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SOUTH AFRICA



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GOVERNMENT NOTICES GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF LABOUR DEPARTEMENT VAN ARBEID

No. R. 735

11 June 1999

BASIC CONDITIONS OF EMPLOYMENT ACT, 1997

DETERMINATION IN TERMS OF SECTION 50

I, the Minister of Labour, make the following determination in terms of section 50 (8) (c) of the Act:

1. The following sections of the Act are replaced or excluded: 10 (2) and 16.
2. Extent of the variation:
 - (a) That employees concerned be paid the normal wage for overtime worked; and
 - (b) that employees concerned be paid the normal wage for each hour worked on a Sunday.
3. Employers or employees in respect of whom the determination applies:

Institutions who are members of the Welfare Employers Society of South Africa as listed in the Annexure.
4. Conditions on which determination is granted:
 - (a) That all overtime and Sundays are worked on a voluntary basis;
 - (b) that employees who work overtime be granted an extra one weeks leave on full pay per annum;
 - (c) that employees who works on Sundays be granted an extra one weeks leave on full pay per annum.

5. Period for which the determination is granted: indefinitely.

Signed at Pretoria on this the 25th day of May 1999.

M. M. S. MDLADLANA

Minister of Labour

ANNEXURE A

CHILDREN'S HOMES:

SKDB WESTERN CAPE:

Durbanville Kinderhuis

Huis Van Heerde

Magdelnahuis

Die Herberg Kinderhuis

Huis Andrew Murray

SKDB NORTHERN TRANSVAAL:

Jakaranda Kinderhuis

Berg-en-Dal

Abraham Kriel Kinderhuis Nylstroom

NEDERDUITSCH HERVORMDE KERK:

Alberton

Krugersdorp

Randfontein

Montana, Pretoria

Springs

Rustenburg

Bronkhorstspuit

Witbank Dogtershuis

Middelburg Dogtershuis

Elsburg

Ontdekkers

Rietondale, Pretoria

Ninapark, Pretoria-Noord

Nigel

Potchefstroom

Witbank Seunshuis

Middelburg Seunshuis

DR CHURCH: SOCIAL SERVICES NATAL:

Malvern Kinderhuis

Greytown Kinderhuis

Môrester Kinderhuis

N. G. WELFARE:

Abraham Kriel Kinderhuis Potchefstroom

Catherine Robson

SAVF:

Armstrong Berning

Lushof Kinderhawe

Louis Hildebrandt Kinderhuis

Rethabile Klerksdorp

Belfast Kinderhawe

SKDB O.V.S.:

Charlotte Theron Kinderhuis

Ons Kinderhuis

Susanna Coetzeehuis

Gedenk Kinderhuis

Winburg Kinderhuis

N. G. CHURCH NORTHERN CAPE:

Jannie Roux Kinderhuis

Kestell Kinderhuis

SKDB EASTERN CAPE:

Kinderoord M T R Smit

Oosterland-Kinderhuis

SKDB SOUTHERN TRANSVAAL:

Abraham Kriel Maria Kloppers-Kinderhuis—verskeie kampsusse

Uitkomstehuis vir ongetroude moeders

THE AFM EXECUTIVE WELFARE COUNCIL:

Villa Lubet Kinderdorp—Lyndhurst

Villa Lubet Kinderdorp—Peacehaven

Huis Susan la Poorta

ACVV:

Môreson Kinderhuis

INSTITUTIONS FOR DISABLED PERSONS:**SKDB WESTERN CAPE:**

Alta du Toit Nasorg

Eljada Nasorg

ACVV:

Elizabeth Roos Tehuis vir Neuraalgestremdes

REHABILITATION CENTRES: ALCOHOL AND DRUG DEPENDANCY:**SKDB WESTERN CAPE:**

Ramot Centre

SKDB EASTERN CAPE:

Hoofweg-Dagsentrum vir Middelverslaafdes

CHILDRENS HOMES:**SKDB WESTERN CAPE:**Durbanville Kinderhuis
Huis Van Heerde
MagdalenahuisDie Herberg Kinderhuis
Huis Andrew Murray**SKDB NORTHERN TRANSVAAL:**Jakaranda Kinderhuis
Berg-en-Dal

Abraham Kriel Kinderhuis Nylstroom

NEDERDUITSCH HERVORMDE KERK:Alberton
Krugersdorp
Randfontein
Montana, Pretoria
Springs
Rustenburg
Bronkhorstspuit
Witbank Dogtershuis
Middelburg DogtershuisElsburg
Ontdekkers
Rietondale, Pretoria
Ninapark, Pretoria-Noord
Nigel
Potchefstroom
Witbank Seunshuis
Middelburg Seunshuis**DR CHURCH: SOCIAL SERVICES NATAL:**Malvern Kinderhuis
Greytown Kinderhuis

Môrester Kinderhuis

N. G. WELFARE:

Abraham Kriel Kinderhuis Potchefstroom

Catherine Robson

SAVF:Armstrong Berning
Lushof Kinderhawe
Louis Hildebrandt KinderhuisRethabile Klerksdorp
Belfast Kinderhawe**SKDB O.V.S.:**Charlotte Theron Kinderhuis
Ons Kinderhuis
Susanna CoetzeehuisGedenk Kinderhuis
Winburg Kinderhuis**N. G. CHURCH NORTHERN CAPE:**

