni yokudlalela kufanele sibe nendawo eyanele, ekhanyayo, engaphazamisekile futhi evuleke ngokwanele:

- (a) yendlela eyakhiwe ngamapulangwe ebanzi nge-1200mm;
- (b) izindawo ezijikelezayo ezibanzi nge-1200mm; kanye
- (c) nezindlela zokuhamba ezibanzi nge-1200mm,

sekundawonye kubizwa ngemihubhe yezokuphepha, enezimpawu njengoba kuveziwe kulezi zimiso zomthetho ukuze abantu bahambe ngokuphepha ngaphakathi enkundleni yezemidlalo noma enkundleni yokudlalela.

(3) Inkundla yezemidlalo noma inkundla yokudlalela kufanele kukwazi -

- (a) ukuphunywa kuyona emizuzwini eyi-15 noma esikhathini esingaphansi kwalesi esinqunywe sabhalwa phansi umkhandlu wendawo ngesikhathi sokuqala okwacelwa ngaso ukuba kuphunywe; futhi

- (b) ukuphumela ezindaweni zesimo esiphuthumayo ngaphakathi enkundleni yezemidlalo noma enkundleni yokudlalela okuvezwe kulezi zimiso zomthetho, kwenziwe ingakapheli imizuzu eyi-10 noma isikhathi esingaphansi kwaleso eisingqunywe sabhalwa phansi umkhandlu wendawo wendawo ngesikhathi sokuqala okwacelwa ngaso ukuba kuphunywe.

(4) Inkundla yezemidlalo noma inkundla yokudlalela, ngokulandela izimfanelo zezempilo ezivezwe iThebula lesi-7 se-SANS amazing okwakha 10400, kufanele ibe nenombolo eyanele yezindawo zokugeza ubulili bobubuli ezokwazi ukusetshenziswa izethameli nabo bonke abantu abasemcimbini, kubandakanya abasebenza enkundleni yezemidlalo noma enkundleni yokudlalela.

(5) Inkundla yezemidlalo noma inkundla yokudlalela kufanele nezindawo zokulahla udoti ezanele ezimi ngomumo, ezingakwazi ukumumatha udoti wezithameli eizningi, kubandakanya nezisemagcekeni enkundla yezemidlalo noma enkundleni yokudlalela.

(6) Inkundla yezemidlalo noma yokudlalela lapho kuzotholakala khona ukudla neziphuzo noma lapho kuzodayiswa khona ngokusemthethweni kufanele kenziwe ngezinsuku zomcimbi ezindaweni zokuma zesikhashana, kufanele kube nezindawo zokuma ezizungeze inkundla yezemidlalo noma yokudlalela, futhi ukugunyazwa nokumiswa kwazi kufanele kubhalwe phansi ngabomnyango wezicishamlilo naokusingathwa kwenhlekelele emkahndlwini wendawo ngokuxoxisana nomnikazi wenkundla yezemidlalo noma wenkundla yokudlalela.

(7) Inkundla yezemidlalo noma inkundla yokudlalela ibe nezindawo zesikhashana noma ezihlala zikhona ezanele ukuze izezithameli zithole amanzi, okungezona lezo ezitholakala lapho izethameli zingageza khona, zisabalale enkundleni yezemidlalo noma enkundleni yokudlalela ukuze zisetshenziswe umphakathi ngezinsuku zomcimbi, inani nalapho zitholakala khona kufanele kumiswe umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela ngokuxoxisana neminyango yomkhandlu wendawo wezempilo nokusingathwa kwenhlekelele.

(8) Enkundleni yezemidlalo noma enkundleni yokudlalela kufanele kube nezinsiza ezanele zokucisha umlilo, izixwayiso zomlilo, nezinhlelo zama-alamu omlilo, njengoba kuchaziwe ngokwemigomo yomthetho osebenzayo eRiphabhuliki.

(9) Inkundla yezemidlalo noma inkundla yokudlalela kufanele nezithombe ezinemininingwane ezanele, ezibonakalayo futhi ezikhanyayo nezimpawu zesimo esiphuthumayo, ezifanele ngokomthetho waseRiphabhuliki enkundleni yezemidlalo noma enkundleni yokudlalela yonkana nasemagcekeni okufanele zibe nalezi zimfanelo ezilandelayo:

- (a) Izimpawu kufanele zibekwe ngokucacile, lapho kungena khona izethameli nalapho kungena khona izimoto, lapho kuphuma khona izethameli nalapho kuphuma khona izimoto enkundleni yezemidlalo noma enkundleni yokudlalela nasemagcekeni ayo, futhi kube ilezi zimpawu ezilandelayo futhi kulandelwe okunqunywe ngamaZinga aseNingizumu Afrika kaZwelonke (SANS 1186):
- (i) uhlelo lwesakhiwo samagceke enkundla yezemidlalo nenkundla yokudlalela;
 - (ii) imininingwane yezintuba zokuphuma uma kunesimo esiphuthumayo;
 - (iii) imithetho okufanele ilandelwe izethameli enkundleni yezemidlalo noma enkundleni yokudlalela;
 - (iv) uhlu lwezinto ezingavumelekile;
 - (v) izimpawu ezinemininingwane yendlela;
 - (vi) izinkomba zezihlalo zezethameli nendlela okufanele kuhlalwe ngayo;
 - (vii) izimpawu ezixwayisa ngomlilo;
 - (viii) usizo lwezempilo nezimpawu zosizo;
 - (ix) izimpawu zezindawo zokubhemela nezindawo lapho kungavunyelwe ukubhema khona; kanye
 - (x) nezimpawu zokupaka izimoto;

- (b) Zonke izimpawu ezibonisa indlela ngaphakathi nangaphandle kwenkundla yezemidlalo noma kwenkundla yokudlalela kufanele kubhalwe ngendlela eyamukelekile emhlabeni jikelele;
- (c) Izimpawu ezaziwayo futhi ezigqamile ezilawula izethemeli —
 - (i) ngezindlu zangasese;
 - (ii) izindawo ezidayisayo;
 - (iii) izindawo zokuphuma; kanye
 - (iv) nolunye usizo oluhlinzekelwa izethameli;

(10) Inkundla yezemidlalo noma inkundla yokudlalela kufanele ibe negumbi lesikhashana noma elakhiwe lokuxoxisana nomphakathi nezipikha zime ngomumo enkundleni yezemidlalo noma enkundleni yokudlalela okuzothi uma zisetshenziswa, zizwakale enkundleni yezemidlalo yonkana noma enkundleni yokudlalela nasemagcekeni ngesikhathi somcimbi.

(11) Inkundla yezemidlalo noma inkundla yokudlalela kufanele nezindawo zokungena eziphephile, indawo yokuhlala nosizo, okugunyazwe umkhandlu wendawo, okuhlezi kumi ngomumo ukuze kusetshenziswe izethameli eizkhubazekile emcimbini okufanele kuhlinzekele —

- (a) indawo ephakeme noma isiteji esobonakala ngokusobala (kubalwa nendawo yokuhlala izethameli ezihamba ngezihlalo);
- (b) ukufinyelela kugesi kwabahamba ngezihlalo ezisebenza ngogesi;
- (c) izinsiza zokugeza nolunye usizo ezindaweni eziphakeme noma eziteji zokubukela kwabantu abakhubazekile;
- (d) indawo elungele ukungena nokuphuma enkundleni yokudlalela noma enkundleni yezemidlalo nasemagcekeni azo, kubalwa namasango okunegna nokuphuma abahamba ngezihlalo enkundleni yezemidlalo

noma enkundleni yokudlalela nasezindaweni okubukelwa kuzona zabantu abakhubazekile;

- (e) izindawo zabantu abakhubazekile zokubukela abakwazi ukubona kuzona ngendlela efanayo nalabo abangakhubazekile abasenkundleni yezemidlalo noma enkundleni yokudlalela;
- (f) abantu abahamba ngezihlalo bakwazi ukungena enkundleni yezemidlalo noma enkundleni yokudlalela kuzona zonke izindawo lapho kungena khona umphakathi, kubandakanya abangama-VVIP, VIP, abezindaba, abezokusakaza nabadlali nezindawo zabo zokubukela, ngaphandle kokuba baphazamiseke noma kuphazamiseke izethameli ezijwayelekile;
- (g) izethameli ezikhubazekile zingahlaliswa endaweni esenkundleni yezemidlalo noma enkundleni yokudlalela lapho zingeke zikwazi khona ukusuka kuzona ngokushesha okungabangela ingozi kuzona nakweiznye izethameli ezisemcimbini uma kuensimo esiphuthumayo noma uma kufanele kuphume ingxenye ethile noma bonke abantu enkundleni yezemidlalo noma enkundleni yokudlalela;
- (h) indawo ephakeme noma iziteji zokubuka zabantu abakhubazekile zibekwe ngendlela ezozivikela;
- (i) indawo ephakeme noma iziteji zokubuka zabantu abakhubazekile akufanele—
 - (i) zibekwe lapho zizophazanyiswa abantu abangakhubazekile abayizethemeli bagxumele kuzona; futhi
 - (ii) ziphazamise izethemali zingaboni;
- (j) amazing amukelekile afanele ngokomthetho osebenzayo futhi nangophawu lokwakha lwe-SANS kubantu akakhubazekile abangabonikahle futhi abangezwa kahle; futhi

- (k) umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela axhumane nabathile ukuze kuqikelelwe ukuthi imibandela ehambisana nabantu abakhubazekile eMthethweni nakulezi zimiso zomthetho kuyalandelwa.

(12) Inkundla yezemidlalo noma inkundla yokudlalela emagcekeni ayo ngaphandle noma emagcekeni ayo, ibe nezindawo zokuhlangana ngesimo esiphuthumayo ezinkulu ngokwanele, ngokuhambisana nomthamo wezokuphepha ovumelekile enkundleni yezemidlalo noma enkundleni yokudlalela, lezo zindawo okufanele —

- (a) wonke umuntu afinyelele kalula kuzona,, kubandakanya abantu abakhubazekile;
- (b) zibe neleveli efanele;
- (c) zikhanye; futhi
- (d) ziklanywe ngezimpawu ezisobala.

(13) Inkundla yezemidlalo noma yokudlalela nendawo eyanele yesikhashana noma eyakhewe futhi eklanywe ngokucacile yakhelwa abangaphuzi ezindaweni zokubuka izithemeli ezisenkundleni yezemidlalo noma enkundleni yokudlalela ebekwe eceleni futhi yaklanywa ukuba isetshenziswe imindeni noma izingane emcimbini.

(14) Kufanele umnikazi wenkundla eyzemidlalo noma wenkundla yokudlalela aqikelele ukuthi zonke izingxenye zenkundla yezemidlalo noma zenkundla yokudlalela, ezindaweni zokungena, ezindaweni zokuphuma, izindlela ezakhiwe ngamapulangwe, izindlela zokuhamba, izicabha, izintuba zokuphuma nazo zonke izindawo zomphakathi nalezo okungangenwa kuzona noma ubani namagumbi kulandela umthetho namazinga kazwelonke ezokuphepha, futhi kubandakanya —

- (a) imihumbe yomphakathi, izitebhisi, izindlela zokuhamba nezindlela zokuhamba ezakhiwe ngamapulangwe, kubekwa izimpawu ngokusobala futhi kuyaklanywa;
- (b) zonke izicabha zesimo esiphuthumayo namasango, okufanele zibekwe izimpawu futhi ziklanywe; kanye
- (c) nazo zonke izicabha zokuphuma namasango, kubandakanya nezicabha zesimo esiphuthumayo kufanele kuvuleke kuye ngaphandle kungabi ngasohlangothini lomuntu ovulayo.

(15) Kufanele umnikazi wenkundla yezemidlalo noma umnikazi wenkundla yokudlalela aqikelele ukuthi indawo yezitezi esenkundleni yezemidlalo noma enkundleni yokudlalela ihambisana nalezi zimfanelo ezilandelayo:

- (a) Ububanzi bokunyuka kwezitezi kufanele kulingane nobude bazo;
- (b) Isilinganiso sobubanzi bezitezi kufanele bube-1200mm;
- (c) Ukuphakama kwezitebhisi kufanele kulingane nobude nobubanzi bobude bezitebhisi ngasinye;
- (d) Ezinkundleni zemidlalo ezisebenzayo noma ezinkundleni zokudlalela, zonke izitebhisi kufanele nezindawo zokubambelela ezingama-850 mm ubude ukuya phezulu; futhi
- (e) Zonke izitebhisi kufanele zibe nezindawo zokudonsa amanzi ezanele.

(16) Inkundla yezemidlalo noma inkundla yokudlalela kufanele ibe negumbi lokwelaphela noma amagumbi okulaphela, inani, isilinganiso, isakhiwo nendawo kufanele kuvunyelwane ngakho, kubhalwe phansi, umnikazi wenkundla yezemidlalo noma umnikazi wenkundla yokudlalela ngokuxoxisana nomkhandlu wendawo.

(17) Inkundla yezemidlalo noma yokudlalela okuzobanjelwa kuyona imicimbi enobungozi kakhulu noma engenabo ubungozi kakhulu kufanele-

- (a) ibe nesikhungo sezempilo nabasebenzi bezempilo abazosiza:—
- (i) ukuba kungene kalula izimoto zesimo esiphuthumayo;
 - (ii) ngokuvula izicabha nemihubhe ukuba ivuleke ngokwanele ukuze uhlaka oluthwala iziguli, nabahamba ngezihlalo bakwazi ukuhamba
 - (iii) ngokukhanya, ukungena komoya, iziqandisi ezipholisayo, izindawo ezinogesi, amanzi abandayo nashisayo nezindlu zangasese zobulili bonke;
 - (iv) ngokuhlanza kalula phansi nezindonga;
 - (v) amakhabinethi ekhiyekayo ezingilazi agcina imithi;
 - (vi) indawo noma izindawo eziphakela ngemithi egciniwe;
 - (vii) izingcingo zangaphakathi nezangaphandle; kanye
 - (viii) nezimpawu ezicacile ezilengiswe enkundleni yezemidlalo noma enkundleni yokudlalela nasemagcekeni azo eziklame indawo;
- (b) nezinhlelo ezimi ngomumo ezisebenzayo futhi zokusiza uma kunesimo esiphuthumayo okufanele zixhunywe ngokugcwele noma okwesikhashana kujeneretha, ngaphakathi enkundleni yezemidlalo noma enkundleni yokudlalela nasemagcekeni ayo okufanele zikwazi —
- (i) ukuphakela ngogesi izinhlelo ezisemqoka ezisebenzayo nezesimo esiphuthumayo nalapho kuphunywa khona ngesimo esiphuthumayo nengqalasizinda yenkundla yezemidlalo noma yenkundla yokudlalela;

- (ii) ukuhlinzekela ngamazinga okukhanya akhishwe i-SANS 10114-2 (amalambu esimo esiphuthumayo) enkundleni yezemidlalo noma yokudlalela; kanye
- (iii) nokuhlinzekela ngogesi okungaphamiseki kulezi zindawo noma kulezi zinhlelo zenkundla yezemidlalo noma yokudlalela, okungenani isikhathi esingamahora amane ngemuva kokuhamba kwagesi:
 - (aa) i-VOC;
 - (bb) umbobho wokukhuluma nabantu noma izipikha zasenkundleni yezemidlalo;
 - (cc) imihubhe yokuhamba izethameli eyakhiwe ngamapulangwe, izindawo ezizungezayo, izindawo zokuhamba, izitebhisi, amakheshi, izitebhisi ezihambayo, izintuba zokuphuma nezintuba zokuphuma ngesimo esiphuthumayo; kanye
 - (dd) izindawo zokuphuma izethameli neizmoto emagcekeni enkundla yezemidlalo noma enkundla yokudlalela;
- (c) ibe nesikali esikhulu (“**Ula**”) esingamabalazwe odonga noma uphawu oluzohola izethameli;
- (d) ibe ne-VOC emi ngomumo, njengoba kuveziwe esigabeni se-17 soMthetho nezimiso zomthetho;
- (e) ibe nezikhungo zezempilo nabasebenzi bezempilo babo bonke abantu abangaphathi enkundleni yezemidlalo noma enkundleni yokudlalela njengoba kuvezwe eMthethweni, i-*Health Act* nezimiso zomthetho;

- (f) nohlelo lokubona konke okuqhubeka enkundleni, kubandakanya omabonakude abarikhodayo, okufanele bame ngomumo futhi ngokulandela izimfanelo ezilandelayo:
- (i) Amakhamera afakiwe (akwazi ukuveza eduze nakude, angakhanyisi kakhulu) kube nekhamera eyodwa azokwazi ukumumatha izethameli eziyinkulungwane eyodwa kanjalo ngendlela ephephile enkundleni yezemidlalo noma yokudlalela;
 - (ii) ukufakelwa kohlelo lwamakhamera okulawula nezinsiza zokuqapha ze-VOC; kanye
 - (iii) namakhamera afakiwe abhekele —
 - (aa) imigudu yezimoto neyabahamba ngezinyawo ukuya enkundleni yezemidlalo noma enkundleni yokudlalela kanye nezindawo eziphakela inkundla yezemidlalo noma inkundla yokudlalela ngosizo;
 - (bb) lapho kuseshwa khona izethameli nasezindaweni zokungena;
 - (cc) emasangweni azungezayo enkundla yezemidlalo;
 - (dd) indawo yezethameli enkundleni yezemidlalo noma enkundleni yokudlalela; kanye
 - (ee) nezindawo ezisemqoka zezethameli kuwo wonke amazing enkundla yezemidlalo noma yokudlalela;
- (g) nezindawo zokupaka ezanele, futhi eziphephile, kubalwa nezindawo zokupaka abantu abakhubazekile, njengoba kunqunywe, kwabhalwa phansi, umnyango wezokuthutha nemigwaqo womkhandlu wendawo

okufanele kube endaweni eyibanga eliphephile enkundleni yezemidlalo noma enkundleni yokudlalela;

- (h) iqikelele ukuthi ihlinzekela ngezindawo zokupaka izethameli ezivezwe ezimisweni zomtheshwana (g) ezihambisana nomthamo ophephile wezethameli enkundleni yezemidlalo noma enkundleni yokudlalela njengoba kugunyazwe umkhandlu wendawo futhi kube khona nezithuthi ezizothutha umphakathi ukuya enkundleni yezemidlalo noma enkundleni yokudlalela ngalezo zinsuku zomcimbi;
- (i) ibe nezingcingo zomphakathi ezifakwe enkundleni yezemidlalo noma enkundleni yokudlalela yonkana okuzokwazi ukufinyelela zonke izethameli kuzona;
- (j) iqikelele ukuthi izingcingo zomphakathi ezivezwe esimisweni somtheshwana (j) zihambisana nokuphepha kwezethameli ezisenkundleni yezemidlalo noma enkundleni yokudlalela njengoba kugunyazwe umkhandlu wendawo okufanele kunqunywe umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela ngokuxoxisana nofakela izingcingo zomphakathi onemvume;
- (k) ncingo lwangaphakathi lokuxhumana, ngendlela efanele —
 - (i) ne-VOC;
 - (ii) namahhovisi abaphathi enkundla yezemidlalo noma enkundla yokudlalela;
 - (iii) igumbi noma indawo yokuxhumana nomphakathi;
 - (iv) amagumbi okugqokela;
 - (v) amahhovisi noma amagumbi abasebenza emcimbini; kanye

(vi) igumbi noma izindawo zabezindaba; kanye

(l) ibe nezindawo zokupaka ezisobala, eziseduze noma eizngaphakathi emagcekeni enkundla yezemidlalo, —

(i) yezimoto zamaphoyisa;

(ii) izinjini zomlilo;

(iii) ama-ambhulensi; kanye

(iv) nezinye izimoto zosizo oluphuthumayo

okufanele zibekwe emzileni osobala, ongenazo izihibe kulezo zimoto zesimo esiphuthumayo ukuya nokuphuma enkundleni yezemidlalo noma enkundleni yokudlalela.

