



GOVERNMENT GAZETTE

OF THE

REPUBLIC OF NAMIBIA

N\$2.00

WINDHOEK - 1 September 2008

No. 4112

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Government Notice

MINISTRY OF LABOUR AND SOCIAL WELFARE

No. 202 2008

DECLARATION OF REGISTERED COLLECTIVE AGREEMENT RELATING TO EMPLOYERS AND EMPLOYEES EMPLOYED IN THE SECURITY INDUSTRY: LABOUR ACT, 1992

Under section 70(1) of the Labour Act, 1992 (Act No. 6 of 1992), and on the written request of the Security Association of Namibia, Namibia Transport and Allied Workers Union and Namibia Security Guards and Watchmen's Union, I -

- (a) give notice that the collective agreement published under Government Notice No. 132 of 15 October 2005 (agreement), and which came into force on 1 March 2005, is amended by the Memorandum of Agreement, set out in the Schedule, signed on 6 September 2007; and
- (b) declare that every employer and employee within the security industry who, on 6 September 2007, was not party to the agreement are bound by that agreement, as amended, as from the date of publication of this notice.

I. NGATJIZEKO
MINISTER OF LABOUR
AND SOCIAL WELFARE

Windhoek, 6 August 2008

SCHEDULE**MEMORANDUM OF AGREEMENT**

The undersigned parties hereby agree to settle their dispute concerning minimum wages as follows:

1. The minimum wage for security personnel shall be increased from N\$2.09 per hour to N\$3.00 per hour.
2. This agreement will cover the period from 1 September 2007 until 28 February 2009.
3. Employers shall provide all employees with uniforms on the following basis:
 - 3.1 A newly-appointed employee shall be required to pay a deposit equivalent to the cost of the uniform;
 - 3.2 The employer shall refund the deposit to the employee at the time of the employee's termination of service upon return of the uniform;
 - 3.3 The employer shall replace the uniform of each employee, as needed, at the employer's expenses.

Dated: 6 September 2007 Windhoek

Namibia Transport and Allied Workers Union

Security Association of Namibia

Namibia Security Guards and Watchmen's Union

Witnessed by:

Minister of Labour and Social Welfare