Jannie Roux Kinderhuis

Kestell Kinderhuis

SKDB EASTERN CAPE:

Kinderoord M T R Smit

Oosterland-Kinderhuis

SKDB SOUTHERN TRANSVAAL:Abraham Kriel Maria Kloppers-Kinderhuis—verskeie kampusse
Uitkomstehuis vir ongetroude moeders**THE AFM EXECUTIVE WELFARE COUNCIL:**Villa Lubet Kinderdorp—Lyndhurst
Villa Lubet Kinderdorp—SareptaVilla Lubet Kinderdorp—Peacehaven
Huis Susan la Poorta

ACVV:

Môreson Kinderhuis

INSTITUTIONS FOR DISABLED PERSONS:

SKDB WESTERN CAPE:

Alta du Toit Nasorg

Eljada Nasorg

ACVV:

Elizabeth Roos Tehuis vir Neuraalgestremdes

REHABILITATION CENTRES: ALCOHOL AND DRUG DEPENDANCY:

SKDB WESTERN CAPE:

Ramot Centre

SKDB EASTERN CAPE:

Hoofweg-Dagsentrum vir Middelverslaafdes

HOMES FOR THE AGED AND SERVICE CENTRES:

SKDB WESTERN CAPE:

Huis Edwin Theron

Herfsvreugde

Ons Huis

Huis Groeneweide

Huis Mimosa

Huis J. J. Watson

Huis Zenobia Du Toit

Loeriehof Tehuis

Huis Ravenzicht

Rogelim en Monte Rosa

Huis Boesmanland

Huis Uitvlucht

Plumstead-rusoord

Huis Martina

Overberg Tehuis

Huis Jan Lange & Ou Meule

Huis A. A. Tomlinson

Huis Pam Brink

Vredendal Tehuis

Vrederus Tehuis

Huis Mostertshoek

Bellville Dienssentrum

Parowvallei Dienssentrum

Ruyterwacht Dienssentrum

MCB Theron (Albertinia) Dienssentrum

Eldorado (Knysna) Dienssentrum

Fynbos (Kleinmond) Dienssentrum

Vygieshof Tehuis

Huis Nuweland

Huis Aristea

Onse Rust Tehuis

Herberg-aan-see Tehuis

Huis Lettie Theron

Hartenbos Bejaardesorgdiens

Huis De Kuilen

Huis Izak Van Tonder

Huis Zonnekus

Huis Klippe Drift

Huis Uitsig

Huis Lafras Moolman

Huis Lückhoff

Huis Stilbaai

Huis Esperanza

Johenco Tehuis

Huis Wittekrui

Huis Matzikama

Huis Andries Hamman

Parow Dienssentrum

Goodwood Senior Sentrum

Aan Oewer Dienssentrum

Riversdal Dienssentrum

Kenmekaar (Beaufort-Wes) Dienssentrum

Hermanus Senior Sentrum

SKDB NORTHERN TRANSVAAL:

Brits Rusoord

Bejaardesentrum Vergenoeg

Rustenburg Rusoord

Huis Anazel

NEDERDUITSCH HERVORMDE KERK:

Ons Tuis Riviera

Van Rensburg Monumenttehuis

Emily Hobhouse Monumenttehuis

Andries-Marié Oosthuizen Monumenttehuis

Machteld Postmushuis

Louis Trichardt Monumenttehuis

Piet Potgieter Monumenttehuis

DR CHURCH: SOCIAL SERVICES NATAL:

Tuinsig Sentrum vir Bejaardes

N. G. WELFARE:

Japie Kritzinger Tehuis vir Bejaardes

Koster Tuiste vir Bejaardes

Tehuis vir Bejaardes Klerksdorp

Tehuis vir Bejaardes Luipaardsvlei

Tehuis vir Bejaardes Meyerton
Tehuis vir Bejaardes Wolmaransstad

Silwerjare
Jeugland

OVV:

Mooihawe
Huis Goedversorg
Rusoord Brandfort
Huis Kosmos
Meulstroomkliniek
Huis Silwerjare
Huis Moria
Huis Oranje

Lentelus
Huis Maranatha
Vredeshof
Lettie Mouton
Mev Pres Steynte-huis
Huis Susie Pansegrouw
Avondvrede
Huis Vergesig

SAVF:

Margaretha Ackerman
Die Anker
Ermelo
Evanna
Herfsakker
Harmoniehof
Kowa Pienaar
Lichthuis
Môreglans
Ons Eie Carolina
Ons Hulde Ouete-huis
Rustig
Silverjare
Susan Strijdom
Zeerust
Brixton Ouete-huis
Fochville dienssentrum
Herfsblare dienssentrum
Korale dienssentrum
Ruimte dienssentrum
Wilgers dienssentrum
Stokkiesdraai dienssentrum
Gister se Jeug dienssentrum
Bokmakierrie dienssentrum

Huis Anna Viljoen
Dien Bothma
Eastwood
Edith Smith
Hendrina
Immergroen
Lou van Wyk
Louis Hildebrandt
Middelburg
Ons Eie Delmas
Rus 'n Bietjie
Rodeonhof
Silversig
Ventersdorp
Liesbet de Vos
Martha Hofmeyer
Hartbeeshof dienssentrum
Johanna Raath dienssentrum
Kosmos dienssentrum
Senatus dienssentrum
Maroela dienssentrum
Uit en Tuis dienssentrum (Christiana)
Najaarsgoud dienssentrum