(18) Inkundla yezemidlalo lapho kuzobanjwa khona imicimbi enobungozi kakhulu noma enobungozi, ukwengeza izimfanelo ezibekwe ezimisweni zomtheshana wesi-5(3),-

(a) ibe nothango noma nothango lwesikhashana olugunyazwe umkhandlu wendawo, olwaxhiwe lwaqina, olumi ngomumo, ukuvikela indawo yokudlala;

(b) iqikelele ukutho uthango oluvezwe endimeni (a) luhlanganisa amasango okuphuma ngesimo esiphuthumayo, lube banzi ngama-1200mm, enkundleni yokudlalela noma endaweni yokuma noma esiteji, leso sakhwiwo kufanele sigunyazwe ngencwadi umnyango ongamele izimo izinhlekelele noma abaqhaphi bomlilo emkhandlwini wendawo ngokuxhumana nomuntu obhalisiwe enolwazi lomsebenzi wokuphathelene nokuklama ezomphakathi, izakhwiwo nezakhwiwo zendawo ezinkundleni zemidlalo noma ezinkundleni zokudlalela;

- (c) ibe nothango oluqinile locingo noma oluwudonga olumi ngomumo, ukuya phezulu olude ngamamitha ama-2.5, okufanele ukwakhiwo kwalo kugunyazwe umkhandlu wendawo, oluzoklama ngaphakathi nangaphandle emagcekeni enkundla yezemidlalo futhi ibe nanani lamasango anele agunyazwe umkhandlu wendawo azokwazi ukuphuma izethemeli enkundleni yezemidlalo nangaphandle kwasenkundleni yezemidlalo;
- (d) iqikelele ukuthi ububanzi buhlangene bamasango okuphuma avezwe endimeni (c) bakhelwe ukumumatha imitha elilodwa elibanzi lezithameli eziyi-1000, kuhambisane nomthamo wezethameli ogunyaziwe futhi ophephile enkundleni yezemidlalo;
- (e) kuqikelelwe, ukuthi esakhiweni sayo, siba —
- (i) namasango azungezayo okuphuma agunyazwe umnyango ongamele inhlekelele noma abezosizo ngomlilo emkhandlwini wendawo, asatshalaliswe enkundleni yezemidlalo, ngale ndlela:
- (aa) isango elizungezayo eli-1 lezithameli eziyi-1000 noma lelo nani elinganqunywa, ngokubhalwe phansi, umkhandlu wendawo, kulawo masango ezungezayo aphakeme ukufika esiswini; futhi
- (bb) kube nesango elizungezayo eli-1 lezithameli ezingama-750 noma lelo nani elingagunyazwa, ngokubhalwa phansi, umkhandlu wendawo, kulawo masango azungezayo aphakeme
- ngokuhambisana nomthamo ophephile enkundleni yezemidlalo njengoba kugunyazwe umkhandlu wendawo;
- (ii) uhlelo olusebenza ngogesi lokungena, ukuphuma nokubala, kubandakanya nohlelo olumi ngomumi uma uhlelo olusebenza

ngogesi lungasasebenzi, oluxhunywe ngogesi nemisebenzi esikhungweni senkundla yokudlalela futhi luhambisane nesakhiwo samasango azungezayo, oluzokwamukela ukungena kwezithameli ngendlela ephephile enkundleni yezemidlalo, ngale ndlela -

(aa) abantu abayi-1000 ngehora lapho kunamasango azungezayo amafishane, futhi

(bb) abantu abangama-750 ngehora lapho kunamasango azungezayo amade; futhi

(iii) amasango azungezayo angaphakathi othangweni avezwe ezimisweni zomtheshwana we-18 (c);

(f) ibe nothango olukwazi ukuvalwa, ukuhlukanisa izethameli, eligunyazwe unjiniyela wedolobha ngemuva kokuxoxisana nomnyango ongamele inhlekelele noma abezicishamlilo emkhandlwini wendawo;

(g) ibe nendawo yokuhlala enezinombolo, engenayo indawo yokuma izethameli, endaweni yokuma izethameli futhi ibe noveranda oqinile;

(h) okungenani ibe nevidiyo eyodwa yokudlalwayo "Umabonakude Omkhulu" endaweni yokubuka izethameli okwazi ukubonwa amaphesenti angama-80 ezethameli uma inkundla yezemidlalo igcwele; futhi

(i) ingabi nezindawo zokubukela ezindaweni zokuma izethameli noma koveranda bokubukela.

(19) Inkundla yezemidlalo lapho kuzobanjelwa khona umcimbi onobungozi kakhulu, kufanele -

(a) emagcekeni ayo, ibe neshashalazi lezindiza noma neshashalazi lesikhashana elimi ngomumo elizosetshenziswa ibhanoyi lesimo

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esiphuthumayo, lelo shashalazi kufanele lisungulwe ngokulandela izimfanelo zobuchwepheshe zokwakha amashashalazi esikhashana njengoba kubekiwe i-*Civil Aviation Act, 2009 (Act No. 13 of 2009)* nezimiso zayo zomthetho; futhi

- (b) ingabi nezindawo zokuma izethameli ezindaweni ezijwayelekile zokubuka izethameli enkundleni yezemidlalo.

(20) Inkundla yezemidlalo noma inkundla yokudlalela lapho kuzobanjwa khona umcimbi onobungozi kakhulu:

- (a) ingabi nendawo ephakeme endaweni yezithameli yokubukela engaphezulu kwama-34° ngaphandle uma leyo ndawo ephakeme noma enyukayo igunyaziwe, ngokubhalwe phansi, umkhandlu wendawo ngokubheka enye ingqalasizinda yezokuphepha ekuleyo ndawo yezithameli ukunqanda leyo ndawo ephakeme noma enyikile egunyaziwe;
- (b) kufanele ibe nendawo noma nezindawo eziklanyiwe ezimi ngomumo —
 - (i) zokubhekana nezimo lapho kulimala khona izinkumbi zezethameli; futhi
 - (ii) nendawo yokugcina izinsiza zezempilo zokuhlukaniswa kweziguli ngesikhathi sesimo esiphuthumayo eMnyangweni noma emkhandlwini wasekhaya.

(21) Inkundla yezemidlalo lapho kuzobanjelwa khona umcimbi ongenabo ubungozi ingaba nezindawo zokuma zezethameli lapho kuma khona izethameli, overanda bokubuka noma izindawo ezivulekile zokubukela enkundleni yezemidlalo, ngokulandela isakhiwo nomthamo wezethameli kulezo zindawo ezigunyazwe ngokubhalwe phansi umkhandlu wendawo.

(22) Umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela egunyazwe ukuba idayisele izethameli utshwala emcimbini kufanele aqikelele ukuthi izinyathelo, kubalwa nezimpawu ezifanele, zimi ngomumo lapho kudayiswa khona utshwala noma lapho kudayiswa khona utshwala okwesikhashana enkundleni yezemidlalo noma enkundleni yokudlalela, ezihlukanisa lezo zindawo ezidayisa utshwala nezethameli noma nezindawo zokudayisa, ukuqikelela ukulandelwa komthetho olawula utshwala wesifundazwe noma kazwelonke, kubandakanya ukungathengiselwa izingane utshwala.

(23) Ngaphambi kokuba kukhishwe izitifiketi zokuphepha nezitifiketi zezinga ezivezwe esigabeni sesi-8 soMthetho, inkundla yezemidlalo noma inkundla yokudlalela kufanele ihlolwe abahloli abaqokwe umkhandlu wendawo ngokwemigomo yesigaba se-14 soMthetho.

(24) Umhloli ovezwe ezimisweni zomtheshwana zama-(23) kufanele aqikelele ngokubhalwe phansi umbiko wakhe wokuhlola, ikhophi yawo kufanele inikezwe umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela ngemuva kokuhlolwa, oveza ukuthi umhloli ugculisekile ukuthi inkundla yezemidlalo noma inkundla yokudlalela ihambisana nezimfanelo nenqubo enqunywe ngesigaba sesi-8(2) soMthetho nalezi zimiso zomthetho.

(25) Umbiko wokuhlola ovezwe ezimisweni zomtheshwana zama-(24) ungaba nemiyalelo nemibandela okufanele umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela ayilandele esikhathini esibekiwe, ngaphambili noma ngemuva kokukhishwa kwesitifiketi senkundla yezemidlalo noma senkundla yokudlalela esebenzayo.

(26) Umkhandlu wendawo, ungasebenzisa isaziso esibhaliwe ukucela umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela ukuba awuthumele esikhathini ongasibeka ngesaziso, sibe neminingwane nezinhlelo umkhandlu wendawo obona ukuthi zifanele ukuwusiza ukuthatha isinqumo nokuthi ngabe kufanele yini ugunyaze isicelo sesitifiketi sokuphepha senkundla yezemidlalo noma senkundla yokudlalela kanye nesitifiketi sezinga.

Isitifiketi sokuphepha kwesakhiwo senkundla yezemidlalo noma senkundla yokudlalela

6. (1) Isicelo sesitifiketi sokuphepha kwesakhiwo senkundla yezemidlalo noma senkundla yokudlalela, noma esinye sazo, esifakwe umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela kufanele sithunyelwe kunjinyela wedolobha, ngokubhalwe phansi, ngendlela evezwe ngesiJobelelo sesi-3.

(2) Umkhandlu wendawo ngokulandela ukubheka ukuthi ngabe kufanele ukhiphe isitifiketi sokuphepha kwesakhiwo senkundla yezemidlalo noma senkundla yokudlalela unga —

- (a) thumela ikhophi lesicelo elivezwe ezimisweni zomtheshwana woku-(1) kwabaqondene nezokuphepha nokuvikeleka, ngendlela obona ngayo, ukuze uthole umbono nosizo olubhaliwe mayelana naleso sicelo;
- (b) ungaxhumana nelungu eligunyaziwe nabanye abaqondene nezokuphepha nokuvikeleka, ngendlela efanele, mayelana nemigomo, imibandea noma umyalelo ofanele ongafakwa esitifiketini sokuphepha kwesakhiwo senkundla yezemidlalo noma yokudlalela entsha; futhi
- (c) ubeke izimfanelo eizbhalwe phansi noma imiyalelo, okufanele ilandelwe umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela esikhathini esinqunyiwe, noma esikhathini esengeziwe ongasinika lowo mnikazi ngokubhalwe phansi, ukuba ube umbandela ongumhlahlandlela wokugunyazwa kwesicelo nokukhishwa kwesitifiketi sokuphepha kwesakhiwo senkundla yezemidlalo noma yokudlalela entsha.

(3) Umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela ofaka isicelo sesitifiketi sokuphepha kwesakhiwo senkundla yezemidlalo noma senkundla yokudlalela, ukwengeza ezimfanelweni zobuchwepheshe nenqubo enqunywe esigabeni sesi-8(2) soMthetho nezimiso zomthetho zesi-5, kufanele athumele isakhiwo sokuqala esiphelele nohlelo lwesimo lwenkundla yezemidlalo noma lwenkundla yokudlalela ehlongozwayo namagceke ayo, kubandakanya —

- (a) uhlelo olugcwele lwesakhiwo senkundla yezemidlalo noma senkundla yokudlalela, oluhlanganisa izakhiwo zonke zenkundla yezemidlalo noma

zenkundla yokudlalela kanye nesimo senkundla yezemidlalo noma amageke enkundla yokudlalela, okusungulwe futhi kwahlongozwa umuntu obhalisile onolwazi lomsebenzi wezakhwiwo zezinkundla zemidlalo noma zezinkundla zokudlalela;

- (b) indawo yokuma izethameli enayo yonke imininingwane noma uhlelo lwendawo yokuhlala eyakhiwe ngosimende isungulwe ngokulandela amazing asebenzayo kazwelonke, isifundazwe noma izimiso zomthetho zokwakha endaweni;
- (c) enkundleni yezemidlalo ezobamba umcimbi onobungozi kakhulu noma umcimbi onobungozi, kufanele kube nohlelo olunzulu lokuhamba izethameli nothango okufanele kume ngomumo ngaphakathi enkundleni yezemidlalo nasemagcekeni ayo;
- (d) uhlelo olunzulu lwenkundla yezemidlalo noma lwenkundla yokudlalela oluklama —
 - (i) indawo nesakhiwo sazo zonke izindawo zokuphuma uma kunesimo esiphuthumayo namasango anela izethameli eziyi-1000 imitha ngalinye mayelana nomthamo wonke ohlelowe wezithameli ezisenkundleni yezemidlalo noma enkundleni yokudlalela;
 - (ii) ugesi namazi okufakiwe;
 - (iii) izitebhisi namakheshi abantu, isimo esiphuthumayo noma empahla;
 - (iv) ijeneretha ezosebenza ngesimo esiphuthumayo uma ugesi ungasebenzi;
 - (v) izinsizwa ezihogela umlilo nohlelo oluzwa umlilo nezinsiza zokucisha umlilo; kanye
 - (vi) nezimpawu zesimo esiphuthumayo nezemininingwane;

- (e) uhlelo oluklama ngokusobala indawo nezimpawu zamasango ezethameli ejikelezayo akhiwe ngaphakathi emagcekeni adingekayo enkundleni yezemidlalo lapho kufanele kubanjwe khona umcimbi onobungozi kakhulu noma umcimbi onobungozi;
- (f) enkundleni yezemidlalo nasemagcekeni ayo lapho kufanele kubanjwe umcimbi onobungozi kakhulu noma umcimbi onobungozi, kube nohlelo olunzulu lokusingatha isiminyamina nohlelo lomthelela, okungenani okufanele luhlinzekele —
- (i) indawo eyanele yokupaka izethameli ngokubheka inani lezethameli ezilindelekile emcimbini;
 - (ii) izindawo zokupaka ezanele zabantu abakhubazekile;
 - (iii) indawo eyanele yokupaka izimoto zesimo esiphuthumayo;
 - (iv) indawo yokungena izimoto zesimo esiphuthumayo ezanele nemizila yokuphuma enkundleni yezemidlalo;
 - (v) indawo yezimoto zesimo esiphuthumayo noma indawo yesikhashana yezimoto zesimo esiphuthumayo; kanye
 - (vi) nomgwaqo oyindilinga ezungeze inkundla yezemidlalo wokwehlisa izethameli nezindawo zokungena izimoto zesimo esiphuthumayo;
- (g) ezindaweni lapho kufanele kufakwe izindawo zokuhlala izethameli enkundleni yezemidlalo noma enkundleni yokudlalela, kube nohlelo lokuhlala izethameli olufaka —
- (i) ububanzi bezihlalo ezingama-500 milimitha kuzethameli ngasinye;
 - (ii) isikhala ezingama-800 mililitha ukulandelana kwezihlalo;

- (iii) indawo yokunqika esihlalweni engama-300 mililitha ebheke phezulu;
 - (iv) indawo yokuhamba izethameli engenazihibe engama-400 mililitha phakathi kwesihlalo esingaphambili ukuya emuva kwesihlalo ngaphambili kwaleso sihlalo;
 - (v) izihlalo ezingashiswa umlilo;
 - (vi) indawo yokuhlala eqinile;
 - (vii) imigqa yokuhlala engadlulile -
 - (aa) izihlalo eziyi-14 emgqeni ngamunye lapho kuzoba nendawo yokuhamba izethameli ukuya kolunye uhlangothi lomugqa; noma
 - (bb) izihlalo eizngama-28 emgqeni ngamunye lapho kunendawo yokuhamba izethameli ezindaweni zombili lapho kuphela khona lowo mugqa.
 - (h) enkundleni yezemidlalo nasemagcekeni ayo, lapho kuzobanjelwa khona umcimbi onobungozi kakhulu noma umcimbi onobungozi, kufakwe noma kufakwe okwesikhashana —
 - (i) ividiyo “umabonakude omkhulu” endaweni yokubuka izethameli, onezithombe, izinombolo nokuqoshiwe; kanye
 - (ii) ibhodi eliveza amagoli elibonwa izethameli zonke ezisenkundleni yezemidlalo
- okungafakwa ohlelweni olulodwa;

- (i) aqikelele ukuthi, enkundleni yezemidlalo nasemagcekeni ayo lapho kuzobanjwa khona umcimbi onobungozi noma umcimbi onobungozi kakhulu, kube nezindawo zokupaka izethameli ezisenkundleni yezemidlalo, zibe sendaweni ephephile esemagcekeni ngaphakathi kothango locingo noma lodonga lwenkundla yezemidlalo njengoba kunqume ilungu eligunyaziwe ngokwemigomo yohlelo lokuphepha komcimbi nohlelo lwezokuvikeleka;
- (j) enkundleni yezemidlalo noma enkundleni yokudlalela nasemagcekeni ayo lapho kuzobanjelwa khona umcimbi onobungozi kakhulu noma umcimbi onobungozi, kufakwe indawo yokuxhumana nomphakathi noma indawo yokuxhumana nomphakathi yesikhashana noma igumbi lokuxhumana ngezipikha nezethameli —
- (i) eliseduze ne-VOC; futhi
- (ii) elisendaweni yokubukela yezethameli enkundleni yezemidlalo noma enkundleni yokudlalela;
- (k) enkundleni yezemidlalo noma enkundleni yokudlalela nasemagcekeni ayo lapho kuzobajwa khona umcimbi onobungozi noma umcimbi onobungozi kakhulu, kufakwe izipikha zokuxhumana nomphakathi noma izipikha zokuxhumana nomphakathi zesikhashana noma zokuxhumana nomphakathi enkundleni yezemidlalo nasemagcekeni ayo noma enkundleni yokudlalela, uma zisetshenziswa, kufanele —
- (i) zizwakale;
- (ii) ngokucacile; futhi
- (iii) zibe nokuqondwa,

ukudlula amazing omsindo asenkundleni yezemidlalo nasemagcekeni ayo noma enkundleni yokudlalela, ngesikhathi kunomcimbi;

- (l) enkundleni yezemidlalo noma enkundleni yokudlalela nasemagcekeni ayo lapho kuzobanjelwa khona umcimbi onobungozi noma umcimbi onobungozi kakhulu, ukwengeza izimfanelo ezisendimeni (g) ngaphezulu, kube nohlelo lokuhlala izethameli —
- (i) oluzoqikelela ukuthi izethameli ezihleli azisithwa lutho olusenkundleni yokudlala noma endaweni okuqhutshwa kuyona okuthile; futhi
- (ii) kube nombandela wokuba izethameli zihlale ezindaweni zokuhlala noma ezindaweni zokuhlala zesikhashana kuphela;
- (m) enkundleni yezemidlalo noma enkundleni yokudlalela nasemagcekeni ayo lapho kuzobanjelwa khona umcimbi onobungozi noma umcimbi onobungozi kakhulu, kube nothango oluphephile oluvulekayo uma kunesimo esiphuthumayo, olukwazi ukuhlukanisa izethameli ezingaphambili noma enndaweni engaphambili, futhi lapho lungekho khona uthango, endaweni yokudlalela, esitezi noma ngaphambili;
- (n) enkundleni yezemidlalo noma enkundleni yokudlalela lapho kuzobanjelwa khona umcimbi onobungozi noma umcimbi onobungozi kakhulu, kube nezinsiza zabezindaba noma izinsiza zabenzindaba zesikhashana zime ngokwazo zingabe endaweni ejwayelekile yokubuka izethameli;
- (o) enkundleni yezemidlalo noma enkundleni yokudlalela lapho kuzobanjelwa khona umcimbi onobungozi noma umcimbi onobungozi kakhulu, kube nendawo yokusakaza engaphandle noma kube nendawo yokusakaza kwesikhashana engaphandle;
- (p) enkundleni yezemidlalo noma enkundleni yokudlalela lapho kuzobanjelwa khona umcimbi onobungozi noma umcimbi onobungozi kakhulu, kube nohlelo lwezimfanelo zokuphepha nokuvikeleka, kubandakanya amagumbi angasese, izindawo ezanele zokuhlala futhi zokubukela ama-

VVIP nemizila yokuhamba ama-VVIP njengoMongameli, iPhini likaMongameli, oNgqongqoshe beKhabhinethi noNdunankulu namanye ama-VVIP avakashile akulelo zinga abuye ngaphandle;

- (q) inkundla yezemidlalo noma inkundla yokudlalela okufanele ibe semagcekeni enkulu ngokwanele —
- (i) ukuzulazula kwezethameli nezindawo zokwenziwayo;;
 - (ii) indawo yokusebenza abezosizo oluphuthumayo nezimoto eziphakela ngosizo;
 - (iii) izindawo zokupaka ezanele zabantu bonke, kubandakanya nezethameli;
 - (iv) ukutheleka kwezithameli zonke ezifikayo enkundleni yezemidlalo;
 - (v) ukufinyelela kalula ezintweni ezithutha umphakathi;
- (r) ukulandela umthetho wokuvikela imvelo nombandela ofanele mayelana—
- (i) nokonga amanzi nokuwasebenzisa kabusha;
 - (ii) ukufakelwa kwengqalasizinda evikela untwentwesi oluvikela isibhakabhaka namazinga omoya;
 - (iii) uhlelo olubhekele imvelo nohlelo lokusingathwa kokungcola; kanye
 - (iv) negxathu lokomga amandla, olwakhelwe ukukhuthaza ukusetshenziswa kukagesi ngokonga;
- (s) enkundleni yezemidlalo, kube nemizila yokuzungeza izindawo ezimi izethameli, ezihambisana nezindawo zokungena nemizila yokuphuma;

- (t) enkundleni yezemidlalo noma enkundleni yokudlalela, kube nezikhala ezingaphezulu kwamakhanda lapho izethameli zikwazi ukufinyelele khona zibe ngamamitha ama-2.1 ubude; futhi
- (u) enkundleni yezemidlalo noma enkundleni yokudlalela, kuba nalezi zimfanele ezimi ngomumo ezihambisana nezitebhiso:
 - (i) izitebhisi kufanele zibe banzi ngama-1200mm;
 - (ii) ukunyuka kwezitebhisi, izitebhisi ngasinye, siphakame ngama-150mm noma ngenye indlela engagunyazwa, ngokubhalwe phansi umkhandlu wendawo; futhi
 - (iii) izindawo zokubambelela zomkhandlu wendawo ezigunyaziwe zakhiwe ziqine ziphakame ngama-1000mm kufanele zifakwe ezitebhisini zonke.

(4) Ngaphambi kokuba kuqalwe kwakhiwe inkundla yezemidlalo noma inkundla yokudlalela entsha, konke okuhambisana nesakhiwo senkundla yezemidlalo noma senkundla yokudlalela kufanele kugunyazwe futhi kuqinisekiswa iminyango yezokuphepha neyokwakha yomkhandlu wendawo.

(5) Isitifiketi senkundla yezemidlalo entsha noma senkundla yokudlalela kufanele sikhishwe sibhalwe ngendlela evezwe isiJobelelo sesi-4.

Ukugunyaza ushintsho noma ukunwetshwa kwenkundla yezemidlalo noma kwenkundla yokudlalela

7.(1) Isicelo somnikazi wenkundla yezemidlalo noma somnikazi wenkundla yokudlalela, noma omunye wabo, sokugunyaza ushintsho noma ukunwetshwa kwenkundla yezemidlalo noma kwenkundla yokudlalela kufanele sithunyelwe, sibhalwe phansim, ngendlela evezwe isiJobelelo sesi-5.

(2) Umnikazi wesitifiketi sokuphepha kwenkundla yezemidlalo noma kwenkundla yokudlalela esebenzayo ohlose ukushintsha noma ukunweba inkundla yezemidlalo

noma inkundla yokudlalela ngokwakha isakhiwo sesikhashana kufanele afake isicelo esigunyaza ukwakha lesa sakhiwo ngendlela evezwe isiJobelelo sesi-7.

(3) Umkhandlu wendawo, ukulandela ukuubungula ukuthi ngabe kufanele ukhiphe isitifiketi sokushintsha noma sokunweba inkundla yezemidlalo noma inkundla yokudlalela kufanele —

- (a) uthumele ikhophi yesicelo esivezwe ezimisweni zomtheshwana woku-(1) koqondene nezokuphepha nokuvikeleka, ngendlela obona ukuthi ifanele, ukuze uthole umbono nosizo olubhalwe phansi ngaleso sicelo;
- (b) uxhumane nelungu eligunyaziwe nomunye oqondene nezokuphepha nokuvikeleka, ngendlela obona ngayo, mayelana nemigomo, imibandela noma umyalelo ofanele ongafakwa esitifiketini sokushintsha noma sokunweba inkundla yezemidlalo noma inkundla yokudlalela; futhi
- (c) ubeke izimfanele noma imiyalelo ebhaliwe, okufanele ilandelwe umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela esikhathini esinqunyiwe, noma kuleso sikhathi esingeziwe ongasinika lowo mnikazi sabhalwa phansi, ukuba kube umbandela ohambisana nokugunyazwa kwesicelo nokukhishwa kwesitifiketi nokushintsha noma sokunweba inkundla yezemidlalo noma inkundla yokudlalela.

(4) Umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela kufanele athumele isicelo esivezwe ezimisweni zomtheshwana woku-(1) okungenani—

- (a) ezinsukwini eziyi-14, uma kuyisicelo senkundla yezemidlalo noma senkundla yokudlalela esakhiwa; noma
- (b) ezinsukwini ezingama-90, uma kuyisicelo senkundla yezemidlalo ekhona uma kuhlelwa ukushintshwa noma ukunwetshwa ngaphambi kokuba kuqale umsebenzi wokushintsha, ukunweba noma wokwakha.

(5) Umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela, umgqunguzeli womcimbi noma igatsha elilawulayo kufanele lithumele isicelo esivezwe

ezimisweni zomtheshwana wesi-(2) okungenani ezinsukwini eziyi-14 ngaphambi kokuba kuqalwe ukwakhiwa okuhlongozwayo okuhleliwe kwesakhiwo sesikhashana enkundleni yezemidlalo noma enkundleni yokudlalela esebenzayo.

(6) Ukugunyazwa kwesicelo esivezwe ezimisweni zomtheshwana woku-(1) kufanele kubhalwe phansi ngendlela evezwe isiJobelelo sesi-6.

(7) Ukugunyazwa kwesicelo esivezwe ezimisweni zomtheshwana wesi-(2) kufanele kubhalwe phansi ngendlela evezwe isiJobelelo sesi-8.

Okuqukethwe izicelo zezitifiketi zokuphepha

8. (1) Umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela, noma omunye wabo, ofaka isicelo sesitifiketi sokuphepha ngokwemigomo yesigaba sesi-8, 9 nese-10 soMthetho nalezi zimiso zomthetho, kufanele alandele izimfanelo ezibekwe kulezi zimiso zomthetho futhi kufanele aqikelele le mininingwane elandelayo, izimfanelo nokugunyaziwe okuqukethwe ileso sicelo:

- (a) Isicelo sesitifiketi esisebenzayo senkundla yezemidlalo noma senkundla yokudlalela kufanele, sibe nale mininingwane elandelayo ehambisana nenkundla yezemidlalo noma nenkundla yokudlalwla:
 - (i) amagama agcwele enkundla yezemidlalo noma enkundla yokudlalela;
 - (ii) ikheli eliqondile leposi nelendawo lenkundla yezemidlalo noma lenkundla yokudlalela (kubandakanya i-GPS);
 - (iii) imininingwane egcwele yomnikazi wenkundla yezemidlalo noma wenkundla yokudlalela;
 - (iv) imininingwane egcwele yomlawuli wenkundla yezemidlalo noma wenkundla yokudlalela uma ekhona;

- (v) usuku okwakhawo ngalo okokuqala inkundla yezemidlalo noma inkundla yokudlalela;
 - (vi) usuku okwakhishwa ngalo isitifiketi sokuqala sokusetshenziswa kwenkundla yezemidlalo noma senkundla yokudlalela;
 - (vii) uhlelo lwesikhathi inkundla yezemidlalo noma inkundla yokudlalela;
 - (viii) usuku lokuphuthulwa nokuchazwa koshintsho olukhulu noma ukunwetshwa kwenkundla yezemidlalo noma kwenkundla yokudlalela;
 - (ix) imininingwane nosuku lokulungiswa kwenkundla yezemidlalo noma kwenkundla yokudlalela, kubandakanya, isakhiwo senkundla yezemidlalo noma senkundla yokudlalela;
 - (x) imininingwane nosuku lwezigameko zokuphepha enkundleni yezemidlalo noma enkundleni yokudlalela, kubandakanya, izigameko eziphathelene nomlilo, ukunyathelana kwezethameli, inking yesakhiwo nokuhluleka ukusebenza kosizo olusemqoka; kanye
 - (xi) nomqulu ofanele futhi wamanje ophathelene nokuphuma esikhathini sesimo esiphuthumayo nomlilo enkundleni yezemidlalo/yokudlalela ngumsebenzi onolwazi kwezokuphepha;
- (b) isicelo sesitifiketi sokuphepha kwenkundla yezemidlalo noma kwenkundla yokudlalela esebenzayo kufanele sibe noma sihambisane, nohlelo olunzulu lwesakhiwo senkundla yezemidlalo noma senkundla yokudlalela namagceke ayo, kubandakanya:
- (i) uhlelo olunzulu lwezigaba ezixhumene zenkundla yezemidlalo noma zenkundla yokudlalela oluhlanganiswe usolwazi oklama

izakhiwo nomuntu obhalisile onolwazi lomsebenzi wokudweba izinkundla zemidlalo noma izinkundla zokudlalela; kanye

(ii) nezimfanelo ezivezwe ezimisweni zomthetho wesi-4 (a) – (m) esicelweni sesitifiketi sokuphepha kwenkundla yezemidlalo esebenzayo noma kwenkundla yokudlalela; kanye

(c) Isicelo sesitifiketi senkundla yezemidlalo esebenzayo noma senkundla yokudlalela kufanele sihambisane namakhophi afungelwe esitifiketi sokuphepha esisebenzayo njengoba kuveziwe ezimisweni zomthetho zesi-4(1) zalezi zimiso zomthetho;

9. (1) Isitifiketi sokuphepha esikhishwe umkhandlu wendawo kufanele sigunyazwe umuntu obhalisile.

(2) Isitifiketi sokuphepha kufanele okungenani siveze —

- (a) amagama agcwele enkundla yezemidlalo noma enkundla yokudlalela;
- (b) ikheli eliqondile leposi nelendawo lenkundla yezemidlalo noma lenkundla yokudlalela (kubandakanya i-GPS);
- (c) imininingwane egcwele yomnikazi wenkundla yezemidlalo noma wenkundla yokudlalela;
- (d) usuku okwakhawo ngalo okokuqala inkundla yezemidlalo noma inkundla yokudlalela;
- (e) usuku okwakhishwa ngalo isitifiketi sokuqala sokusetshenziswa kwenkundla yezemidlalo noma senkundla yokudlalela;
- (f) isitifiketi sezinga esivezwe esigabeni sesi-8 (4)(a), (b) no-(c) soMthetho;

- (g) umsuka wemikhakha ehlukeneyo yezitifiketi zokuphepha eyingxenyeyo yesitifiketi sokuphepha kwenkundla yezemidlalo noma kwenkundla yokudlalela, kubandakanya isitifiketi sokuphepha esivezwe ezimisweni zomthetho wesi-4(1);
- (h) isikhathi esizosebenza ngaso isitifiketi sokuphepha;
- (i) usuku okwakhishwa ngalo isitifiketi sokuphepha; kanye
- (j) namagama agcwele, imininingwane, iziqu nokusayindwe umuntu obhalisile obhekele amalungiselelo esitifiketi sokuphepha.

Ukuchibiyela nokushintsha izitifiketi zokuphepha

10. (1) Isicelo somnikazi wenkundla yezemidlalo noma wenkundla yokudlalela, noma omunye wabo, sokuchibiyela noma sokushintsha isitifiketi sokuphepha kufanele sibhalwe phansi ngendlela evezwe isiJobelelo sesi-9.

(2) Umkhandlu wendawo, ngokulandela ukucubungulwa kokuthi ngabe isicelo esivezwe ezimisweni zomtheshwana woku-(1) kufanele sigunyazwe kufanele —

- (a) uthumele ikhophi yesicelo esivezwe ezimisweni zomthetho woku-(1) koqondene nezokuphepha nokuvikeleka, ngendlela obona ukuthi ifanele, ukuze uthole umbono nosizo olubhalwe phansi kuleso sicelo;
- (b) uxhumane nelungu eligunyaziwe nomunye oqondene nezokuphepha nokuvikeleka, ngendlela obona ukuthi ifanele, mayelana nemigomo, imibandela noma umyalelo ofanele ongase udingeke ukuze kwamukelwe isicelo sokuchibiyela noma sokushintsha isitifiketi sokuphepha; kanye
- (c) nezimfanelo noma imiyalelo ebhaliwe ebekiwe, okufanele kulandelwe umnikazi wenkundla yezemidlalo noma yokudlalela esikhathini esinqunyiwe, noma esinye isikhathi esinganikwa lowo mnikazi sabhalwa

phansi, okungumbandela ohambisana nokugunyazwa kwezichibiyelo noma ukushintshwa kwesitifiketi sokuphepha.

(4) Umkhandlu wendawo kufanele ucubungule futhi uphothule isinqumo esiphathelene nesicelo sokuchibiyela noma sokushintsha isitifiketi sokuphepha futhi kufanele zingakapheli izinsuku eziyi-14 ngemuva kokuphuthulwa ukhiphele ofake isicelo isaziso esibhaliwe, okufanele siveze usuku okuzoqala ngalo ukusebenza izichibiyelo ezigunyaziwe noma okushintshiwe.

(5) Uma umkhandlu wendawo uchitha isicelo sokuchibiyela noma sokushintsha isitifiketi sokuphepha, kufanele ngokushesha wazise umnikazi wenkundla yezemidlalo noma wenkundla yokudlalela ngokubhalwe phansi mayelana nesinqumo nezizathu zaleso sinqumo.

(6) Umkhandlu wendawo ocubungula isicelo ngokwemigomo yesigaba se-13 soMthetho nalezi zimiso zomthetho kufanele ulandele lezi zimfanelo:

- (a) Uma umkhandlu wendawo uthola isicelo esivezwe ezimisweni zomthetho wesi-8(1) esihlongoza ukudluliswa kwesitifiketi ukusuka kumnikazi waleso sitifiketi siya komunye umuntu, umkhandlu wendawo kufanele uhlolisile futhi uhlangabezane nezimfanelo okwakhishwa ngazo leso sitifiketi; futhi
- (b) Uma umkhandlu wendawo ugculisekile ukuthi ukudluliswa okuvezwe endimananeni (a) kuhambisana nezimfanelo zalowo mnikazi waleso sitifiketi njengoba kuveziwe ngokwemigomo yoMthetho nalezi zimiso zomthetho, umkhandlu wendawo ungalulisa lesi sitifiketi usidlulisele kulowo muntu.

(7) Ofake isicelo ngokwemigomo yesigaba se-13 soMthetho nalezi zimiso zomthetho, kungaba umnikazi wesitifiketi esivezwe ezimisweni zomthetho ze-8(1) noma abantu abagunyazwe esigabeni se-13(2) soMthetho okuveziwe ukuthi leso sitifiketi kufanele sidluliselwe kubona.

(8) Umnikazi wesitifiketi esivezwe ezimisweni zomthetho zesi-8(1) angasinikezela emkhandlwini wendawo ngokubhalwe phansi.

(9) Isitifiketi esinikezelwe ngokwemigomo yezimiso zomtheshwana wesi-(8) kufanele singasasebenza.

(10) Umkhandlu wendawo ungachitha isitifiketi sokuphepha esivezwe esigabeni sesi-8, 9 nese-10 zoMthetho nalezi zimiso zomthetho, uma umnikazi waso engasekho ngokusemthethweni.

(11) Umkhandlu wendawo noma nini ungahoxisa isitifiketi noma izitifiketi ezivezwe esigabeni sesi-8, 9 nese-10 zoMthetho, futhi ukuhoxiswa kwaso kufanele kubhalwe phansi kwaziswe umnikazi waso ngokushesha.

(12) Ukugunyazwa kwesicelo sokuchibiyela noma sokushintsha isitifiketi sokuphepha kufanele kubhalwe phansi ngendlela eveziwe isiJobelelo se-10.

Inqubo yokubuyekeza

11. (1) Ukubuyekeza okuvezwe esigabeni sama-42 soMthetho, kufanele kwenziwe ngendlela enikezwe isiJobelelo se-11.

(2) Ngaphambi kokuba kufakwe isicelo sokubuyekeza ngokwemigomo yalo Mthetho kufanele kuthunyelwe isamba semali eyi-R20 000 ibe ukheshi, engabuyeli emuva noma ithunyelwe nge-elethronikhi ofake isicelo eBhodini lokuBuyekeza;

(3) Isamba semali esivezwe ezimisweni zomtheshwana wesi-(2) —

- (a) iyabuya yonke uma iBhodi lokuBuyekeza selifinyelele esinqumweni esihambisana nofake isicelo sokubuyekeza; noma
- (b) iyadliwa ofake isicelo sokubuyekeza kuNgqongqoshe uma isicelo sokubuyekeza singabanga impumelelo noma
- (c) kudliwa ingxenye yayo, ngokubona kweBhodi yokuBuyekeza, esicelweni sokubuyekeza okuphumelele ingxenye yaso ethile.

(4) IBhodi lokuBuyekeza lingabuyeza izimo eziqondene nomuntu ofake isicelo ezivezwe ezimweni zomtheshwana wesi-(2).

(5) ofake isicelo kufanele akhokhe izindleko zokukhiqizwa kwemigqulu namanye amarekhodi ahambisana nokufaka isicelo sokubuyekeza nokusishushisa.

(6) Inqubo enzulu ezolandelwa mayelana nokushushiswa kwezicelo zokubuyekeza zeBhodi lokuBuyekeza kufanele zinqunywe, ngokubhalwe phansi, iBhodi, ngokuhamba kwesikhathi.

(7) Umuntu ofake isicelo sokubuyekeza neBhodi lokuBuyekeza kufanele asibhale phansi, zingakapheli izinsuku eziyi-14 lowo muntu elulekwe ngokubhalwe phansi ngesinqumo azocela ukuba sibuyekwezwe.

(8) Izizathu zesicelo sokubuyekeza kufanele ziveze ngokugcwele futhi ngokucacile zonke izizathu zesicelo sokubuyekeza, ofake isicelo sokubuyekeza acabanga ukuthi zisemqoka kulolo daba.

(9) Uhlangothi olubandakanyekayo ekushushiswei kwesicelo sokubuyeekeza lungamelwa ummeli noma umuntu olumkhethe ngokwalo.

(10) IBhodi lokuBuyekeza kufanele, lilalele, lucubungule futhi luphothule izicelo zokubuyekeza ezifakiwe ngokwemigomo yalo Mthetho nalezi zimiso zomthetho kulezi zikhathi ezilandelayo:

(a) zingakapheli izinsuku eziyi-14 kusukela ngosuku okufakwe ngalo ofake isicelo sokubuyekeza esibhaliwe, uma udaba oluzoshushiswa luphuthuma; futhi

(b) zingakapheli izinsuku ezingama-30 kusukela ngosuku okufakwe ngalo isicelo esibhaliwe, uma lolo daba lungaphuthumi.

Isihloko esifingqiwe

12. Lezi zimiso zomthetho zibizwa ngokuthi iziMiso zoMthetho zokuPhepha eMicimbini yezeMidlalo nokuNgcebeleka, zowe-2017.