SKDB O.V.S.:

Huis Edelkroon
Huis Nasina
Huis Ougoud
Huis Sorgvry
Najaarsrus
Ons Woning
Sederhof
Sentrum vir Bejaardes (Viljoenskroon)
Sentrum vir Bejaardes (Trompsburg)
Amandelhof dienssentrum
Huis Herfsakker
Lewenslus dienssentrum
Noorderbloem dienssentrum
Silwerbron dienssentrum
Uit-en-Tuis dienssentrum

Huis Emily Hobhouse
Huis Onze Rust
Huis Silwerkroon
Senekal Sentrum vir Bejaardes
Ons Gryse Jeug
Reddersrus
Sentrum vir Bejaardes (Hoopstad)
Sentrum vir Bejaardes (Brandhof)
Stillehawe
Glimlag dienssentrum
Kroon dienssentrum
Mooi Uitsig
Op-en-Wakker dienssentrum
Skemervreugde dienssentrum

N. G. CHURCH NORTHERN CAPE:

Huis Andalusia
Silwerhof
Huis Loxton

Huis Kokerboomoord
Aandblomtuiste
Huis Louis Swanepoel

NCVV:

NCVV Tehuis
Jubileum Tehuis

Huis Joanna

SKDB EASTERN CAPE:

Huis Welverdiend
Huis Formosa
Huis Spitskop

Barkly-Oos-Dienssentrum
Jeffreysrus
Huis John Vorster
Huis Louisa Meyburgh
Huis Tarkastad

SKDB EASTERN TRANVAAL:

Belfast Rusoord
Rusoord Marble Hall
Volksrus Rusoord

Lydenburg Rusoord
Huis Immergroen

SKDB SOUTHERN TRANVAAL:

Alberton tuiste
Hertsland tuiste
Ekklesiapark tuiste
Witwatersrand tuiste

Solheim tuiste
Nigel tuiste
Rus-'n-Bietjie tuiste

THE AFM EXECUTIVE WELFARE COUNCIL:

Villieria Tehuis vir Bejaardes
AGS Lyndhurst Tehuis vir Bejaardes
Kabegapark Tehuis vir Bejaardes
Kuilrivier Tehuis vir Bejaardes
Touwsrivier Tehuis vir Bejaardes

Sarepta Tehuis vir Bejaardes
Rosestad Tehuis vir Bejaardes
Port Elizabeth Tehuis vir Bejaardes
Bloemfontein Tehuis vir Bejaardes

ACVV:

Ons Tuiste
Suideroord
Maudie Kriel
Fleur de Lis
Somerkoelte
Aandskemering
Ons huis
Tuishuis
Rusoord Tehuis vir Bejaardes
A J Liebenberg
Kweekvallei
Huis Le Roux
Huis Jan Swart
Utopia
Huis Disa
Nuwerus
Zonnebloem
Sorgvliet
Elizabeth Jordaan
Spes Bona
Mimosahof
Ons Huis
Berg en Rus
Huis Jan Vorster
Oranjehof
Amandelhof
Huis Corrie Dreyer
Huis Najaar
Huis van der Graaff
Huis Genot
Aandmymering
Huis van Niekerk
Silweroord Dienssentrum

Magnolia
Heidehof
Sederhof
Huis Groenland
Huis Malan Jacobos
Huis Moorreesburg

Helen Bellinganhof (by Tuishuis)
Huis Vergenoegd
Huis Nerina
Huis Bergsig
Soeterus
Azaleahof
Huis Marie Louw
Silwerkruin
Huis Ysterplaat
Huis Daneel
Danie van Huyssteen
Sonder Sorge
Heldersig

Uniefeesherdenkingstehuis
Huis Sophia
Namakwaland
Frieda Kempen
Aalwynhof
Huis Diaz
Nerinahof
Valleihof
Silwerjare
Eldorado Dienssentrum
Edelweiss Dienssentrum
La Belle Dienssentrum

OTHER INSTITUTIONS:**SKDB WESTERN CAPE:**

Daan du Toit

Hanna Hopkins

SAVF:

Sonskyn
Kinross
Jubileum

Margaretha Ackerman
Sederhof
Johanna Raath

No. R. 736**11 June 1999**

BASIC CONDITIONS OF EMPLOYMENT ACT, No. 75 OF 1997

EMPLOYMENT CONDITIONS COMMISSION INVESTIGATION INTO RETAIL SECTOR, REPUBLIC OF SOUTH AFRICA

In terms of section 52 (1) of the Basic Conditions of Employment Act, No. 75 of 1997, I, Membathisi Shepherd Mdladana, Minister of Labour, hereby direct the Director-General to investigate the conditions of employment in the retail sector of the Republic of South Africa.

I give notice in terms of section 52 (3) of the Basic Conditions of Employment Act, No. 75 of 1997, of the commencement of said investigation and invite written representations by members of the public.

The terms of reference for his investigation shall be—

to investigate conditions of employment, rate of remuneration, extension of the scope to areas and activities previously excluded by Wage Determination 478, Commercial Distributive Trade and the renaming of the sector to be called the retail sector.