ISITHASISELO 1**PRO-FORMA SASREA ISIGABA 8(1) NESESI-(4) ISICELO**

(Isicelo Sesitifiketi Sonyaka Senkundla Yezemidlalo Esebenzayo noma Senkundla Yokudlalela esiqondiswe kuMkhandlu Wendawo)

ISIHLOKO SOMNIKAZI WENKUNDLA YEZEMIDLALO NOMA UMNKAZI WENKUNDLA YOKUDLALELA/UMQAPHI NOMA UMGQUGQUZELI WOMCIMBI (NOMA IGATSHA ELILAWULAYO UMA LENZELA UMGQUGQUZELI WOMCIMBI ISITHASISELO)

ISICELO SESITIFIKETI SOKUPHEPHA KWENKUNDLA YEZEMIDLALO ESEBENZAYO I.T.O ISIGABA SESI-8 (1) NESESI-(4) SOMTHETHO WEZOKUPHEPHA KWEZEMIDLALO NOKUNGCEBELEKA, WEZI-2010 (UMTHETHO WEZI-2 WEZI-2010) - (FAKA IGAMA LENKUNDLA YEZEMIDLALO/LENKUNDLA YOKUDLALELA LA)

Uyacelwa ukuba ubheke lokhu okulandelayo esicelweni i.t.o. Isigaba sesi-8 (1) & 8 (4) soMthetho WezokuPhepha Emcimbini Wezemidlalo Nokungcebeleka (kulokhu obizwa ngokuthi "**uMthetho**") sesitifiketi sokuphepha nezinga lenkundla yezemidlalo esebenzayo:

ISIGABA 1 -IMININGWANE YENKUNDLA YEZEMIDLALO/YOKUDLALELA

- 1.1 Igama lenkundla yezemidlalo/yokudlalela:.....
- 1.2 Ikheli lenkundla yezemidlalo/yokudlalela:.....
- 1.3 Uhlelo lwe-GPS lwenkundla yezemidlalo/yokudlalela:.....
- 1.4 Umkhandlu Wendawo ogunyaze umthamo wezathameli ophephile enkundleni yezemidlalo/yokudlalela:
- 1.5 Usuku okwaqedwa ngalo kokuqala inkundla yezemidlalo/yokudlalela.....
- 1.6 Usuku okwakhishwa ngalo Isitifiketi Sokuyisebenzisa:.....
- 1.7 Isikhathi inkundla yezemidlalo/yokudlalela ezosetshenziswa ngaso njengoba kunqume umuntu obhalisiwe:.....
- 1.8 Usuku noma izinsuku okuzophothulwa ngazo ukulungiswa noma ukunwetshwa kwenkundla yezemidlalo noma yokudlalela:
.....
- 1.9 Usuku noma izinsuku okwaphothulwa ngazo futhi kwachazwa ngazo ukulungiswa okukhulu enkundleni yezemidlalo/yokudlalela, kubalwa, nokulungiswa okuhambisana neskahiwo senkundla yezemidlalo/yokudlalela:
.....
- 1.10 Usuku okukhishwe ngalo isitifiketi sokuphepha nesezinga lenkundla yezemidlalo/yokudlalela esebenzayo:

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QAPHELA: Akukho lokhu uma kufakwa isicelo okokuqala:

(NAYI IKHOPHI EFUNGELWE YALO MQULU ONGAPHEZULU)

- 1.11 Inani eliphephile lezethameli/lababukeli abalindelekile enkundleni yezemidlalo/yokudlalela:
- 1.12 Inkundla yezemidlalo ayinakho ukungcola kwezikhukhula (SUSA OKUNGASEBENZI) kulawa mazinga:
- 1.13 Inkundla yezemidlalo/yokudlalela namagceke ayo kuyacwebezela/akucwebezeli (SUSA OKUNGAFANELE)
- 1.14 Inkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) ayinaso isikhungo sokusebenzela esimi ngomumo.
- 1.15 Inkundla yezemidlalo/yokudlalela ayinayo (SUSA OKUNGASEBENZI) indawo yokuxhumana nomphakathi noma izipikha ezimi ngomumo.
- 1.16 Inkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) ayinayo indawo yokuhlala izethemeli/ababukeli emi ngomumo.
- 1.17 Inkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) ayinazo ezempilo zezethameli/ zababukeli ezimi ngomumo.
- 1.18 Inkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) ayinazo izinyathelo ezimo ngomumo zokuphepha nokusiza abantu abahambayo abakhubazekile.
- 1.18 Chaza kafushane ngomsuka wemicimbi ezobanjelwa enkundleni yezemidlalo/yokudlalela nezibalo zezethameli/zababukeli kubakaki (faka isithasiselo uma isikhala esinikeziwe ngenzansi singanele):

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ISIGABA 2 - ABANTU ABABHEKELE (Isigaba 8(1) soMthetho)

2.1 Umnikazi wenkundla yezemidlalo/yokudlalela : (Faka igama elisemthethweni lomnikazi wenkundla yezemidlalo)

2.1.1 Imininingwane yokuxhumana:

- Umuntu okuzoxhunyanwa naye :.....
- Umbikombani :
- Inombolo kamakhalekhukhwini:
- Inombolo yocingo (ehhovisi):
- Ikheli laseposini :
- Ikheli lasendlini :

2.2 Umqaphi wenkundla yezemidlalo:

.....

2.2.1 Imininingwane yokuxhumana:

- Umuntu okuzoxhunyanwa naye: :.....
- Umbikombani :
- Inombolo yocingo (ehhovisi):
- Inombolo kamakhalekhukhwini:
- Ikheli laseposini :
- Ikheli lasendlini :

2.3 Oqaphe Ezokuphepha: (BHALA AMAGAMA NGOKUGCWELE OMUNTU OQOKELWE EZOKUPHEPHA ENKUNDLENI YEZEMIDLALO/YEZOKUPHEPHA)**QAPHELA: Kungaba umuntu noma igatsha**Imininingwane yokuxhumana :

- Umbikombani :

2.2.2 Imininingwane yokuxhumana:

- Umuntu okuzoxhunyanwa naye: :.....
- Umbikombani :
- Inombolo yocingo (ehhovisi):
- Inombolo kamakhalekhukhwini:
- Ikheli laseposini :
- Ikheli lasendlini :

- Inombolo yocingo :
- Inombolo yasendlini :

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ISIGABA 3 - ISIQINISEKISO

Siqinisekisa ukuthi:

3.1 Sisithumele/asisithumelanga phambilini isicelo sesitifiketi sokuphepha nesezinga senkundla yezemidlalo/yokudlalela esebenzayo njengoba kuveziwe esigabeni sesi-8 (1) soMthetho. (SUSA OKUNGADINGEKI);

3.2 Mina/ Thina asisitholanga phambilini isitifiketi senkundla yezemidlalo/yokudlalela evela (FAKA IGAMA LOMKHANDLU LOWO KULE NDAWO) njengoba kuveziwe esigabeni sesi-8 (4) soMthetho. (SUSA UMA KUNESIDINGO);

3.3 Kukhona/Asikho isitifiketi sokuphepha nesezinga senkundla yezemidlalo noma yokudlalela esimi ngomumo, njengoba kuveziwe esigabeni sesi-8 soMthetho, esizobe sisasebenza ngosuku lomcimbi (SUSA UMA KUNESIDINGO);

UMA IZITIFIKETI EZIVEZWE ENDIMENI 3.3 (NGAPHEZULU) ZIMI NGOMUMO; KUFANELE KUNIKEZWE IZIZATHU LA NGENZANSI UKUCHAZA UKUTHI KUNGANI LEZO ZITIFIKETI ZINGAMILE NGOMUMO:

.....

3.4 Inkundla yezemidlalo/yokudlalela inomlando wokuphepha kanye/noma izigameko zokuvikeleka lapho kwalimala; kwashona noma kwalimala impahla okwehlela umphakathi:

YEBO/CHA (SUSA OKUNGASEBENZI)

Uma uthe YEBO – bhala kafishane incazelo yomsuka nenani lezigamekp ezenzeka:

.....

ISIGABA 4 -ISITHASISELO SEMININGWANE/IMIQLU YEZOKUPHEPHA ENKUNDLENI YEZEMIDLALO/YOKUDLALELA EHAMBISANA NESICELO

Nayi imininingwane/imiqulu esebenzayo futhi yamanje ehambisana nesicelo sethu sesigaba sesi-8 sesitifiketi sokuphepha nesezinga senkundla yezemidlalo/yokudlalela:

- 4.1 Isitifiketi samanje sakhiwo samanje nokushintsha kwesakhiwo esikhishwe "*umuntu obhalisile*" njengoba kuveziwe esigabeni soku-1 soMthetho senkundla yezemidlalo/yokudlalela;
- 4.2 Isitifiketi sokulandela ukufakwa kukagesi esikhishwe "*umuntu obhalisile*" njengoba kuveziwe esigabeni soku-1 soMthetho mayelana nenkundla yezemidlalo/yokudlalela;
- 4.3 Isitifiketi sokuphepha ngomlilo nokufakelwa kwezinsiza ezihambisana nomlilo esikhishwe umasipala wendawo kuleyo nkundla yezemidlalo/yokudlalela;
- 4.4 Ukufakelwa kwamanje kwezokuphepha nokuvikeleka (isib. izinhlelo ze-PA, amakhamera e-elethronikhi, izintuba zokuphuma ze-elethronikhi, uthango oluqinile; izindawo zokungena ezilawulwayo; ukukhanya enkundleni yezemidlalo/yokudlalela njll.) isitifiketi sokuphepha esikhishwe umnyango kumasipala wendawo wezokusingathwa kwenhlekelele;
- 4.5 Isitifiketi samanje sokufakelwa kwamanzi nokuthuthwa kwendle esikhishwe "*umuntu obhalisile*" njengoba kuveziwe esigabeni soku-1 soMthetho mayelana naleyo nkundla yezemidlalo/yokudlalela;
- 4.6 Isitifiketi esisebenzayo sohlelo lokulandelwa kwemekhenikhali esikhishwe "*umuntu obhalisile*" njengoba kuveziwe esigabeni soku-1 soMthetho kuleyo nkundla yezemidlalo/yokudlalela;
- 4.7 Isitifiketi esisebenzayo sezempilo nokuphepha esikhishwe umnyango wezempilo womkhandlu wendawo;
- 4.8 Isilinganiso esibhaliwe somthamo wezethameli/wababukeki ophephile enkundleni yezemidlalo/yokudlalela esikhishwe "*umuntu obhalisile*" njengoba kuveziwe esigabeni soku-1 soMthetho mayelana naleyo nkundla yezemidlalo/yokudlalela;
- 4.9 Ikhophi yohlelo olufanele futhi olugcwele lokuphuma ngesimo esibucayi nohlelo lokusingatha inhlekelele eyingozi enkundleni yezemidlalo olwenziwe umuntu onolwazi kulowo mkahkha wezokuphepha komphakathi, ezokuvikeleka nokusingathwa kwenhlekelele eyingozi;
- 4.10 Ikhophi esebenzayo yesitifiketi sokulandela ukuvikelwa kwemvelo esikhishwe umnyango wokuvikeleka kwemvelo emkhandlwini wendawo;
- 4.11 Ikhophi yesitifiketi esisebenzayo sokunakekelwa kwenkunkuma esikhishwe umnyango ongamele inkunkuma kumasipala wendawo;
- 4.12 Ikhophi yesitifiketi esisebenzayo sokulandelwa kwezempilo esikhishwe umnyango wokuvikelwa kwemvelo kumasipala wendawo;
- 4.13 Ikhophi yesitifiketi esisebenzayo sokulandelwa kwegesi ngokuphephile esikhishwe umnyango wezemililo kumasipala wendawo;
- 4.14 Ikhophi (UMA IKHONA) yesitifiketi esisebenzayo sokuhweba noma sokuqhuba ibhizinisi esikhishwe umkhandlu wendawo;

- 4.15 Isakhiwo esigwele nohlelo (kubalwa nezigaba ezingamula kwezinye) enkundleni yezemidlalo/yokudlalela.

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ISIGABA 5 - IZINCOMO ZEMIKHAKHA YOMCIMBI ONOBUNGOZI

Ngokukhulu ukuzithoba, sithumela, konke okuqondene neminingwane evezwe ngaphezulu, ukuthi inkundla yezemidlalo/yokudlalela efakelwe isitifiketi sokuphepha nesezinga kufanele sikhishwe nesitifiketi senkundla yezemidlalo/yokudlalela esebenzayo, uMkhandlu Wendawo, njengoba kuveziwe esigabeni sesi-8(4), ngale mibandela elandelayo:

1. (a) **Umthamo onqunyiwe wokuphepha kwenkundla yokudlalela:**

Owaxhiwe:

Izethameli/izibukeli:

Abasebenzi:

- (b) **Umthamo onqunyiwe wokuphepha enkundleni yezemidlalo:**

(i) **IZINGA LOBUNGOZI KAKHULU:**

- (aa) **Izethameli/izibukeli ezihleli ezindaweni zokubukela kuphela –**

.....

- (bb) **Izethameli ezisebaleni kumakhonsathi noma emcimbini efana nawo -**

.....

- (cc) **Abasebenzi abasuka umcimbi –**

.....

(ii) **IZINGA LOBUNGOZI KAKHUDLWANA NENCANE:**

- (aa) **Izethameli/izibukeli ezihleli ezindaweni zokubukela kuphela–**

.....

- (bb) **Izethameli ezisebaleni kumakhonsathi noma emcimbini efana nawo -**

.....

(cc) Abasebenzi abasuka umcimbi –

.....

2. Amazinga obungozi emcimbini ongabanjelwa enkundleni yezemidlalo/yokudlalela:**AMAKHULU KAKHULU, AMAKHUHLWANA, AMANCANE (SUSA OKUNGASEBENZI)**

Silinde ukuba nicubungule futhi nisikhiphele, izitifiketi zonyaka zenkundla yezemidlalo esebenzayo nesokuphepha kwenkundla yokudlalela nezitifiketi zamazinga njengoba kuveziwe kulo Mthetho.

Imina ozithobayo

.....
 Yinima noma omelet futhi wagunyazwa
(BHALA AMAGAMA NGOKUGCWELE ASEMTHETHWENI OMNIKAZI WENKUNDLA YEZEMIDLALO/YOKUDLALELA/UMQAPHI LA

ISITHASISELO 2**PRO-FORMA SASREA ISIGABA SESI-8(1) NESESI-(4) SESITIFIKETI SOKUPHEPHA**

(Isitifiketi soMkhandlu weNdawo sokuPhepha kweNkundla yezemidlalo noma iNkundla yokudlalela nesitifiketis ezinga)

ISIHLOKO SOMKHANDLU WENDAWO

(FAKA USUKU LA):

**Umnikazi wenkundla yezemidlalo / Umnikazi wenkundla yokudlalela
(FAKA IKHELI ELISEBENZAYO LOMNIKAZI WENKUNDLA YEZEMIDLALO /
INKUNDLA YOKUDLALELAE)**

Umbikombani:

Isikhahlamezi:

Iya ku:

**Umnikazi/Umlawuli wenkundla yezemidlalo/yokudlalela
(FAKA IMINININGWANE YENKAMPANI/UMLAWULI OPHEHE INKUNDLA
YEZEMIDLALO/YOKUDLALELA)**

Umbikombani:

Isikhahlamezi:

SAWUBONA MNUMZANE/NKOSAZANA

**ISITIFIKETI SONYAKA SEZINGA LENKUNDLA YEZEMIDLALO/ SENKUNDLA
YOKUDLALELA ESEBENZAYO ESIKHISHWE NGOKWEMIGOMO YESIGABA SE-8
(1) NESE-(4) SOMTHETHO WEZOKUPHEPHA NOKUVIKELELA EMICIMBINI
YOKUNGCEBELEKA (UMTHETHO WESI-2 WEZI-2010) - (FAKA IGAMA
LENKUNDLA YEZEMIDLALO LA)**

Lo mqulu uqikelela ukuthi le Nkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI), ngesandla sami nangekusayindwe imina ikhishelwe **isitifiketi sokuphepha kwenkundla yezemidlalo/senkundla yokudlalela nesitifiketi sezinga** (SUSA OKUNGASEBENZI) ngaphansi kwale migomo nemibandela elandelayo:

ISIGABA 1 -IMINININGWANE YENKUNDLA YEZEMIDLALO/YOKUDLALELA

1.1 Igama lenkundla yezemidlalo/yokudlalela:.....

1.2 Ikheli lendawo lenkundla yezemidlalo/yokudlalela:.....

1.3 I-GPS yenkundla yezemidlalo/yokudlalela:.....

ISIGABA 2 - UKUSEBENZA

QAPHELA : LESI SITIFIKETI SISEBENZA IZINYANGA ESIYISHUMI NAMBILI (12) KUSUKELA NGOSUKU ESAKHISHWA NGALO.

1.1 Usuku lokukhishwa kwesitifiketi:.....

ISIGABA 3 - IMIGOMO NEMIBANDELA

1.1 Ukukhishwa kwalesi sitifiketi kwenziwe ngokulandela imigomo nemibandela umnikazi wenkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI):

.....

ISIGABA 4 - ISIGABA SESI-(4) (b) IMINININGWANE YESITIFIKETI SEZINGA

Lokhu okunqunywe kwenziwe ngokwemigomo yesigaba sesi-8 (4) (b) soMthetho mayelana nezethameli ezamukelekile enkundleni yezemidlalo/yokudlalela nezinga lobungozi emcimbini ongabanjwa enkundleni yezemidlalo/yokudlalela. (SUSA OKUNGASEBENZI)

1. (a) Umthamo wezokuphepha onqunyelwe inkundla yokudlalela:

Wakhiwe:

Izethameli/Ababukeli:

Abaseki abangabasebenzi:

(b) Umthamo ophephile onqunyelwe inkundla yezemidlalo:

(i) IZINGA LOBUNGOZI KAKHULU:

(a) Izethameli ezihleli ezindaweni zokuhlala/ ezindaweni zokubukela kupehla –

.....

- (b) **Izethameli ezisebaleni kumakhonsathi noma emcimbini ofana nawo -**

.....

- (c) **Abasebenzi abangabaxhasi emcimbini -**

.....

(ii) IZINGA LOBUNGOZI NENGOZI ENCANE:

- (a) **Izethameli ezihleli ezindaweni zokuhlala/ ezindaweni zokubukela kupehla -**

.....

- (b) **Izethameli ezisebaleni kumakhonsathi noma emcimbini ofana nawo -**

.....

- (c) **Abasebenzi abangabaxhasi emcimbini -**

.....

2. Izinga lobungozi emcimbini engabanjwa enkundleni yezemidlalo/yokudlalela:

INGOZI KAKHULU, INGOZI, INGOZI KANCANE (SUSA OKUNGASEBENZI)

Yimina ozithobayo

.....

(Faka amagama agcwele esikhundla kule ndawo)

Igunyazwe ngu

(FAKA AMAGAMA AGCWELE OMKHANDLU WENDAWO KULE NDAWO)

ISITHASISELO 3**PRO-FORMA SASREA ISIGABA SESI-9(1) ISICELO**

(Isicelo sesiTifiketi seNkundla yezemidlalo entsha noma seNkundla yokudlalela)

(ISIHLOKO SOMNIKAZI WENKUNDLA YEZEMIDLALO/YOKUDLALELA NOMA UMQAPHI)

Unjiniyela wedolobha

(FAKA IGAMA LOMKHANDLU WENDAWO KULESI SIKHALA)

Umbikombani:

isikhahlamezi:

Sawubona Mnumzane/Nkosazana

ISICELO SESITIFIKETI SOKUPHEPHA KWESAKHIWO SENKUNDLA YEZEMIDLALO ENTSHA NOMA KWENKUNDLA YOKUDLALELA I.T.O ISIGABA 9 (1) SOMTHETHO WOKUPHEPHA NOKUVIKELEKA EMICIMBINI YEZEMIDLALO NOKUNGCEBELEKA, 2010 (UMTHETHO WESI-2 WEZI-2010) – (FAKA IGAMA LENKUNDLA YEZEMIDLALO ENTSHA/LENKUNDLA YOKUDLALELA KULE NDAWO)

Isicelo i.t.o. isigaba 9 (1) soMthetho wezokuPhepha nokuVikelaka kwezeMidlalo nokuNgcebeleka (kulokhu obizwa "ngoMthetho") sesitifiketi sokuPhepha Kwesakhiwo seNkundla yezemidlalo/yokudlalela:

ISIGABA 1 - IMINININGWANE YENKUNDLA YEZEMIDLALO/YOKUDLALELA

1.1 Igama leNkundla yezemidlalo/yokudlalela eliphakanyisiwe:

.....

1.2 Ikheli leNkundla yezemidlalo/yokudlalela entsha:.....

1.3 I-GPS yeNkundla yezemidlalo/yokudlalela/entsha:.....

1.4 Izinga eliphakanyisiwe lobungozi bomcimbi enkundleni yezemidlalo/yokudlalela entsha: **INGOZI KAKHULU, INGOZI NOMA INGOZI KANCANE. (SUSA OKUNGASEBENZI)**

1.5. Umthamo ophephile wenkundla yokudlalela:

Wakhiwe:

Izethameli/izibukeli:

Abasebenzi abangabaseki:

(AKUSEBENZI ENKUNDLENI YEZEMIDLALO)

1.6 Umthamo wokuphepha enkundleni yezemidlalo ophakanyisiwe**(a) IZINGA ELIKHULU LOBUNGOZI:****(i) Izethemeli ezihleli ezindaweni zokuma/ezindaweni zezithameli zokubuka kuphela –**

.....

(ii) Izethameli ezisebaleni emakhonsathini noma emicimbini efana nawo-

.....

(iii) Abasebenzi abasuka umcimbi –

.....

(b) IZINGA ELIPHAKATHI NENDAWO NEZINGA ELIPHANSI:**(i) Izethemeli ezihleli ezindaweni zokuma/ezindaweni zezithameli zokubuka kuphela –**

.....

(ii) Izethameli ezisebaleni emakhonsathini noma emicimbini efana nawo-

.....

(iii) Abasebenzi abasuka umcimbi –

.....

ISIGABA 2 - ABANTU ABABHEKELE (isigaba 9 (1) soMthetho)**2.1 Umnikazi wenkundla yezemidlalo/yokudlalela entsha : (Faka igama elisemthethweni uma kuyinkundla yezemidlalo/yokudlalela entsha)****2.1.1 Imininingwane yokuxhumana:**

- Umuntu okuzoxhunanwa naye:
:.....
- Umbikombani:
- Inombolo kamakhalekhukhwini. :
.....
- Inombolo yocingo (yasehhovisi):
.....
- Ikheli lendawo :

- Ikheli lasendlini :

2.2 Umnikazi wenkundla yezemidlalo/yokudlalela:

.....

2.2.1 Imininingwane yokuxhumana:

- Umuntu okuzoxhunyanwa naye:.....
- Umbikombani:
- Inombolo yocingo. (ehhovisi):
- Inombolo kamakhalekhukhwini. :
.....
- Ikheli lendawo :
- Ikheli lasendlini :

2.3 Osebenza ngezokuphepha:

(FAKA AMAGAMA AGCWELE UMSEBENZI WEZOKUPHEPHA ENKUNDLENI YEZEMIDLALO YOKUDLALELA KULESI SIKHALA)

QAPHELA: kungaba umuntu noma igatsha

Imininingwane yokuxhumana :

- Umbikombani :
- Inombolo kamakhalekhukhwini. :
- Inombolo yocingo :

ISIGABA 3 - ISIQINISEKO

Siqinisekisa ukuthi:

- 3.1 Asikazi sithumele isicelo sesitifiketi sokuPhepha kweSakhiwo phambilini seNkundla yezemidlalo/yokudlalela entsha (SUSA OKUNGASEBENZI) njengoba kuveziwe esigabeni sesi-9 (1) soMthetho;
- 3.2 Asikaze Sithole isitifiketi sokuPhepha kweSakhiwo seNkundla yezemidlalo/yokudlalela entsha (SUSA OKUNGASEBENZI) njengoba kuveziwe esigabeni sesi-9 (1) soMthetho esivela (FAKA IGAMA LOMKHANDLU WENDAWO OQONDENE KULESI SIKHALA);
- 3.3 Asikaqali umsebenzi wokwakha iNkundla yezemidlalo/yokudlalela entsha (SUSA OKUNGASEBENZI);

3.4. Ngeke sigale umsebenzi wokwakha iNkundla yezemidlalo/yokudlalela entsha (SUSA OKUNGASEBENZI) ezinyangeni ezintathu (3) kusukela ngosuku sifake lesi sicelo;

3.5 Ngakho-ke siqinisekisa ukuthi umsebenzi wokwakha iNkundla yezemidlalo/yokudlalela entsha (SUSA OKUNGASEBENZI) uzothatha:

Isikhathi :izinyanga/unyaka

Usuku okuhlelwe ukuqalwa ngalo: (FAKA USUKU KULESI SIKHALA);

Usuku okuhlelwe ukuphuthulwa ngalo : (FAKA USUKU KULESI SIKHALA).

3.6 Isakhiwo sokuphepha kweNkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) silandela ezokuphepha nokuvikeleka okunqunywe ngezimfanelo ezivezwe esigabeni sesi-9(2) soMthetho nezimiso zoMthetho zesi-6 zezimiso zoMthetho zakhona.

ISIGABA 4 - ISITHASISELO SEMININGWANE/IMIQLU EHAMBISANA NOKUPHEPHA KWENKUNDLA YEZEMIDLALO/YOKUDLALELA OKUHAMBISANA NESICELO

Amukela le mininingwane elandelayo ehambisana nesicelo sethi sesitifiketi sokuPhepha kweSakhiwo seNkundla yezemidlalo/yokudlalela ephakanyisiwe (SUSA OKUNGASEBENZI) njengoba kuveziwe esigabeni sesi-9 (2) nezimiso zoMthetho zesi-6 (4) zalezo zimiso zoMthetho:

4.1 Uhlelo olugcwele lohlaka nesakhiwo, kubalwa nezigaba ezixhumene, zeNkundla yezemidlalo/yokudlalela yonke namagceke ayo okukhishwe "*umuntu obhalisile*" (njengoba kuveziwe esigabeni soku-1 soMthetho), eziklama futhi zinikeze imininingwane esobala futhi efaneele ehambisana nazo zonke izimfanelo ezivezwe izimiso zoMthetho zesi-5, futhi ukwengeza lokho,:

4.1.1 Indawo yokuma izethameli kanye/noma nezakhiwo zeNkundla yezemidlalo/yokudlalela;

4.1.2 Amasango azungezayo ezethameli eNkundleni yezemidlalo – izinga lobungozi elingephakeme kakhulu neliphakeme kakhulu kuphela;

4.1.3 Iizndawo zokuphuma uma kunesimo esiphuthumayo; imizila yokungena izethameli namasango esimo esiphuthumayo (kubalwa nezakhiwo zakhona) ngaphakathi eNkundleni yezemidlalo/yokudlalela nasemagcekeni ayo;

4.1.4 Uthango lokuvikela izethamelig (Iwesikhashana noma olwakhelwe) ngaphakathi enkundleni yezemidlalo;

4.1.5 Ugesi (kubalwa izibani) ofakiwe;

4.1.6 Amanzi nokuthutha indle okufakiwe;

4.1.7 Okufakiwe kwemekhanikhali isib. ikheshi, izitebhisi ezihambayo njll.;

4.1.8 Ugesi wesimo esiphuthumayo ofakiwe;

- 4.1.9 Okukwazi ukuhogela umlilo nezixwayiso zakhona;
- 4.1.10 Izimpawu zesimo esiphuthumayo nezomphakathi;
- 4.1.11 Isakhiwo sokulawula isiminyamina enkundleni yezemidlalo nohlelo lokusilawula (kubalwa izinhlobo zezindawo zokupaka, imizila yezimoto zesimo esiphuthumayo yokungena/nokuphuma, imigwaqo eyindilinga yokwehlisa izethameli njll) – okuphakanyisiwe ngengozi enkulu kakhulu nenkudlwana kuphela;
- 4.1.12 Izethameli ezihlelo (kubalwa nemiyalelo yenani labahleli);
- 4.1.13 Umabonakude wasenkundleni yezemidlalo ophinda izigameko nebhodi eliveza isimo somdlalo - okuphakanyisiwe ngengozi enkulu kakhulu nenkudlwana kuphela;
- 4.1.14 Isikhungo sokusebenzela - okuphakanyisiwe ngengozi enkulu kakhulu nenkudlwana kuphela;
- 4.1.15 Izindawo zokuxhumana nomphakathi/izipikha ezibhekene neiskhungo sokusebenzela okuphakanyisiwe ngengozi enkulu kakhulu nenkudlwana kuphela;
- 4.1.16 Izinsiza zabezinda - okuphakanyisiwe ngengozi enkulu kakhulu nenkudlwana kuphela;
- 4.1.17 Izinsiza zokusakaza ezingaphandle - okuphakanyisiwe ngengozi enkulu kakhulu nenkudlwana kuphela;
- 4.1.18 Usizo lwezempilo;
- 4.1.19 Indawo yama-VVIP yokubukela nendawo yama-VVIP yokuhamba-okuphakanyisiwe ngengozi enkulu kakhulu nenkudlwana kuphela;
- 4.1.20 Izinsiza zabantu abakhubazekile;
- 4.1.21 Izinsiza zokuvikela imvelo (kubalwa ukongiwa kwamanzi, izinga lomoya, ukusingathwa kwemfucuzo nokonga ugesi);
- 4.1.22 Ukuphakama endaweni yezethameli;
- 4.1.23 Izitebhisi zokuhamba; kanye
- 4.1.24 Izindawo zokuhamba nezindawo zokuhamba ezakhiwe ngamapulangwe

ISIGABA 5 – EMINYE IMINININGWANE EHAMBISANA NESICELO

Njengoba kuveziwe esigabeni sesi-9 (2) soMthetho ngithumela nale imininingwane ehambisana nesicelo:

- 5.1 INkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI):

- 5.2 INkundla yezemidlalo/yokudlalela namagceke ayo kuyakhanya/akukhanyi (SUSA OKUNGASEBENZI) kuleli zinga:
.....
- 5.3 INkundla yezemidlalo/yokudlalela inesikhungo/ayinaso isikhungo sokusebenzela esakhelwe (SUSA OKUNGASEBENZI) esimi ngomumo.
- 5.4 INkundla yezemidlalo/yokudlalela ayinayo/inayo (SUSA OKUNGASEBENZI) endawo yokuxhumana nomphakathi eyakhelwe nezipikha eNkundleni yezemidlalo/yokudlalela emi ngomumo.
- 5.5 INkundla yezemidlalo/yokudlalela ayinayo/inayo (SUSA OKUNGASEBENZI) indawo yezethameli/yezibukeli yokuhlala emi ngomumo.
- 5.6 INkundla yezemidlalo/yokudlalela inazo/ayinazo (SUSA OKUNGASEBENZI) izinsiza zezempilo zezethameli nababambe iqhaza ezimi ngomumo.
- 5.7 INkundla yezemidlalo/yokudlalela inazo/ayinazo (SUSA OKUNGASEBENZI) izinyathelo ezimi ngomumo zokwamukela ngokuphephile zokuhamba ngokuphela kubantu abakhubazekile.
- 5.7 Faka eminye imininingwane okholelwa ukuthi ibalulekile kusitifiketi seSakhiwo sokuPhepha kweNkundla yezemidlalo/yokudlalela okufanele unikezwe sona ngokwemigomo yomthetho osebenzayo, kubalwa umsuka wemicimbi okufanele ibanjwe eNkundleni yezemidlalo/yokudlalela. (uyacelwa ukuba ufake/ ubhale kulesi sikhala uma isikhala onikezwe sona singanele:
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ISIGABA SESI-6 – IZETHULO EZIHAMBISANA NESIGABA SESI-9 (1)SESICELO

Sibeka ukuthi mayelana nayo yonke imininingwane enikeziwe ngaphezulu, isitifiketi seSakhiwo sokuPhepha kweNkundla yezemidlalo/yokudlalela entsha (SUSA OKUNGASEBENZI) esifakelwe isicelo kufanele sikhishwe uMkhandlu weNdawo, njengoba kuveziwe esigabeni se-10 (1).

Silindele ukuba nasicubungule futhi kukhishwe, lesi sitifiketi.

Uyacelwa ukuba uxhumane nathi uma udinga ukucaciselwa noma eminye imininingwane mayelana nalesi sicelo.

Yimina ozithobayo

.....
Omelet futhi ogunyaziwe ngu.....
(FAKA AMAGAMA AGCWELE ASEMTHETHWENI OMNIKAZI WENKUNDLA
YEZEMIDLALO/YOKUDLALELA KULESI SIKHALA

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ISITHASISELO 4**PRO-FORMA SASREA ISIGABA SESI-9 ISITIFIKETI SOKUPHEPHA**

(Isitifiketi sokuPhepha kweSakhiwo seNkundla yezemidlalo/yokudlalela)

ISIHLOKO SOMKHANDLU WENDAWO**(FAKA USUKU KULESI SIKHALA):****Umnikazi weNkundla yezemidlalo/yokudlalela****(FAKA IMINININGWANE YEKHELI ELISEBENZAYO LOMNIKAZI WENKUNDLA YEZEMIDLALO/YOKUDLALELA KULESI SIKHALA)**

Umbikombani:

Isikhahlamezi:

Futhi:

(UMA KUKHONA)

Umnikazi wenkundla yezemidlalo/yokudlalela**(FAKA IMINININGWANE YEKHELI ELISEBENZAYO LABAPHATHI/UMSEBENZI WENKUNDLA YEZEMIDLALO/YOKUDLALELA KULESI SIKHALA)**

umbikombani:

Isikhahlamezi:

NKOSAZANA/MNUMZANE

**ISITIFIKETI SESAKHIWO SENKUNDLA YEZEMIDLALO NOMA YOKUDLALELA
ESIKHISHWE NGOKWEMIGOMO YESIGABA SESI-9 SOMTHETHO
WEZOKUPHEPHA NOKUVIKELELA EMICIMBINI YEZOKUNGCEBELEKA,
UMTHETHO WEZI-2010 (UMTHETHO WEZI-2 WEZI-2010) – (FAKA IGAMA
LENKUNDLA YEZEMIDLALO/YOKUDLALELA KULESI SIKHALA)**Lo mqulu wazisa ukuthi le Nkundla yezemidlalo/yokudlalela entsha (SUSA OKUNGASEBENZI), ngesandla sami nangokusayinda kwami, sakhishelwa **isitifiketi sokuphepha kwesakhiwo senkundla yezemidlalo/yokudlalela** entsha (SUSA OKUNGASEBENZI) ngaphansi kwale migomo nemibandela elandelayo:**ISIGABA 1 - IMINININGWANE YENKUNDLA YEZEMIDLALO/YOKUDLALELA**

1.1 Igama lenkundla yezemidlalo/yokudlalela:.....

1.2 Ikheli lenkundla yezemidlalo/yokudlalela:.....

1.3 Uhlelo lwe-GPS lwenkundla yezemidlalo/yokudlalela:.....

1.4 Usuku okwaqalwa ngalo ukwakhiwa iNkundla yezemidlalo/yokudlalela:
.....

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ISIGABA 2 - UKUSEBENZA

**QAPHELA : LESI SITIFIKETI SIZOSEBENZA ISIKHATHI (.....)
IZINYANGA KUSUKELA NGOSUKU ESAKHISHWA NGALO.**

1.1 Usuku lokukhishwa kwesitifiketi:.....

ISIGABA 3 - IMIGOMO NEMIBANDELA

1.1 Ukukhishwa kwalesi sitifiketi sesakhiwo sokuphepha kwenkundla yezemidlalo/yokudlalela sikhishwe ngokulandela umnikazi weNkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI), le migomo nemibandela nenqubo yezokuphepha nokuvikela mayelana nesakhiwo sokuphepha nokuvikeleka kweNkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI):

.....
.....
.....
.....
.....
.....

ISIGABA 4 - OKUNYE OKUNQUNYIWE NGEZOKUPHEPHA

Lokhu okulandelayo okunqunyiwe kwenzelwe ukuphepha kwezethameli enkundleni yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) kanye namazinga engozi emcimbini ongabanjelwa eNkundleni yezemidlalo/yokudlalela. (SUSA OKUNGASEBENZI)

1. Umthamo onqunyiwe wezokuphepha kwezethameli eNkundleni yokudlalela entsha:

.....abantu.

2. (a) Umthamo onqunyiwe wezokuphepha eNkundleni yezemidlalo entsha:.....

Yakhiwe:

Izethameli/ababukeli:

Izisebenzi ezingabaseki:

(b) Umthamo onqunyiwe wezokuphepha eNkundleni yezemidlalo

(i) IZINGA LOBUNGOZI KAKHULU:

(a) Izethameli/izibukeli ezihleli ezindaweni zokubukela kuphela –

.....

(b) Izethameli ezisebaleni kumakhonsathi noma emcimbini efana nawo -

.....

(c) Abasebenzi abasuka umcimbi –

.....

(ii) IZINGA LOBUNGOZI KAKHUDLWANA NENCANE:

(a) Izethameli/izibukeli ezihleli ezindaweni zokubukela kuphela–

.....

(b) Izethameli ezisebaleni kumakhonsathi noma emcimbini efana nawo -

.....

(c) Abasebenzi abasuka umcimbi –

.....

3. Izinga lengozi emcimbini ongabanjelwa eNkundleni yezemidlalo/yokudlalela entsha:

ELIKHULU, ELIKHUDLWANA NOMA ELINCANE. (SUSA OKUNGASEBENZI)

Yimina ozithobayo

.....

(Bhala amagama agcwele nesikhundla sosayindile kule ndawo)

Ogunyazwe ngu

(FAKA AMAGAMA AGCWELE OMKHANDLU WENDAWO KULESI SIKHALA)

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ISITHASISELO 5**PRO-FORMA SASREA ISIGABA 10(1) ISICELO**

(Isicelo sesitifiketi sokulungiswa noma sokunwetshwa kweNkundla yezemidlalo/yokudlalela)

(ISIHLOKO UMNKAZI WENKUNDLA YEZEMIDLALO/YOKUDLALELA NOMA UMQAPHI)

Unjiniyela wedolobha

(FAKA IGAMA LOMKHANDLU WENDAWO OSEBENZAYO KULESI SIKHALA)

Umbikombani:

Isikhahlemezi:

Mnumzane/Nkosazana

ISICELO SESITIFIKETI SOKULUNGISA NOMA SOKUNWEBA INKUNDLA YEZEMIDLALO NOMA YOKUDLALELA I.T.O ISIGABA 10 (1) SOMTHETHO WEZOKUPHEPHA NOKUNGCEBELEKA EMCIMBINI WEZEMIDLALO NOKUNGCEBELEKA, WEZI-2010 (UMTHETHO WESI-2 WEZI-2010) – (FAKA IGAMA LENKUNDLA YEZEMIDLALO/YOKUDLALELA KULESI SIKHALA)

Uyacelwa ukuba ubheke lokhu okulandelayo esicelweni i.t.o. Isigaba se-10 (1) soMthetho WezokuPhepha Emcimbini Wezemidlalo Nokungcebeleka (kulokhu obizwa ngokuthi "**uMthetho**") sesitifiketi sokulungisa noma ukunweba iNkundla yezemidlalo/yokudlalela:

ISIGABA 1 -IMININGWANE YENKUNDLA YEZEMIDLALO/YENKUNDLA YOKUDLALELA

- 1.1 Igama lenkundla yezemidlalo/yokudlalela:.....
- 1.2 Ikheli lenkundla yezemidlalo/yokudlalela:.....
- 1.3 Uhlelo lwe-GPS lwenkundla yezemidlalo/yokudlalela:.....
- 1.4 Umkhandlu Wendawo ogunyaze umthamo wezathameli ophephile enkundleni yezemidlalo/yokudlalela:
- 1.5 Usuku okwaqalwa ngalo ukusetshenziswa inkundla yezemidlalo/yokudlalela.....
- 1.6 Usuku okwakhishwa ngalo Isitifiketi sezinga nesitifiketi sokuphepha kwenkundla yezemidlalo/yokudlalela:.....