Interested persons are hereby given the opportunity of making written representations to the Employment Conditions Commission. Such representations should reach the Directorate, Minimum Standards, Department of Labour, Private Bag X117, Pretoria, 0001, within 60 days of the publication of this notice.

M. M. S. MDLADLANA

Minister of Labour

No. R. 745**11 June 1999**

LABOUR RELATIONS ACT, 1995

BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY: EXTENSION OF COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES

I, Membathisi Mphumzi Shepherd Mdladana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the Collective Amending Agreement which appears in the Schedule hereto, which was concluded in the Bargaining Council for the Building Industry, Kimberley, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Amending Agreement, shall be binding on the other employers and employees in that industry with effect from 1 July 1999 and for the period ending 16 August 2003.

M. M. S. MDLADLANA

Minister of Labour

SCHEDULE**BARGAINING COUNCIL FOR THE BUILDING INDUSTRY, KIMBERLEY****COLLECTIVE AGREEMENT**

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

Northern Cape Master Builders' and Allied Trades' Association

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

Amalgamated Union of Building Trade Workers of South Africa

and

Construction and Allied Workers' Union

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

being parties to the Bargaining Council for the Building Industry, Kimberley, to amend the Agreement published under Government Notice No. R. 957 of 7 August 1998.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Building Industry—

(a) by the employers and employees who are members of the employers' organisation and the trade union, respectively;

- (b) in an area bounded by and included in a radius of 20 kilometres of the General Post Office, Kimberley, in the Magisterial District of Kimberley;
- (c) in the Magisterial District of Gordonia.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to—
- (a) apprentices only in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or any contract entered into or any conditions fixed thereunder;
- (b) trainees under the Manpower Training Act, 1981, only insofar as they are not inconsistent with the provisions of that Act or any conditions fixed thereunder;
- (c) labour-only contractors, working partners and working directors, principals and contractors.
- (3) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall not apply to—
- (a) clerical employees and administrative staff;
- (b) university students and graduates in building science, and to construction supervisors, construction surveyors and other persons doing practical work, in the completion of their academic training;
- (c) casual employees as defined by the Basic Conditions of Employment Act, 1983;
- (d) non-parties in respect of clauses 1 (1) (a), 4 and 5 of this Agreement.

2. CLAUSE 21: MINIMUM WAGE RATES

Substitute the following for subclause (1):

"No employer shall pay and no employee shall accept wages at rates lower than the following:

SCHEDULE

Category of employee	Wage per hour	
	Area	
	Kimberley	Gordonia
	With effect from the coming into operation of this Agreement	With effect from the coming into operation of this Agreement
	R	R
(a) General worker	4,08	3,47
(b) Trainee tradesman, Class 3 and tradesman, Class 3	4,89	4,28
(c) Trainee tradesman, Class 2 and tradesman, Class 2	4,99	4,38
(d) Trainee tradesman, Class 2 and tradesman, Class 1	6,59	5,98
(e) Artisan	8,77	8,10
(f) Craftsman	10,58	10,01".

3. CLAUSE 30: BENEFIT FUND FOR ARTISANS

Substitute the following for subclause (4) (c):

"(c) **Medical benefits:** If a member and his accepted dependants incur medical expenses he may claim benefits that shall not in any one calendar year exceed R1 500,00 per member, subject to the discretion of the Management Committee: Provided that benefits shall not be payable in respect of the following:

- (i) Claims arising through the member's own misconduct or negligence;
- (ii) claims arising that are compensable in terms of the Compensation for Occupational Injuries and Diseases Act, 1993, or from any other source;
- (iii) claims arising from any disease, abnormality or infirmity from which the member or his dependant was suffering at the date of commencement of membership;
- (iv) holidays for recuperating purposes;
- (v) claims not medically essential, including non-essential plastic surgery or for cosmetic or similar reasons;
- (vi) supply of false teeth, artificial limbs or appliances;
- (vii) unprescribed or patent medicines;
- (viii) cost of specialist services not referred by a general practitioner;
- (ix) claims arising through riot, strike, civil commotion or war;
- (x) travelling expenses;

- (xi) spectacle frames; and
- (xii) 20 per cent of the cost of all medicines dispensed by chemists or doctors.”.

4. CLAUSE 34: COLLECTION OF TRADE UNION FEES

Substitute the following for subclause (3):

- “(3) An employer may, with the written consent of his employee for whom wages are prescribed in clause 21 (a), (b), (c), (d), (e) and (f), deduct an amount of R3,00 per week from the wage of such employee who has worked for him for not less than three full days during that week.”.

5. CLAUSE 37: SUBSCRIPTIONS—BUILDING INDUSTRIES FEDERATION (SOUTH AFRICA)

Substitute the following for subclause (1):

- “(1) Every employer who is a member of the employers' organisation shall pay to the Council an amount of 85c per week in respect of each of his employees.”.

6. APPENDIXES

Substitute the following for Appendix A and B (Artisans and Craftsmen) and Appendix A and B (Non-Artisans and Specified Skilled Workers).

Signed at Kimberley, on behalf of the parties on this 6th day of January 1999.