QAPHELA: Akukho lokhu uma kufakwa isicelo okokuqala:

(NAYI IKHOPHI EFUNGELWE YALO MQULU ONGAPHEZULU)

- 1.7 Inani eliphephile lezathameli/lababukeli abalindelekile enkundleni yezemidlalo/yokudlalela:

- 1.8 Inkundla yezemidlalo ayinakho ukungcola kwezikhukhula (SUSA OKUNGASEBENZI) kulawa mazinga:
.....
- 1.9 Inkundla yezemidlalo/yokudlalela namagceke ayo kuyacwebezela/akucwebezeli (SUSA OKUNGAFANELE)
.....
- 1.10 Inkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) ayinaso isikhungo sok isikhungo sokusebenzela esimi ngomumo.
- 1.11 Inkundla yezemidlalo/yokudlalela ayinayo (SUSA OKUNGASEBENZI) indawo yokuxhumana nomphakathi noma izipikha ezimi ngomumo.
- 1.12 Inkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) ayinayo indawo yokuhlala izethemeli/ababukeli emi ngomumo.
- 1.13 Inkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) ayinazo ezempilo zezethemeli/ zababukeli ezimi ngomumo.
- 1.14 Inkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) ayinazo izinyathelo ezimo ngomumo zokuphepha nokusiza abantu abahambayo abakhubazekile.
- 1.15 Chaza kafushane ngomsuka wemicimbi ezobanjelwa enkundleni yezemidlalo/yokudlalela nezibalo zezethemeli/zababukeli kubakaki (faka isithasiselo uma isikhala esinikeziwe ngenzansi singanele):
.....
.....
.....
.....
.....
.....

ISIGABA 2 - ABANTU ABABHEKELE (Isigaba 8(1) soMthetho)

2.1 Umnikazi wenkundla yezemidlalo/yokudlalela : (Faka igama elisemthethweni lomnikazi wenkundla yezemidlalo)

2.1.1 Imininingwane yokuxhumana:

- Umuntu okuzoxhunyana naye :.....
- Umbikombani :

- Inombolo kamakhalekhukhwini:
- Inombolo yocungo (ehhovisi):
- Ikheli laseposini :
- Ikheli lasendlini :

2.2 Umqaphi wenkundla yezemidlalo:

2.2.1 Imininingwane yokuxhumana:

- Umuntu okuzoxhunyanwa naye:
- Umbikombani :
- Inombolo yocungo (ehhovisi):
- Inombolo kamakhalekhukhwini:
- Ikheli laseposini :
- Ikheli lasendlini :

2.3 Oqaphe Ezokuphepha: (BHALA AMAGAMA NGOKUGCWELE OMUNTU OQOKELWE EZOKUPHEPHA ENKUNDLENI YEZEMIDLALO/YEZOKUPHEPHA)

QAPHELA: Kungaba umuntu noma igatsha

Imininingwane yokuxhumana :

- Umbikombani :
- Inombolo yocungo :
- Inombolo yasendlini :

ISIGABA 3 - ISIQINISEKISO

Siqinisekisa ukuthi:

- 3.1 Sisithumele/asisithumelanga phambilini isicelo sesitifiketi sokuphepha nesezinga senkundla yezemidlalo/yokudlalela esebenzayo njengoba kuveziwe esigabeni sesi-8 (1) soMthetho. (SUSA OKUNGADINGEKI);
- 3.2 Mina/ Thina asisitholanga phambilini isitifiketi senkundla yezemidlalo/yokudlalela evela (FAKA IGAMA LOMKHANDLU LOWO KULE NDAWO) njengoba kuveziwe esigabeni sesi-8 (4) soMthetho. (SUSA UMA KUNESIDINGO);
- 3.3 Kukhona/Asikho isitifiketi sokuphepha nesezinga senkundla yezemidlalo noma yokudlalela esimi ngomumo, njengoba kuveziwe esigabeni sesi-8 soMthetho, esizobe sisasebenza ngosuku lomcimbi (SUSA UMA KUNESIDINGO);

UMA IZITIFIKETI EZIVEZWE ENDIMENI 3.3 (NGAPHEZULU) ZIMI NGOMUMO; KUFANELE KUNIKEZWE IZIZATHU LA NGENZANSI UKUCHAZA UKUTHI KUNGANI LEZO ZITIFIKETI ZINGAMILE NGOMUMO:

.....

.....

- 3.4 Inkundla yezemidlalo/yokudlalela inomlando wokuphepha kanye/noma izigameko zokuvikeleka lapho kwalimala; kwashona noma kwalimala impahla okwehlela umphakathi:

YEBO/CHA (SUSA OKUNGASEBENZI)

Uma uthe YEBO – bhala kafishane incazelo yomsuka nenani lezigamekpe ezenzeka:

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.....

ISIGABA 4 - ISITHASISELO SEMININGWANE/IMIQULU YEZOKUPHEPHA ENKUNDLENI YEZEMIDLALO/YOKUDLALELA EHAMBISANA NESICELO

Nayi imininingwane/imiqulu esebenzayo futhi yamanje ehambisana nesicelo sethu sesigaba sesi-8 sesitifiketi sokuphepha nesezinga senkundla yezemidlalo/yokudlalela:

- 4.1 Isitifiketi samanje sakhiwo samanje nokushintsha kwesakhiwo esikhishwe "*umuntu obhalisile*" njengoba kuveziwe esigabeni soku-1 soMthetho senkundla yezemidlalo/yokudlalela;
- 4.2 Isitifiketi sokulandela ukufakwa kukagesi esikhishwe "*umuntu obhalisile*" njengoba kuveziwe esigabeni soku-1 soMthetho mayelana nenkundla yezemidlalo/yokudlalela;
- 4.3 Isitifiketi sokuphepha ngomlilo nokufakelwa kwezinsiza ezihambisana nomlilo esikhishwe umasipala wendawo kuleyo nkundla yezemidlalo/yokudlalela;
- 4.4 Ukufakelwa kwamanye kwezokuphepha nokuvikeleka (isib. izinhlelo ze-PA, amakhamera e-elethronikhi, izintuba zokuphuma ze-elethronikhi, uthango oluqinile; izindawo zokungena ezilawulwayo; ukukhanya enkundleni yezemidlalo/yokudlalela njll.) isitifiketi sokuphepha esikhishwe umnyango kamasipala wendawo wezokusingathwa kwenhlekelele;
- 4.5 Isitifiketi samanje sokufakelwa kwamanzi nokuthuthwa kwendle esikhishwe "*umuntu obhalisile*" njengoba kuveziwe esigabeni soku-1 soMthetho mayelana naleyo nkundla yezemidlalo/yokudlalela;

- 4.6 Isitifiketi esisebenzayo sohlelo lokulandelwa kwemekhenikhali esikhishwe "umuntu obhalisile" njengoba kuveziwe esigabeni soku-1 soMthetho kuleyo nkundla yezemidlalo/yokudlalela;
- 4.7 Isitifiketi esisebenzayo sezempilo nokuphepha esikhishwe umnyango wezempilo womkhandlu wendawo;
- 4.8 Isilinganiso esibhaliwe somthamo wezethameli/wababukeki ophephile enkundleni yezemidlalo/yokudlalela esikhishwe "umuntu obhalisile" njengoba kuveziwe esigabeni soku-1 soMthetho mayelana naleyo nkundla yezemidlalo/yokudlalela;
- 4.9 Ikhophi yohlelo olufanele futhi olugcwele lokuphuma ngesimo esibucayi nohlelo lokusingatha inhlekelele eyingozi enkundleni yezemidlalo olwenziwe umuntu onolwazi kulowo mkahkha wezokuphepha komphakathi, ezokuvikeleka nokusingathwa kwenhlekelele eyingozi;
- 4.10 Ikhophi esebenzayo yesitifiketi sokulandela ukuvikelwa kwemvelo esikhishwe umnyango wokuvikeleka kwemvelo emkhandlwini wendawo;
- 4.11 Ikhophi yesitifiketi esisebenzayo sokunakekelwa kwenkunkuma esikhishwe umnyango ongamele inkunkuma kumasipala wendawo;
- 4.12 Ikhophi yesitifiketi esisebenzayo sokulandelwa kwezempilo esikhishwe umnyango wokuvikelwa kwemvelo kumasipala wendawo;
- 4.13 Ikhophi yesitifiketi esisebenzayo sokulandelwa kwegesi ngokuphephile esikhishwe umnyango wezemililo kumasipala wendawo;
- 4.14 Ikhophi (UMA IKHONA) yesitifiketi esisebenzayo sokuhweba noma sokuqhuba ibhizinisi esikhishwe umkhandlu wendawo;
- 4.15 Isakhiwo esigwele nohlelo (kubalwa nezigaba ezinqamula kwezinye) enkundleni yezemidlalo/yokudlalela.
- 4.16 Uhlelo lwesakhiwo (kubalwa izindawo ezixhumene) eNkundleni yezemidlalo/yokudlalela olunikeza imininingwane ecacile futhi efanele ehlanganisa,:
- 4.16.1 Izindawo zokuma izethameli eNkundleni yezemidlalo/yokudlalela;
- 4.16.2 Amasango azungezayo eNkundleni yezemidlalo;
- 4.16.3 Izindawo zokuphuma uma kunesimo esiphuthumayo; imizila yokungena namasango esimo esiphuthumayo eNkundleni yezemidlalo/yokudlalela noma emagcekeni ayo; kanye
- 4.16.4 Nothango oluvikela izethameli ngaphakathi eNkundleni yezemidlalo nasemagcekeni ayo.

ISIGABA 5 – EMINYE IMINININGWANE YOKWENGEZA ESEKA ISICELO

Njengoba kuveziwe esigabeni se-10 (2) soMthetho ngithumela le mininingwane elandelayo ukweseka isicelo sethu:

Yimina ozithobayo

.....
Omele futhi ogunyaziwe ngu.....
(FAKA AMAGAMA AGCWELE ASEMTHETHWENI OMNIKAZI WENKUNDLA
YEZEMIDLALO/YOKUDLALELA KULESI SIKHALA

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ISITHASISELO 6**PRO-FORMA SASREA ISIGABA 10 (1) SESITIFIKETI SOKUPHEPHA**

(Isitifiketi soMkhandlu wendawo sokunwetshwa noma sokwakhiwa kweNkundla yezemidlalo/yokudlalela)

ISIHLOKO SOMKHANDLU WENDAWO

(FAKA USUKU LA):

**Umnikazi wenkundla yezemidlalo / Umnikazi wenkundla yokudlalela
(FAKA IKHELI ELISEBENZAYO LOMNIKAZI WENKUNDLA YEZEMIDLALO /
INKUNDLA YOKUDLALELAE)**

Umbikombani:

Isikhahlamezi:

Iya ku:

(UA EKHONA)

**Umnikazi/Umlawuli wenkundla yezemidlalo/yokudlalela
(FAKA IMINININGWANE YENKAMPANI/UMLAWULI OPHETHE INKUNDLA
YEZEMIDLALO/YOKUDLALELA)**

Umbikambani:

Isikhahlamezi:

SAWUBONA MNUMZANE/NKOSAZANA

**ISITIFIKETI SOKWAKHIWA NOMA SOKUNWETSHWA KWENKUNDLA
YEZEMIDLALO NOMA YOKUDLALELA NGOKWEMIGOMO YESIGABA SE-10 (1)
SOMTHETHO WEZOKUPHEPHA NOKUVIKELELA EMICIMBINI
YOKUNGCEBELEKA (UMTHETHO WEZI-2 WEZI-2010) - (FAKA IGAMA
LENKUNDLA YEZEMIDLALO LA)**

Lo mqulu uqikelela ukuthi le Nkundla yezemidlalo/yokudlalela (DELETE WHERE NOT APPLICABLE), ngesandla sami nangekusayindwe imina ikhishelwe **isitifiketi sokwakha noma sokunwetshwa kwenkundla yezemidlalo/senkundla yokudlalela nesitifiketi sezinga** (DELETE WHERE NOT APPLICABLE) ngaphansi kwale migomo nemibandela elandelayo:

ISIGABA 1 -IMINININGWANE YENKUNDLA YEZEMIDLALO/YENKUNDLA YOKUDLALELA

1.1 Igama leNkundla yezemidlalo/yokudlalela:.....

1.2 Ikheli lendawo lenkundla yezemidlalo/yokudlalela:.....

1.3 I-GPS yenkundla yezemidlalo/yokudlalela:.....

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1.4 Usuku lokuqalwa kokwakhiwa noma ukunwetshwa kweNkundla yezemidlalo/yokudlalela:
.....

1.5 Usuku lokuphothulwa kokwakhiwa noma kokunwetshwa kweNkundla yezemidlalo/yokudlalela
.....

ISIGABA 2 - UKUSEBENZA

QAPHELA : LESI SITIFIKETI SISEBENZA (.....) IZINYANGA KUSUKELA NGOSUKU ESAKHISHWA NGALO.

1.1 Usuku lokukhishwa kwesitifiketi:.....

ISIGABA 3 - IMIGOMO NEMIBANDELA

1.1 Ukukhishwa kwalesi sitifiketi sokwakhiwa nokunwetshwa kwenkundla yezemidlalo/yokudlalela kwenziwe ngokuba, umnikazi weNkundla yezemidlalo/yokudlalela (DELETE WHERE NOT APPLICABLE), alandele le migomo nemibandela elandelayo nenye inqubo yezokuphepha nokuvikela ukuhlelwa kokunwetshwa nokwakhiwa kweNkundla yezemidlalo/yokudlalela (DELETE WHERE NOT APPLICABLE):

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.....
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ISIGABA 4 - OKUNYE OKUNQUNYIWE NGEZOKUPHEPHA

Lokhu okulandelayo okunqunyiwe kwenzelwe ukuphepha kwezethameli enkundleni yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) kanye namazinga engozi emcimbini ongabanjelwa eNkundleni yezemidlalo/yokudlalela uma ukwakhiwa noma ukunwetshwa kweNkundla yezemidlalo/yokudlalela sekuphuthuliwe. (SUSA OKUNGASEBENZI)

1. Umthamo onqunyiwe wezokuphepha kwezethameli kwenkundla yokudlalela eyakhiwayo noma enwetshwayo:

.....abantu.

2. (a) Umthamo onqunyiwe wezokuphepha eNkundleni yezemidlalo entsha:.....

Yakhiwe:

Izethameli/ababukeli:

Izisebenzi ezingabaseki:

(b) Umthamo onqunyiwe wezokuphepha eNkundleni yezemidlalo eyakhiwayo noma enwetshwayo

(i) IZINGA ELINOBUNGOZI KAKHULU:

(a) Izethameli/izibukeli ezihleli ezindaweni zokubukela kuphela -

.....

(b) Izethameli ezisebaleni kumakhonsathi noma emcimbini efana nawo -

.....

(c) Abasebenzi abasuka umcimbi -

.....

(ii) IZINGA LOBUNGOZI KAKHUDLWANA NENCANE:

(a) Izethameli/izibukeli ezihleli ezindaweni zokubukela kuphela-

.....

(b) Izethameli ezisebaleni kumakhonsathi noma emcimbini efana nawo -

.....

(c) Abasebenzi abasuka umcimbi -

.....

**3. Izinga lengozi emcimbini ongabanjelwa eNkundleni
yezemidlalo/yokudlalela eyakhiwayo/enweshwayo:**

**ELIKHULU, ELIKHUDLWANA NOMA ELINCANE. (SUSA
OKUNGASEBENZI)**

Yimina ozithobayo

.....

(Bhala amagama agcwele nesikhundla sosayindile kule ndawo)

Ogunyazwe ngu

(FAKA AMAGAMA AGCWELE OMKHANDLU WENDAWO KULESI SIKHALA)

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ANNEXURE 7
PRO-FORMA SASREA ISIGABA 10 (3) ISICELO

(Isicelo sesitifiketi sokunweba noma sokwakhiwa kwesikhashana kweNkundla
yezemidlalo/yokudlalela)

(ISIHLOKO UMNKAZI WENKUNDLA YEZEMIDLALO/YOKUDLALELA NOMA UMQAPHI)

Unjiniyela wedolobha

(FAKA IGAMA LOMKHANDLU WENDAWO OSEBENZAYO KULESI SIKHALA)

Umbikombani:

Isikhahlamezi:

Mnumzane/Nkosazana

**ISICELO SOKUGUNYAZWA KOKUNWETSHWA NOMA KOKWAKHISWA
OKWESIKHASHANA INKUNDLA YEZEMIDLALO NOMA YOKUDLALELA I.T.O
ISIGABA 10 (3) SOMTHETHO WEZOKUPHEPHA NOKUNGCEBELEKA
EMCIMBINI WEZEMIDLALO NOKUNGCEBELEKA, WEZI-2010 (UMTHETHO
WESI-2 WEZI-2010) – (FAKA IGAMA LENKUNDLA
YEZEMIDLALO/YOKUDLALELA KULESI SIKHALA)**

Uyacelwa ukuba ubheke lokhu okulandelayo esicelweni i.t.o. Isigaba se-10 (3) soMthetho WezokuPhepha Emcimbini Wezemidlalo Nokungcebeleka (kulokhu obizwa ngokuthi "uMthetho") sokugunyazwa kokunwetshwa noma kokwakhiwa kwesikhashana iNkundla yezemidlalo/yokudlalela:

ISIGABA 1 -IMININGWANE YENKUNDLA YEZEMIDLALO/YOKUDLALELA

- 1.1 Igama lenkundla yezemidlalo/yokudlalela:.....
- 1.2 Ikheli lenkundla yezemidlalo/yokudlalela:.....
- 1.3 Uhlelo lwe-GPS lwenkundla yezemidlalo/yokudlalela:.....
- 1.4 Umkhandlu Wendawo ogunyaze umthamo wezathameli ophephile enkundleni yezemidlalo/yokudlalela:
- 1.5 Usuku okwaqalwa ngalo ukusetshenziswa inkundla yezemidlalo/yokudlalela.....
- 1.6 Usuku okwakhishwa ngalo Isitifiketi sezinga nesitifiketi sokuphepha kwenkundla yezemidlalo/yokudlalela:.....

QAPHELA:

(NAYI IKHOPHI EFUNGELWE YALO MQULU ONGAPHEZULU)

- 1.7 Inani eliphephile lezathameli/lababukeli abalindelekile enkundleni yezemidlalo/yokudlalela:
- 1.8 Inkundla yezemidlalo ayinakho ukungcola kwezikhukhula (SUSA OKUNGASEBENZI) kulawa mazinga:
.....

- 1.9 Inkundla yezemidlalo/yokudlalela namagceke ayo kuyacwebezela/akucwebezeli (SUSA OKUNGAFANELE)
.....
- 1.10 Inkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) ayinaso isikhungo sok isikhungo sokusebenzela esimi ngomumo.
- 1.11 Inkundla yezemidlalo/yokudlalela ayinayo (SUSA OKUNGASEBENZI) indawo yokuxhumana nomphakathi noma izipikha ezimi ngomumo.
- 1.12 Inkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) ayinayo indawo yokuhlala izethemeli/ababukeli emi ngomumo.
- 1.13 Inkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) ayinazo ezempilo zezethemeli/ zababukeli ezimi ngomumo.
- 1.14 Inkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) ayinazo izinyathelo ezimo ngomumo zokuphepha nokusiza abantu abahambayo abakhubazekile.
- 1.15 Chaza kafushane ngomsuka wemicimbi ezobanjelwa enkundleni yezemidlalo/yokudlalela nezibalo zezethemeli/zababukeli kubakaki (faka isithasiselo uma isikhala esinikeziwe ngenzansi singanele):
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.....

ISIGABA 2 - ABANTU ABABHEKELE (Isigaba 10(1) soMthetho)

2.1 Umnikazi wenkundla yezemidlalo/yokudlalela : (Faka igama elisemthethweni lomnikazi wenkundla yezemidlalo)

2.1.1 Imininingwane yokuxhumana:

- Umuntu okuzoxhunyanwa naye :.....
- Umbikombani :
- Inombolo kamakhalekhukhwini:
- Inombolo yocIngo (ehhovisi):

- Ikheli laseposini :
- Ikheli lasendlini :

2.2 Umqaphi wenkundla yezemidlalo:

.....

2.2.1 Imininingwane yokuxhumana:

- Umuntu okuzoxhunyanwa naye:
- Umbikombani :
- Inombolo yocingo (ehhovisi):
- Inombolo kamakhalekhukhwini:
- Ikheli laseposini :
- Ikheli lasendlini :

2.3 Oqaphe Ezokuphepha:

**(BHALA AMAGAMA NGOKUGCWELE OMUNTU OQOKELWE
EZOKUPHEPHA ENKUNDLENI YEZEMIDLALO/YEZOKUPHEPHA)**

QAPHELA: Kungaba umuntu noma igatsha

Imininingwane yokuxhumana :

- Umbikombani :
- Inombolo yocingo :
- Inombolo yasendlini :

ISIGABA 3 - ISIQINISEKISO

Siqinisekisa ukuthi:

- 3.1 Sisithumele/asisithumelanga phambilini isicelo sokugunyazwa kokwakhiwa noma kokunwetshwa kweNkundla yezemidlalo/yokudlalela njengoba kuveziwe esigabeni se-10 (3) soMthetho. (SUSA OKUNGADINGEKI);
- 3.2 Mina/ Thina asisitholanga phambilini isitifiketi senkundla yezemidlalo/yokudlalela evela (FAKA IGAMA LOMKHANDLU LOWO KULE NDAWO) njengoba kuveziwe esigabeni sesi-8 (4) soMthetho. (SUSA UMA KUNESIDINGO);
- 3.3 Kukhona/Asikho isitifiketi sokuphepha nesezinga senkundla yezemidlalo noma yokudlalela esimi ngomumo, njengoba kuveziwe esigabeni sesi-8 soMthetho, esizobe sisasebenza ngosuku lomcimbi (SUSA UMA KUNESIDINGO);
UMA IZITIFIKETI EZIVEZWE ENDIMENI 3.3 (NGAPHEZULU) ZIMI NGOMUMO;
KUFANELE KUNIKEZWE IZIZATHU LA NGENZANSI UKUCHAZA UKUTHI
KUNGANI LEZO ZITIFIKETI ZINGAMILE NGOMUMO:

-
-
- 3.4 Inkundla yezemidlalo/yokudlalela inomlando wokuphepha kanye/noma izigameko zokuvikeleka lapho kwalimala; kwashona noma kwalimala impahla okwehlela umphakathi:

YEBO/CHA (SUSA OKUNGASEBENZI)

Uma uthe YEBO – bhala kafishane incazelo yomsuka nenani lezigamekp ezenzeka:

.....

.....

.....

.....

ISIGABA 4 - ISITHASISELO SEMININGWANE/IMIQULU
YEZOKUPHEPHA ENKUNDLENI YEZEMIDLALO/YOKUDLALELA
EHAMBISANA NESICELO

Nayi imininingwane/imiqulu esebenzayo futhi yamanje ehambisana nesicelo sethu sesigaba sesi-8 sesitifiketi sokuphepha nesezinga senkundla yezemidlalo/yokudlalela:

- 4.1 Isitifiketi samanje sakhiwo samanje nokushintsha kwesakhiwo esikhishwe "umuntu obhalisile" njengoba kuveziwe esigabeni soku-1 soMthetho senkundla yezemidlalo/yokudlalela;
- 4.2 Isitifiketi sokulandela ukufakwa kukagesi esikhishwe "umuntu obhalisile" njengoba kuveziwe esigabeni soku-1 soMthetho mayelana nenkundla yezemidlalo/yokudlalela;
- 4.3 Isitifiketi sokuphepha ngomlilo nokufakelwa kwezinsiza ezihambisana nomlilo esikhishwe umasipala wendawo kuleyo nkundla yezemidlalo/yokudlalela;
- 4.4 A current and valid occupational health and safety certificate issued by the occupational health and safety department of the local authority in respect of the erection and breaking down of the proposed temporary structure;

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- 4.5 Isilinganiso esibhaliwe somthamo wezethameli/wababukeki ophephile enkundleni yezemidlalo/yokudlalela esikhishwe "umuntu obhalisile" njengoba kuveziwe esigabeni soku-1 soMthetho mayelana naleyo nkundla yezemidlalo/yokudlalela;

- 4.6 Ikhophi yohlelo olufanele futhi olugcwele lokuphuma ngesimo esibucayi nohlelo lokusingatha inhlekelele eyingozi enkundleni yezemidlalo olwenziwe umuntu onolwazi kulowo mkhakha wezokuphepha komphakathi, ezokuvikeleka nokusingathwa kwenhlekelele eyingozi;
- 4.7 Ikhophi esebenzayo yesitifiketi sokulandela ukuvikelwa kwemvelo esikhishwe umnyango wokuvikeleka kwemvelo emkhandlwini wendawo;
- 4.8 Ikhophi yesitifiketi esisebenzayo sokulandelwa kwezempilo esikhishwe umnyango wokuvikelwa kwemvelo kumasipala wendawo (UMA IKHONA);
- 4.9 Ikhophi yesitifiketi esisebenzayo sokulandelwa kwegesi ngokuphephile esikhishwe umnyango wezemililo kumasipala wendawo;(UMA IKHONA);
- 4.10 Ikhophi (UMA IKHONA) yesitifiketi esisebenzayo sokuhweba noma sokuqhuba ibhizinisi esikhishwe umkhandlu wendawo;
- 4.11 Isakhiwo esigwele nohlelo (kubalwa nezigaba ezinqamula kwezinye) enkundleni yezemidlalo/yokudlalela.
- 4.11.1 Izethameli ezimile
- 4.11.2 Izindawo zokuma izethameli eNkundleni yezemidlalo/yokudlalela;
- 4.11.3 Izindawo zokuphuma uma kunesimo esiphuthumayo esakhiweni sesikhashana esiphakanyisiwe;
- 4.11.4 Nothango oluvikela izethameli ngaphakathi kwesakhio sesikhashana esiphakanyisiwe.

ISIGABA 5 – EMINYE IMININGWANE YOKWENGEZA ESEKA ISICELO

Njengoba kuveziwe esigabeni se-10 (3) soMthetho ngithumela le mininingwane elandelayo ukweseka isicelo sethu:

5.1 Ngokombono wethu sibona ukuthi ukwakhiwa okuphakanyisiwe kwesikhashana (SUSA OKUNGASEBEZNI) kuzokwenziwa/ngeke kwenziwe (SUSA OKUNGASEBENZI), ngalezi zizathu ezilandelayo, zokuphepha nokuvikeleka kwabantu enkundleni yezemidlalo/yokudlalela:

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.....
 (BHALA IZIZATHU KULESI SIKHALA NOMA IZETHULO EZIBHALIWE KULESI SIKHALA)

.....

.....

5.2 Ngakho-ke siqinisekisa ukuthi isikhathi esibekiwe kusuka ngosuku lokuqala ukwakha kwesakhiwo sesikhashana esiphakanyisiwe, isikhathi esiphakanyisiwe sokusisebenzisa nesikhathi esifanele sokusiwisa kuzoba:

- isikhathi :izinsuku/izinyanga/iminyaka
- Ukuqala kokwakhiwa okuhleliwe : (FAKA USUKU LKULESI SIKHALA);
- Ukuphothulwa kokwakha okuhleliwe : (FAKA USUKU LKULESI SIKHALA);
- Ukuqala ukusetshenziswa okuhleliwe : (FAKA USUKU LKULESI SIKHALA).
- Ukuphothulwa kokusetshenziswa okuhleliwe: (FAKA USUKU LKULESI SIKHALA).
- Ukuqala ukuwiswa okuhleliwe : (FAKA USUKU LKULESI SIKHALA);
- Ukuphothulwa kokuwiswa okuhleliwe : (FAKA USUKU LKULESI SIKHALA);

ISIGABA SESI-6 – IZETHULO EZIHAMBISANA NESIGABA 10 (3) ISICELO

Sibeka ukuthi mayelana nayo yonke imininingwane enikeziwe ngaphezulu, silandele izimfanelo zomthetho zokugunyazwa ukwakhiwa okuphakanyisiwe kwesakhiwo sesikhashana seNkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) njengoba kuveziwe esigabeni se-10 (3).

Silindele ukuba nasicubungule ngokushesha futhi kugunyazwe okwakhiwa isakhiwo sesikhashana esiphakanyisiwe.

Uyacelwa ukuba uxhumane nathi uma udinga ukucaciselwa noma eminye imininingwane mayelana nalesi sicelo sokugunyazwa ngokwemigomo yesigaba se-10(3) soMthetho.

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Yimina ozithobayo

.....
 Omele futhi ogunyaziwe ngu
 (FAKA AMAGAMA AGCWELE ASEMTHETHWENI OMNIKAZI WENKUNDLA
 YEZEMIDLALO/YOKUDLALELA KULESI SIKHALA

ISITHASISELO 8**PRO-FORMA SASREA ISIGABA 10 (3) UKUGUNYAZWA**

(Isitifiketi soMkhandlu weNdawo sokugunyaza ukunwetsywa noma ukulungiswa kweNkundla yezemidlalo noma yokudlalela esebenzayo ngokwakha isakhiwo sesikhashana)

ISIHLOKO SOMKHANDLU WENDAWO

(FAKA USUKU LA):

**Umnikazi wenkundla yezemidlalo / Umnikazi wenkundla yokudlalela
(FAKA IKHELI ELISEBENZAYO LOMNIKAZI WENKUNDLA YEZEMIDLALO /
INKUNDLA YOKUDLALELAE)**

Umbikombani:

Isikhahlemezi:

Iya ku:

**Umlawuli wenkundla yezemidlalo/yokudlalela
(FAKA IMINININGWANE YENKAMPANI/UMLAWULI OPHETHE INKUNDLA
YEZEMIDLALO/YOKUDLALELA)**

Umbikambani:

Isikhahlemezi:

SAWUBONA MNUMZANE/NKOSAZANA

**ISAZISO SOKUGUNYAZWA KOKULUNGISWA NOMA KOKUNWETSHWA
KWENKUNDLA YEZEMIDLALO/YOKUDLALELA ESEBENZAYO NGOKWAKHA
ISAKHIWO SESIKHASHANA NGOKWEMIGOMO YESIGABA 10 (3)
SOMTHETHO WEZOKUPHEPHA NOKUVIKELELA EMICIMBINI
YOKUNGCEBELEKA (UMTHETHO WESI-2 WEZI-2010) – (FAKA IGAMA
LENKUNDLA YEZEMIDLALO/YOKUDLALELA KULESI SIKHALA)**

Isicelo sakho sokugunyazwa kokulungiswa noma ukunwetsywa kweNkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI), ngokwakha isakhiwo sesikhashana mhlaka(FAKA USUKU LWESICELO SOKUQALA KULESI SIKHALA).

Uyaziswa ukuthi ngesandla sami nalapho ngisayinde khona kulokhu, isicelo sakho **sesigunyaziwe** ngokulandela le migomo nemibandela elandelayo:

ISIGABA 1 -IMINININGWANE YENKUNDLA YEZEMIDLALO/YOKUDLALELA

- 1.1 Igama lenkundla yezemidlalo/yokudlalela:.....
- 1.2 Ikheli lendawo lenkundla yezemidlalo/yokudlalela:.....
- 1.3 I-GPS yenkundla yezemidlalo/yokudlalela:.....
- 1.4 Izinga eliphezulu lencazelo yokulungisa noma ukunweba inkundla yezemidlalo esebenzayo ngesakhiwo sesikhashana:

- 1.5 Usuku lokuqala ukwakhiwa kwesakhiwo sesikhashana esihleliwe eNkundleni yezemidlalo/yokudlalela:

- 1.6 Usuku lokuphothula ukwakhiwa okuhleliwe kwesakhiwo sesikhashana eNkundleni yezemidlalo/yokudlalela:

- 1.7 Usuku lokudiliza isakhiwo sesikhashana esihleliwe eNkundleni yezemidlalo/yokudlalela:

ISIGABA 2 - UKUSEBENZA

QAPHELA: LELI GUNYA LIZOSEBENZA ISIKHATHI ESINGANGE (.....) IZINSUKU/IZINYANGA (SUSA OKUNGASEBENZI) KUSUKALA NGOSUKU OKUKHISHWE NGALO IGUNYA.

- 1.1 Usuku okukhishwe ngalo igunya:.....

ISIGABA 3 - IMIGOMO NEMIBANDELA

1.1 Leli gunya lokwakha noma lokunweba inkundla yezemidlalo/yokudlalela ngokwakha isakhiwo sesikhashana likhishwe ngokuba umnikazi weNkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI), alandele le migomo nemibandela elandelayo yezimfanelo zokuphepha nokuvikeleka kokwakhiwa nokusetshenziswa kwesakhiwo sesikhashana esihleliwe seNkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI):

.....
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ISIGABA 4 - OKUNQUNYIWE OKWENGEZA EZOKUPHEPHA

Lokhu okunqunywe kkunqunywe ngokulandela umthamo ophephile wezethameli eNkundleni yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) nezinga lengozi emcimbini ongabanjwa eNkundleni yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) uma ukulungisa noma ukunweba iNkundla yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) ngokwakha isakhiwo sesikhashana sekuphuthuliwe.

- 1. (a) Umthamo wezokuphepha onqunyelwe inkundla yokudlalela elungiswayo noma enwetshwayo.....**

Wakhiwe:

Izethameli/Ababukeli:

Abaseki abangabasebenzi: (a)

- (b) Umthamo ophephile onqunyelwe inkundla yezemidlalo elungiswayo noma enwetshwayo:**

(i) IZINGA LOBUNGOZI KAKHULU:

- (a) Izethameli ezihleli ezindaweni zokuhlala/ ezindaweni zokubukela kupehla -**

.....

- (b) Izethameli ezisebaleni kumakhonsathi noma emcimbini ofana nawo -**

.....

- (c) Abasebenzi abangabaxhasi emcimbini -**

.....

(ii) IZINGA LOBUNGOZI NENGOZI ENCANE:

(a) **Izethameli ezihleli ezindaweni zokuhlala/ ezindaweni zokubukela kupehla –**

.....

(b) **Izethameli ezisebaleni kumakhonsathi noma emcimbini ofana nawo -**

.....

(c) **Abasebenzi abangabaxhasi emcimbini –**

.....

2. Izinga lobungozi emcimbini engabanjwa enkundleni yezemidlalo/yokudlalela:

INGOZI KAKHULU, INGOZI, INGOZI KANCANE (SUSA OKUNGASEBENZI)

Yimina ozithobayo

.....

(Faka amagama agcwele esikhundla kule ndawo)

Igunyazwe ngu

(FAKA AMAGAMA AGCWELE OMKHANDLU WENDAWO KULE NDAWO)

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ANNEXURE 9

PRO-FORMA SASREA SECTION 13 (1) APPLICATION

(Application for an Amendment or Replacement of a Safety Certificate issued by a Local Authority i.t.o. either sections 8, 9 or 10 of the Act)

(LETTERHEAD OF HOLDER OF A CERTIFICATE - STADIUM/VENUE OWNER; CONTROLLING BODY OR EVENT ORGANIZER)

The City Engineer
(INSERT NAME OF APPLICABLE LOCAL AUTHORITY HERE)

Per e-mail:

Facsimile:

Dear Sir/Madam

APPLICATION FOR AN AMENDMENT OR REPLACEMENT OF A SAFETY CERTIFICATE ISSUED BY LOCAL AUTHORITY I.T.O. EITHER SECTIONS 8, 9 OR 10 OF THE SAFETY AT SPORTS AND RECREATIONAL EVENTS ACT, 2010 (ACT NO. 2 OF 2010) – (INSERT NAME OF STADIUM/VENUE HERE)

Please find set out below an application i.t.o. section 13 (1) of the Safety at Sports and Recreational Events Act (hereinafter referred to as "*the Act*") for an Amendment/ Replacement (DELETE WHERE NOT APPLICABLE) of a Safety Certificate issued by a Local Authority i.t.o. sections 8, 9 or 10 (DELETE WHERE NOT APPLICABLE) of the Act.

SECTION 1 - STADIUM/VENUE DETAILS

- 1.1 Name of Stadium/Venue:
- 1.2 Physical Address of Stadium/Venue:.....
- 1.3 GPS Co-ordinates of Stadium/Venue:.....

SECTION 2 - DETAILS OF APPLICANT (Section 13(2) of the Act)

2.1 Stadium/Venue Owner: (Insert legal name of Stadium/Venue owner here)

2.1.1 Contact Details:

- Contact Person :.....
- E-mail :
- Mobile No. :
- Telephone No. (office):

- Postal Address :
- Physical Address :

2.2 Stadium/Venue Operator:

2.2.1 Contact Details:

- Contact Person: :
- E-mail :
- Telephone No. (office):
- Mobile No. :
- Postal Address :
- Physical Address :

2.3 SAFETY OFFICER: (INSERT FULL NAMES OF APPOINTED STADIUM/VENUE SAFETY OFFICER HERE)

NOTE: May be a natural or juristic person

Contact Details :

- E-mail :
- Mobile No. :
- Landline No. :

2.4 CONTROLLING BODY: (Insert legal name here)

(DELETE IF NOT APPLICABLE)

2.4.1 Contact Details:

- Contact Person :
- E-mail :
- Mobile No. :
- Telephone No. (office):
- Postal Address :
- Physical Address :

2.5 EVENT ORGANIZER: (Insert legal name if Stadium/Venue owner here)
(DELETE IF NOT APPLICABLE)

2.5.1 Contact Details:

- Contact Person :
- E-mail :
- Mobile No. :
- Telephone No. (office):
- Postal Address :
- Physical Address :

SECTION 3 - CONFIRMATIONS

We confirm that:

- 3.1 We have/have not previously submitted an application for an Amendment/ Replacement (DELETE WHERE NOT APPLICABLE) of a Safety Certificate issued by a Local Authority i.t.o. sections 8, 9 or 10 (DELETE WHERE NOT APPLICABLE)
- 3.2 I/We have/have not previously received an approval/turning down of an application for an Amendment/ Replacement (DELETE WHERE NOT APPLICABLE) of a Safety Certificate issued by a Local Authority i.t.o. sections 8, 9 or 10 (DELETE WHERE NOT APPLICABLE)
- 3.3 There is a valid and current existing stadium or venue safety certificate in place for the stadium/venue (DELETE WHERE NOT APPLICABLE), as contemplated in sections 8, 9 or 10 of the Act (DELETE WHERE NOT APPLICABLE):

DATE OF ISSUE OF CERTIFICATE:

PERIOD OF VALIDITY OF CERTIFICATE:

NATURE OF CERTIFICATE:

NAME OF ISSUING AUTHORITY:

NOTE: A Commissioner of Oaths certified copy of the relevant safety certificate must be attached to this application.

SECTION 4 - DETAILS OF NATURE OF PROPOSED AMENDMENT/REPLACEMENT (DELETE WHERE NOT APPLICABLE) OF EXISTING SAFETY CERTIFICATE

4.1 Brief description of nature of proposed Amendment/Replacement (DELETE WHERE NOT APPLICABLE):

.....
.....
.....
.....
.....