V. N. SMAILES

Chairman

A. R. HERMANUS

Vice Chairman

P. R. SERFONTEIN

Secretary

**KIMBERLEY
ARTISANS AND CRAFTSMEN**

Wage Band	APPENDIX A								APPENDIX B						
	EMPLOYER'S CONTRIBUTION								EMPLOYEE'S CONTRIBUTION						
	Min./max. Tariff per hour	Cash Bonus H	Holiday Fund A	Pens. Fund B	Train. Fund C	Ben. Fund D	ICBI Levy E	EMPLOYER TOTAL G	Pens. Fund B	Ben. Fund D	ICBI Levy E	Saving F	WORKERS TOTAL G	Cash Bonus Included	Stamp
ART 1.....	8,77	0,54	30,78	29,33	7,19	12,46	0,69	80,45	29,33	12,46	0,69	4,00	46,48	372,47	126,93
2.....	8,78 8,87	0,55	31,14	29,67	7,27	12,46	0,69	81,23	29,67	12,46	0,69	4,00	46,82	377,08	128,05
3.....	8,88 8,97	0,56	31,51	30,02	7,36	12,46	0,69	82,04	30,02	12,46	0,69	4,00	47,17	381,68	129,21
4.....	8,98 9,07	0,56	31,84	30,34	7,43	12,46	0,69	82,76	30,34	12,46	0,69	4,00	47,49	385,86	130,25
5.....	9,08 9,17	0,57	32,20	30,68	7,52	12,46	0,69	83,55	30,68	12,46	0,69	4,00	47,83	390,47	131,38
6.....	9,18 9,27	0,57	32,53	31,00	7,60	12,46	0,69	84,28	31,00	12,46	0,69	4,00	48,15	394,65	132,43
7.....	9,28 9,37	0,58	32,90	31,34	7,68	12,46	0,69	85,07	31,34	12,46	0,69	4,00	48,49	399,26	133,56
8.....	9,38 9,47	0,59	33,26	31,69	7,76	12,46	0,69	85,86	31,69	12,46	0,69	4,00	48,84	403,86	134,70
9.....	9,48 9,57	0,59	33,59	32,01	7,84	12,46	0,69	86,59	32,01	12,46	0,69	4,00	49,16	408,04	135,75
10.....	9,58 9,67	0,60	33,95	32,35	7,93	12,46	0,69	87,38	32,35	12,46	0,69	4,00	49,50	412,65	136,88
11.....	9,68 9,77	0,61	34,32	32,70	8,01	12,46	0,69	88,18	32,70	12,46	0,69	4,00	49,85	417,25	138,03
12.....	9,78 9,87	0,61	34,65	33,01	8,09	12,46	0,69	88,90	33,01	12,46	0,69	4,00	50,16	421,44	139,06
13.....	9,88 9,97	0,62	35,01	33,36	8,17	12,46	0,69	89,69	33,36	12,46	0,69	4,00	50,51	426,04	140,20
14.....	9,98 10,07	0,62	35,34	33,67	8,25	12,46	0,69	90,41	33,67	12,46	0,69	4,00	50,82	430,23	141,23
15.....	10,08 10,17	0,63	35,71	34,02	8,34	12,46	0,69	91,22	34,02	12,46	0,69	4,00	51,17	434,83	142,39
16.....	10,18 10,27	0,64	36,07	34,37	8,42	12,46	0,69	92,01	34,37	12,46	0,69	4,00	51,52	439,43	143,53
17.....	10,28 10,37	0,64	36,40	34,68	8,50	12,46	0,69	92,73	34,68	12,46	0,69	4,00	51,83	443,62	144,56
18.....	10,38 10,47	0,65	36,77	35,03	8,58	12,46	0,69	93,53	35,03	12,46	0,69	4,00	52,18	448,22	145,71
19.....	10,48 10,57	0,66	37,13	35,38	8,67	12,46	0,69	94,33	35,38	12,46	0,69	4,00	52,53	452,82	146,86