(Please attach/annex typed-up submission if space provided below is insufficient):

4.2 High Level Description of background to requested Amendment or Replacement of a Safety Certificate issued in terms of sections 8, 9, 10 (DELETE WHERE NOT APPLICABLE) of the Act:

.....
.....
.....
.....
.....

(Please attach/annex typed-up submission if space provided below is insufficient).

4.3 If the proposed amendment or replacement of a Safety Certificate issued i.t.o. sections 8, 9 or 10 of the Act involves an application for the transfer of a certificate from the holder of such a certificate to another person – full details of the proposed transfer, including the Transferees capacity/ability to meet all of the requirements upon which the original decision to issue the said Safety Certificate must be set out below:

.....
.....
.....

.....
.....
.....
.....
.....

.....
(Please attach/annex typed-up submission if space provided below is insufficient).

4.3 Proposed effective date of operation of proposed amendment/replacement (DELETE WHERE NOT APPLICABLE) of Safety Certificate:

.....

4.4 Furnish any additional information which may be relevant to the proposed amendment/replacement (DELETE WHERE NOT APPLICABLE) of the Safety Certificate concerned:

.....
.....
.....
.....
.....

.....
(Please attach/annex typed-up submission if space provided below is insufficient).

SECTION 4 - AMENDED SAFETY DETERMINATIONS

The following proposal is hereby made in respect of the safe spectator capacity of the Stadium/Venue (DELETE WHERE NOT APPLICABLE) and the level of risk of event that may be hosted at the Stadium/Venue (DELETE WHERE NOT APPLICABLE), as of the proposed effective date referred to in paragraph 4.3 (above), pursuant to any approved amendment/replacement of the safety certificate issued in terms of sections 8, 9, 10: (DELETE WHERE NOT APPLICABLE)

1. (a) Proposed safe capacity of Venue:

Made up of:

Attendees/Spectators:

Support Staff:

(b) Proposed safe capacity of Stadium

(i) HIGH RISK GRADING:

(a) Seated Spectators in grandstand/spectator viewing areas only –

.....

(b) Spectators on pitch in concert or similar event mode -

.....

(c) Event Support Staff –

.....

(ii) MEDIUM & LOW RISK GRADING:

(a) Seated and standing Spectators in grandstand/spectator viewing areas only –

.....

(b) Spectators on pitch in concert or similar event mode -

.....

(c) Event Support Staff –

.....

2. Level of Risk of Event that can be hosted at Stadium/Venue pursuant to any Amendment or Replacement of Safety Certificate in terms of sections 8, 9 and 10 of the Act: (DELETE WHERE NOT APPLICABLE):

HIGH, MEDIUM OR LOW. (DELETE WHERE NOT APPLICABLE)

Yours faithfully

.....

(Insert Full Names and Official Position of Signatory Here)

For and on behalf and duly authorized by

**(INSERT FULL LEGAL NAME OF STADIUM/VENUE OWNER/OPERATOR/
EVENT ORGANIZER HERE)**

ISITHASISELO 10**PRO-FORMA SASREA ISIGABA-13 (1) UKUGUNYAZWA**

(Ukugunyazwa Kwesicelo Sokuchibiyela/Sokushintsha Isitifiketi Sokuphepha Esikhishwe Ngokwemigomo Yesigaba 8, 9 Noma 10 Esenziwa Umkhandlu Wendawo)

(UPHAWU LOMKHANDLU WENDAWO)

(FAKA USUKU KULESI SIKHALA):

Umnikazi weNkundla yezemidlalo/yokudlalela/ iGatsha elilawulayo/umgquguzeli womcimbi (SUSA OKUNGASEBENZI)

(FAKA IKHELI LOMNIKAZI WENKUNDLA YEZEMIDLALO/YOKUDLALELA/IGATSHA ELILAWULAYO NOMA UMGQUGUZELI WOMCIMBI KULESI SIKHALA)

Umbikombani:

Isikhahlamezi:

Kanye:

Umqaphi wenkundla yezemidlalo/yokudlalela (UMA EKHONA)

(FAKA IKHELI LENKAMPANI ENGAMELE INKUNDLA YEZEMIDLALO/YOKUDLALELA/UMQAPHI KULESI SIKHALA)

Umbikombani:

Isikhahlamezi:

SAWUBONA MNUMZANE/NKOSAZANA

ISAZISO SOKUGUNYAZWA KWESICELO SOKUCHIBIYELA/SOKUSHINTSHA (SUSA OKUNGASEBENZI) ISIGABA 8, 9 NOMA 10 (SUSA OKUNGASEBENZI) SESITIFIKETI SOKUPHEPHA NGOKWEMIGOMO YESIGABA 13 SOMTHETHO WEZOKUPHEPHA EMICIMBINI YEZEMIDLALO NOKUNGCEBELEKA, 2010 (UMTHETHO. 2 WEZI-2010) – (FAKA IGAMA LENKUNDLA YEZEMIDLALO/YOKUDLALELA KULESI SIKHALA)

Isicelo sakho sokugunyaza ukuchitshiyelwa noma ukushintsha isitifiketi sokuphepha, njengoba kuveziwe esigabeni 13 (1) soMthetho, mhlaka(FAKA USUKU LWESICELO SOKUQALA KULESI SIKHALA).

Ngaphansi kwesandla sami nalapho ngisayinde khona kulokhu, isicelo sakho sigunyaziwe ngaphansi kwale migomo nemibandela:

ISIGABA 1 - IMINININGWANE YENKUNDLA YEZEMIDLALO/YOKUDLALELA

- 1.1 Igama lenkundla yezemidlalo/yokudlalela:.....
- 1.2 Ikheli lenkundla yezemidlalo/yokudlalela:.....
- 1.3 I-GPS yenkundla yezemidlalo/yokudlalela:.....
- 1.4 Izinga eliphezulu lencazelo yomsuka nesicelo sokuchibiyela noma sokushintsha isitifiketi sokuphepha esikhishwe ngokwemigomo yesigaba 8, 9, 10 (SUSA OKUNGASEBENZI) zoMthetho:

- 1.5 Usuku lokuqala ukusebenza kwezichibiyelo/koshintsho olugunyaziwe (SUSA OKUNGASEBENZI) esitifiketini:.....

ISIGABA 2 - UKUSEBENZA

QAPHELA : LELI GUNYA ALINAWO UMKHAWULO/ ISIKHATHI ESINGANGE (.....) IZINSUKU/IZINYANGA (SUSA OKUNGASEBENZI) KUSUKELA NGOSUKU LOKUQALA UKUSEBENZA ENDIMENI 1.5 (NGAPHEZULU).

- 1.1 Usuku lokugunyazwa.....

ISIGABA 3 - IMIGOMO NEMIBANDELA

- 1.1 Leli gunya lokugunyazwa kwezichibiyelo noma ukushintshwa kwesitifiketi sokuphepha kwenziwe ngokuba umnikazi wenkundla yezemidlalo/yokudlalela/igatsha elilawulayo/umgquguzeli womcimbi (SUSA OKUNGASEBENZI), alandele le migomo nemibandela elandelayo nezimfanelo zakhona:

.....
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ISIGABA 4 - IZICHIBIYELO ZOKUNQUNYELWE UKUPHEPHA

Lokhu okunqunyiwe kwenzelwe umthamo wokuphepha kwezithameli enkundlani yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI) nezinga lengozi emcimbini ongabanjelwa enkundlani yezemidlalo/yokudlalela (SUSA OKUNGASEBENZI), kusukela osukwini olunqunyiwe oluvezwe endimeni 1.5 (ngaphezulu), ngokulandela izichibiyelo/ushintsho olugunyaziwe esitifiketini sokuphepha esikhishwe ngokwemigomo yesigaba 8, 9, 10 zoMthetho: (SUSA OKUNGASEBENZI)

1. (a) Umthamo onqunyiwe ophephile enkundlani yokudlalela:

Owaxhiwe:

Izethameli/izibukeli:

Abasebenzi:

(b) Umthamo onqunyiwe wokuphepha enkundlani yezemidlalo:

(i) IZINGA LOBUNGOZI KAKHULU:

(a) Izethameli/izibukeli ezihleli ezindaweni zokubukela kuphela –

.....

(b) Izethameli ezisebaleni kumakhonsathi noma emcimbini efana nawo -

.....

(c) Abasebenzi abasuka umcimbi –

(ii) IZINGA LOBUNGOZI KAKHUDLWANA NENCANE:

(a) Izethameli/izibukeli ezihleli ezindaweni zokubukela kuphela–

.....

(b) Izethameli ezisebaleni kumakhonsathi noma emcimbini efana nawo -

.....

(c) Abasebenzi abasuka umcimbi –

.....

2. Amazinga obungozi emcimbini ongabanjelwa enkundleni yezemidlalo/yokudlalela:

AMAKHULU KAKHULU, AMAKHUHLWANA, AMANCANE. (SUSA OKUNGASEBENZI)

Imina ozithobayo

.....

(Faka amagama agcwele nesikhundla sosayindile kulesi sikhala)

Yinima noma omele futhi wagunyazwa

(BHALA AMAGAMA NGOKUGCWELE ASEMTHETHWENI OMKHANDLU WENDAWO KULESI SIKHALA)

ISITHASISELO 11**PRO-FORMA SASREA ISIGABA 42 ISICELO SOKUBUYEKEZA**

(Isaziso sokbuyekeza njengoba siveziwe esigabeni sama-42 se-SASREA esibangelwe umbango ngokwemigomo yoMthetho)

Usihlalo**Ibhodi lokubuyekeza****UMthetho Wezokuphepha Emicimbini Yezemidlalo Nokungcebeleka**

c/o Mnumzane. Nkosana Mehlo Makulu
66 Regent Place
Queen Street
Pretoria

Umbikombani: nkosana@srsa.gov.za

Isikhahlameza: 086 644 9707

Sawubona Mnumzane

ISIZISO SESICELO SOKUBUYEKEZA (BHALA KAFISHANE INCAZELO NGOMSUKA WOKUBUYEKEZA) NGOKWEMIGOMO YESIGABA SAMA-42 SOMTHETHO WEZOKUPHEPHA EMICIMBINI YEZOKUNGCEBELEKA, WEZI-2010 (UMTHETHO WEZI-2 WEZI-2010)

Uyacelwa ukuba wamukele isicelo sami/sethu sokubuyekeza, i.t.o. yesigaba sama-42 soMthetho Wezokuphepha Emicimbini Yezokungcebeleka (kulokhu owaziwa "njengoMthetho"), mayelana nodaba nesinqumo esikhishwe ngokwemigomo yoMthetho njengoba sibekiwe ngokugcwele kulokhu okulandelayo:

ISIGABA 1 - UKUBUYEKEZA

Ngakho-ke mina/thina sinikeza isaziso sokubuyekeza isinqumo, ngokwemigomo yoMthetho, (BHALA IGAMA LEGATSHA/LOMUNTU OQONDENE KULESI SIKHALA), esaziswa ngaso mhlaka (BHALA USUKU OKWATHOLWA NGALO ISAZISO SESINQUMO KULESI SIKHALA), mayelana (BHALA KAFISHANE INCAZELO YOMSUKA WOKUBUYEKEZA KULESI SIKHALA).

Umsuka wesinqumo esibuyekwayo futhi/noma umsuka wombango odinga ukuba iBhodi Lokubuyekeza linqume ngaso kanye nezizathu zokubuyekeza ezivezwe ngokugcwele kulokhu okulandelayo:

ISIGABA 2 - UMSUKA WESINQUMO SOKUBUYEKEZA KANYE/NOMA UMBANGO ODINGA UKWAHLULELWA

Isihloko sodaba lokuBiyekeza isinqumo mayelana:

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(UYACELWA UKUBA USUSE OKUNGASEBENZI)

2.1 Imikhakha yobungozi emcimbini;

2.2 Ukukhishwa:

2.2.1 kwesitifiketi sokuphepha senkundla yezemidlalo/yokudlalela esebenzayo (isigaba 8);

2.2.2 isitifiketi sesakhiwo senkundla yezemidlalo/yokudlalel (isigaba 9);

2.2.3 isitifiketi sokulungiswa noma sokunwetshwa kwenkundla yezemidlalo/yokudlalela (isigaba 10);

2.2.4 isitifiketi sokuphepha engozini enkulu (isigaba 11);

2.2.5 isaziso sokunqabela (isigaba 21; kanye

2.2.6 nesaziso sokungabandakanyi izethameli (isigaba 22);

2.3 Ukuchibiyela:

2.3.1 semikhakha ehlukeno yobungozi;

2.3.1 isitifiketi sokuphepha senkundla yezemidlalo/yokudlalela entsha esebenzayo (isigaba 8);

2.3.2 isitifiketi sesakhiwo senkundla yezemidlalo/yokudlalel (isigaba 9);

2.3.3 isitifiketi sokulungiswa noma sokunwetshwa kwenkundla yezemidlalo/yokudlalela (isigaba 10);

2.3.4 isitifiketi sokuphepha engozini enkulu (isigaba 11);

2.3.5 isaziso sokunqabela (isigaba 21; kanye

2.3.6 nesaziso sokungabandakanyi izethameli (isigaba 22);

2.4 Lo mbango olandelayo asuke ngokwemigomo yoMthetho:

(BHALA KAFISHANE INCAZELO YOMSUKA WOKUBUYEKEZA KULESI SIKHALA).

ISIGABA 3 - ISIQINISEKISO

Mina/Thina siqinisekisa ukuthi:

3.1 Ngike/angikaze/Sike/Asikaze sifake isicelo sokubuyekeza lolu daba olukulesi saziso sokubuyekeza futhi (SUSA OKUNGASEBENZI);

3.2 Mina/Thina siqinisekisa ukuthi lesi saziso sokuBuyekeza sike/asikaze (SUSA OKUNGASEBENZI) safakwa eBhodini Lokubuyekeza zingakapheli izinsuku eziyi-14 ezivumelekile zokufaka lesi sicelo sokubuyekeza esilandela isinqumo kanye/noma usuku okwasuka ngalo umbango ongumsuka wesicelo sokuBuyekeza.

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Uma isicelo sokubuyekeza singakafakwa ezinsukwini esiyi-14 ezinqunyiwe, uyacelwa ukuba ubhale la ngenzansi izizathu ezibeka ukuthi kungani lesi sikhathi singalandelwanga:

.....
.....
.....
.....
.....

3.3 Mina/ thina siqinisekisa alikho ilungelo lesicelo sethu/sami sokubuyekeza esizolalelwa ezimweni lapho isicelo sami/sethu sokubuyekza sesifakwie ngemuva kwezinsuku eziyi-14 kwakhishwa lesi sinqumo kanye/noma usuku lombango ongumsuka wesicelo sokuBuyekeza.

3.4 Mina/thina siqinisekisa ukuthi imali yesicelo sokubuyekeza siyifakile ku-akhawunti yeBhodi lokuBuyekeza ngaphambi kokuthumela lesi sicelo sokuBuyekeza. Njengoba kufanele ikhophi yesiliphu ekhishwe iHhovisi likaNobhala weBhodi lokuBuyekeza nalo lifakiwe **Esithasiselweni A.** (SUSA OKUNGASEBENZI);

3.5 Lesi sicelo sokubuyekeza sihambisana/asihambisani (SUSA OKUNGASEBENZI); Nezimfanelo zesaziso zokubamba isicelo sokubuyekeza mayelana nodaba okufanele lubuyekzwe:

IZIZATHU ZOKUCELA IBHODI LOKUBUYEKEZA ELIKHIPHE IZIMFANELO ZESAZISO SOKUBA IBHODI LOKUBUYEKEZA LILALELE ISICELO SOKUBUYEKEZA (NGOKUPHUTHUMA):

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.....
.....
.....
.....

- 3.6 Mina/Thina (SUSA OKUNGASEBENZI) siqinisekisa ukuthi ukulalelwa okusaqhubeka nomphumela wesicelo sokuBuyekeza, Mina/Thina (SUSA OKUNGASEBENZI) asikhishelwa eceleni ukuba silandele imibandela yoMthetho, kusalindwe umphumela wesicelo sokuBuyekeza, kubalwa nokulandela isinqumo esingumsuka walesi sicelo sokuBuyekeza.

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ISIGABA 4 - INQUBO YOKUBUYEKEZA

Isicelo sami/sethu sokuBuyekeza esithunyelwe eBhodini lokuBuyekeza sibhalwe ngale ndlela:

- 4.1 Izethulo ezibhaliwe/impikiswano kuphela;
- 4.2 Izethulo/impikiswano ebukhoma kuphela; noma
- 4.3 Izethulonempikiswano ebukhoma nebhalwe phansi kuphela.

(SUSA OKUNGASEBENZI)

ISIGABA 5 - IZETHULO

Sicela/ngicela ukunazisa ukuthi asikaliqoki ithimba (SUSA OKUNGASEBENZI) lezomthetho elizosimela/elizongimela (SUSA OKUNGASEBENZI) ngokwemigomo yalesi sicelo sokuBuyekeza.

Imininingwane yokuxhumana nabasimele/ongimele ile elandelayo:

Imininingwane yosimele

- Amagama agcwele oqokiwe osimele :
- Umbikombani :
- Inombolo yamakhalekhwini :
- Inombolo yocingo (ehhovisi) :
- Ikheli :
- Ikheli lasendlini :

ISIGABA 6 - ABANTU OKUFANELE BATHAMELE UKULALELWA KWESICELO SOKUBUYEKEZA OKUFANELE BANIKEZE IBHODI LOKUBUYEKEZA IMINININGWANE EFANELE EMAYELANA NESICELO SOKUBUYEKEZA

Ngokwalesi sicelo sokubuyekeza kufanele lo/laba bantu okufanele bathamele banikeze iBhodi lokuBuyekeza le mininingwane efanele ephathelene nezizathu zesicelo sokubuyekeza.

Thina/ mina sizocela/ngeke sicele iBhodi lokuBuyekeza ukuba likhiphele laba bantu amasamanisi ukuze bathamele isicelo sokuBuyekeza. (SUSA OKUNGASEBENZI)

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(BHALA IGAMA NEMINININGWANE YOKUXHUMANA NALABA BANTU KULESI SIKHALA) isib.

Imininingwane yokuxhumana nomuntu:

- Amagama agcwele oqokiwe osimele :
- Umbikombani :
- Inombolo yamakhalekhwini :
- Inombolo yocingo (ehhovisi) :
- Ikheli :
- Ikheli lasendlini :

ISIGABA 8 - IZIZATHU ZESICELO SOKUBUYEKEZA

8.1 Izizathu zesicelo sami/sethu sokubuyekeza isinqumo esingumsuka wodaba lokubuyekeza;

NOMA

Izizathu ezenza siphendule/ngiphendule okwahlulelwe iBhodi lokuBuyekeza umbango ongumsuka wodaba olubuyekwayo;

(SUSA OKUNGASEBENZI)

ilezi ezilandelayo:

(BHALA UHLA LWEZIZATHU ZESICELO SOKUBUYEKEZA OKWAHLULELWE)

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8.2 Izizathu ezibhalwe ngokugcwele ngesicelo sami/sethu sokubuyekeza isahlulelo zibhalwe **Esithasiselweni B** salokhu.

ISIGABA 9 - OBUNYE UBUNYAKAZI OBABUNGANIKEZIWE LOWO OWAKHIPHA ISINQUMO

Le eminye imininingwane yayinganikezwanga lowo owakhipha isinqumo esathathwa kanye/noma umbango ongumsuka odabeni oluzobuyekezwa, manje sekuyingxenywe yezizathu zesicelo sokuBuyekeza:

(BHALA UHLA LWEZIZATHU ZESICELO SOKUBUYEKEZA OKWAHLULELWE)

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ISIPHETHO SESAZISO SOKUBUYEKEZA

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