Wage Band	APPENDIX A									APPENDIX B						
	EMPLOYER'S CONTRIBUTION									EMPLOYEE'S CONTRIBUTION						
	Min./max. Tariff per hour	Cash Bonus H	Holiday Fund A	Pens. Fund B	Train. Fund C	Ben. Fund D	ICBI Levy E	EMPLOYER TOTAL G	Pens. Fund B	Ben. Fund D	ICBI Levy E	Saving F	WORKERS TOTAL G	Cash bonus included	Stamp	
CRA 20.....	10,58 10,67	0,66	37,46	35,69	8,75	12,46	0,69	95,05	35,69	12,46	0,69	4,00	52,84	457,01	147,89	
21.....	10,68 10,77	0,67	37,82	36,04	8,83	12,46	0,69	95,84	36,04	12,46	0,69	4,00	53,19	461,61	149,03	
22.....	10,78 10,87	0,67	38,15	36,35	8,91	12,46	0,69	96,56	36,35	12,46	0,69	4,00	53,50	465,80	150,06	
23.....	10,88 10,97	0,68	38,52	36,70	8,99	12,46	0,69	97,36	36,70	12,46	0,69	4,00	53,85	470,40	151,21	
24.....	10,98 11,07	0,69	38,88	37,05	9,08	12,46	0,69	98,16	37,05	12,46	0,69	4,00	54,20	475,00	152,36	
25.....	11,08 11,17	0,69	39,21	37,36	9,15	12,46	0,69	98,87	37,36	12,46	0,69	4,00	54,51	479,19	153,38	
26.....	11,18 11,27	0,70	39,58	37,71	9,24	12,46	0,69	99,68	37,71	12,46	0,69	4,00	54,86	483,79	154,54	
27.....	11,28 11,37	0,70	39,91	38,02	9,32	12,46	0,69	100,40	38,02	12,46	0,69	4,00	55,17	587,98	155,57	
28.....	11,38 11,47	0,71	40,27	38,37	9,40	12,46	0,69	101,19	38,37	12,46	0,69	4,00	55,52	492,58	156,71	
29.....	11,48 11,57	0,72	40,63	38,71	9,49	12,46	0,69	101,98	38,71	12,46	0,69	4,00	55,86	497,19	157,84	
30.....	11,58 11,67	0,72	40,96	39,03	9,56	12,46	0,69	102,70	39,03	12,46	0,69	4,00	56,18	501,37	158,88	
31.....	11,68 11,77	0,73	41,33	39,38	9,65	12,46	0,69	103,51	39,38	12,46	0,69	4,00	56,53	505,97	160,04	
32.....	11,78 11,87	0,74	41,69	39,72	9,73	12,46	0,69	104,29	39,72	12,46	0,69	4,00	56,87	510,58	161,16	
33.....	11,88 11,97	0,74	42,02	40,04	9,81	12,46	0,69	105,02	40,04	12,46	0,69	4,00	57,19	514,76	162,21	
34.....	11,98 12,07	0,75	42,39	40,38	9,90	12,46	0,69	105,82	40,38	12,46	0,69	4,00	57,53	519,37	163,35	
35.....	12,08 12,17	0,75	42,72	40,70	9,97	12,46	0,69	106,54	40,70	12,46	0,69	4,00	57,85	523,55	164,39	
36.....	12,18 12,27	0,76	43,08	41,05	10,06	12,46	0,69	107,34	41,05	12,46	0,69	4,00	58,20	528,15	165,54	
37.....	12,28 12,37	0,77	43,44	41,39	10,14	12,46	0,69	108,12	41,39	12,46	0,69	4,00	58,54	532,76	166,66	
38.....	12,38 12,47	0,77	43,77	41,71	10,22	12,46	0,69	108,85	41,71	12,46	0,69	4,00	58,86	536,94	167,71	
39.....	12,48 12,57	0,78	44,14	42,05	10,30	12,46	0,69	109,64	42,05	12,46	0,69	4,00	59,20	541,55	168,84	
40.....	12,58 12,67	0,79	44,50	42,40	10,39	12,46	0,69	110,44	42,40	12,46	0,69	4,00	59,55	546,15	169,99	

Wage Band	APPENDIX A									APPENDIX B						
	EMPLOYER'S CONTRIBUTION									EMPLOYEE'S CONTRIBUTION						
	Min./max. Tariff per hour	Cash Bonus H	Holiday Fund A	Pens. Fund B	Train. Fund C	Ben. Fund D	ICBI Levy E	EMPLOYER TOTAL G	Pens. Fund B	Ben. Fund D	ICBI Levy E	Saving F	WORKERS TOTAL G	Cash Bonus Included	Stamp	
41	12,68 12,77	0,79	44,83	42,72	10,47	12,46	0,69	111,17	42,72	12,46	0,69	4,00	59,87	550,33	171,04	
42	12,78 12,87	0,80	45,20	43,06	10,55	12,46	0,69	111,96	43,06	12,46	0,69	4,00	60,21	554,94	172,17	
43	12,88 12,97	0,80	45,53	43,38	10,63	12,46	0,69	112,69	43,38	12,46	0,69	4,00	60,53	559,12	173,22	
44	12,98 13,07	0,81	45,89	43,72	10,71	12,46	0,69	113,47	43,72	12,46	0,69	4,00	60,87	563,73	174,34	
45	13,08 13,17	0,82	46,25	44,07	10,80	12,46	0,69	114,27	44,07	12,46	0,69	4,00	61,22	568,33	175,49	
46	13,18 13,27	0,82	46,58	44,38	10,88	12,46	0,69	114,99	44,38	12,46	0,69	4,00	61,53	572,52	176,52	
47	13,28 13,37	0,83	46,95	44,73	10,96	12,46	0,69	115,79	44,73	12,46	0,69	4,00	61,88	577,12	177,67	
48	13,38 13,47	0,84	47,31	45,08	11,05	12,46	0,69	116,59	45,08	12,46	0,69	4,00	62,23	581,72	178,82	
49	13,48 13,57	0,84	47,64	45,39	11,12	12,46	0,69	117,30	45,39	12,46	0,69	4,00	62,54	585,91	179,84	
50	13,58 13,67	0,85	48,01	45,74	11,21	12,46	0,69	118,11	45,74	12,46	0,69	4,00	62,89	590,51	181,00	
OPT 1	13,17 15,15	0,94	53,18	50,67	12,42	23,50	0,65	140,42	50,67	23,50	0,65	4,00	78,82	645,23	219,24	
2	15,16 17,43	1,08	61,19	58,30	14,29	23,50	0,65	157,93	58,30	23,50	0,65	4,00	86,45	746,50	244,38	
3	17,44 20,05	1,24	70,40	67,08	16,44	23,50	0,65	178,07	67,08	23,50	0,65	4,00	95,23	862,82	273,30	
4	20,06 23,07	1,43	81,01	77,19	18,91	23,50	0,65	201,26	77,19	23,50	0,65	4,00	105,34	997,16	306,60	
5	23,08 26,55	1,65	93,22	88,82	21,76	23,50	0,65	227,95	88,82	23,50	0,65	4,00	116,97	1 152,03	344,92	
6	26,56 30,54	1,89	107,32	102,16	25,03	23,50	0,65	258,56	102,16	23,50	0,65	4,00	130,31	1 329,04	388,87	

**KIMBERLEY
NON-ARTISANS AND
SPECIFIED SKILLED WORKERS**

Wage Band		APPENDIX A								APPENDIX B							
		EMPLOYER'S CONTRIBUTION								EMPLOYEE'S CONTRIBUTION							
		Min/max. tariff per hour	Cash Bonus H	Holiday Fund A	Pens. Fund B	Train. Fund C	Ben. Fund D	ICBI Levy E	EMPLOYER TOTAL G	Pens. Fund B	Ben. Fund D	ICBI Levy E	Saving F	WORKERS TOTAL G	Cash Bonus Included	Stamp	
G/W	1.....	0,00	4,08	0,26	14,65	13,95	3,42	4,05	0,72	36,79	13,95	4,05	0,72	4,00	22,72	172,58	59,51
	2.....	4,09	4,18	0,26	14,98	14,27	3,50	4,05	0,72	37,52	14,27	4,05	0,72	4,00	23,04	176,76	60,56
	3.....	4,19	4,28	0,27	15,34	14,62	3,58	4,05	0,72	38,31	14,62	4,05	0,72	4,00	23,39	181,36	61,70
	4.....	4,29	4,38	0,28	15,70	14,96	3,67	4,05	0,72	39,10	14,96	4,05	0,72	4,00	23,73	185,97	62,83
	5.....	4,39	4,48	0,28	16,03	15,28	3,74	4,05	0,72	39,28	15,28	4,05	0,72	4,00	24,05	190,15	63,87
	6.....	4,49	4,58	0,29	16,40	15,62	3,83	4,05	0,72	40,62	15,62	4,05	0,72	4,00	24,39	194,76	65,01
	7.....	4,59	4,68	0,30	16,76	15,97	3,91	4,05	0,72	41,41	15,97	4,05	0,72	4,00	24,74	199,36	66,15
	8.....	4,69	4,78	0,30	17,09	16,29	3,99	4,05	0,72	42,14	16,29	4,05	0,72	4,00	25,06	203,54	67,20
	9.....	4,79	4,88	0,31	17,46	16,63	4,08	4,05	0,72	42,94	16,63	4,05	0,72	4,00	25,40	208,15	68,34
Class 3	10.....	4,89	4,98	0,31	17,79	16,95	4,15	4,05	0,72	43,66	16,95	4,05	0,72	4,00	25,72	212,33	69,38
Class 2	11.....	4,99	5,08	0,32	18,15	17,29	4,24	4,05	0,72	44,45	17,29	4,05	0,72	4,00	26,06	216,94	70,51
	12.....	5,09	5,18	0,33	18,51	17,64	4,32	4,05	0,72	45,24	17,64	4,05	0,72	4,00	26,41	221,54	71,65
	13.....	5,19	5,28	0,33	18,85	17,96	4,40	4,05	0,72	45,98	17,96	4,05	0,72	4,00	26,73	225,72	72,71
	14.....	5,29	5,38	0,34	19,21	18,30	4,48	4,05	0,72	46,76	18,30	4,05	0,72	4,00	27,07	230,33	73,83
	15.....	5,39	5,48	0,35	19,57	18,65	4,57	4,05	0,72	47,56	18,65	4,05	0,72	4,00	27,42	234,93	74,98
	16.....	5,49	5,58	0,35	19,90	18,96	4,65	4,05	0,72	48,28	18,96	4,05	0,72	4,00	27,73	239,12	76,01
	17.....	5,59	5,68	0,36	20,27	19,31	4,73	4,05	0,72	49,08	19,31	4,05	0,72	4,00	28,08	243,72	77,16
	18.....	5,69	5,78	0,36	20,60	19,62	4,81	4,05	0,72	49,80	19,62	4,05	0,72	4,00	28,39	247,91	78,19
	19.....	5,79	5,88	0,37	20,96	19,97	4,89	4,05	0,72	50,59	19,97	4,05	0,72	4,00	28,74	252,51	79,33

Wage Band	APPENDIX A									APPENDIX B						
	EMPLOYER'S CONTRIBUTION									EMPLOYEE'S CONTRIBUTION						
	Min/max. tariff per hour	Cash Bonus H	Holiday Fund A	Pens. Fund B	Train. Fund C	Ben. Fund D	ICBI Levy E	EMPLOYER TOTAL G	Pens. Fund B	Ben. Fund D	ICBI Levy E	Saving F	WORKERS TOTAL G	Cash Bonus Included	Stamp	
20.....	5,89 5,98	0,38	21,32	20,32	4,98	4,05	0,72	51,39	20,32	4,05	0,72	4,00	29,09	257,11	80,48	
21.....	5,99 6,08	0,38	21,66	20,63	5,06	4,05	0,72	52,12	20,63	4,05	0,72	4,00	29,40	261,30	81,52	
22.....	6,09 6,18	0,39	22,02	20,98	5,14	4,05	0,72	52,91	20,98	4,05	0,72	4,00	29,75	265,90	82,66	
23.....	6,19 6,28	0,39	22,35	21,29	5,22	4,05	0,72	53,63	21,29	4,05	0,72	4,00	30,06	270,09	83,69	
24.....	6,29 6,38	0,40	22,71	21,64	5,30	4,05	0,72	54,42	21,64	4,05	0,72	4,00	30,41	274,69	84,83	
25.....	6,39 6,48	0,41	23,08	21,99	5,39	4,05	0,72	55,23	21,99	4,05	0,72	4,00	30,76	279,29	85,99	
26.....	6,49 6,58	0,41	23,41	22,30	5,46	4,05	0,72	55,94	22,30	4,05	0,72	4,00	31,07	283,48	87,01	
Class 1 27.....	6,59 6,68	0,42	23,77	22,65	5,55	4,05	0,72	56,74	22,65	4,05	0,72	4,00	31,42	288,08	88,16	
28.....	6,69 6,78	0,43	24,13	23,00	5,63	4,05	0,72	57,53	23,00	4,05	0,72	4,00	31,77	292,68	89,30	
29.....	6,79 6,88	0,43	24,47	23,31	5,71	4,05	0,72	58,26	23,31	4,05	0,72	4,00	32,08	296,87	90,34	
30.....	6,89 6,98	0,44	24,83	23,66	5,80	4,05	0,72	59,06	23,66	4,05	0,72	4,00	32,43	301,47	91,49	
31.....	6,99 7,08	0,44	25,16	23,97	5,87	4,05	0,72	59,77	23,97	4,05	0,72	4,00	32,74	305,66	92,51	
32.....	7,09 7,18	0,45	25,52	24,32	5,96	4,05	0,72	60,57	24,32	4,05	0,72	4,00	33,09	310,26	93,66	
33.....	7,19 7,28	0,46	25,89	24,66	6,04	4,05	0,72	61,36	24,66	4,05	0,72	4,00	33,43	314,87	94,79	
34.....	7,29 7,38	0,46	26,22	24,98	6,12	4,05	0,72	62,09	24,98	4,05	0,72	4,00	33,75	319,05	95,84	
35.....	7,39 7,48	0,47	26,58	25,33	6,21	4,05	0,72	62,89	25,33	4,05	0,72	4,00	34,10	323,65	96,99	
36.....	7,49 7,58	0,48	26,95	25,67	6,29	4,05	0,72	63,68	25,67	4,05	0,72	4,00	34,44	328,26	98,12	
37.....	7,59 7,68	0,48	27,28	25,99	6,37	4,05	0,72	64,41	25,99	4,05	0,72	4,00	34,76	332,44	99,17	
38.....	7,69 7,78	0,49	27,64	26,33	6,45	4,05	0,72	65,19	26,33	4,05	0,72	4,00	35,10	337,05	100,29	
39.....	7,79 7,88	0,49	27,97	26,65	6,53	4,05	0,72	65,92	26,65	4,05	0,72	4,00	35,42	341,23	101,34	
40.....	7,89 7,98	0,50	28,33	27,00	6,61	4,05	0,72	66,71	27,00	4,05	0,72	4,00	35,77	345,83	102,48	

Wage Band	APPENDIX A									APPENDIX B						
	EMPLOYER'S CONTRIBUTION									EMPLOYEE'S CONTRIBUTION						
	Min/max. tariff per hour	Cash Bonus H	Holiday Fund A	Pens. Fund B	Train. Fund C	Ben. Fund D	ICBI Levy E	EMPLOYER TOTAL G	Pens. Fund B	Ben. Fund D	ICBI Levy E	Saving F	WORKERS TOTAL G	Cash Bonus Included	Stamp	
41	7,99 8,08	0,51	28,70	27,34	6,70	4,05	0,72	67,51	27,34	4,05	0,72	4,00	36,11	350,44	103,62	
42	8,09 8,18	0,51	29,03	27,66	6,78	4,05	0,72	68,24	27,66	4,05	0,72	4,00	36,43	354,62	104,67	
43	8,19 8,28	0,52	29,39	28,00	6,86	4,05	0,72	69,02	28,00	4,05	0,72	4,00	36,77	359,23	105,79	
44	8,29 8,38	0,53	29,76	28,35	6,95	4,05	0,72	69,83	28,35	4,05	0,72	4,00	37,12	363,83	106,95	
45	8,39 8,48	0,53	30,09	28,67	7,02	4,05	0,72	70,55	28,67	4,05	0,72	4,00	37,44	368,01	107,99	
N1	8,49 8,58	0,54	30,45	29,01	7,11	12,46	0,72	79,75	29,01	12,46	0,72	4,00	46,19	364,21	125,94	
N2	8,59 8,68	0,54	30,78	29,33	7,19	12,46	0,72	80,48	29,33	12,46	0,72	4,00	46,51	368,39	126,99	
N3	8,69 8,78	0,55	31,14	29,67	7,27	12,46	0,72	81,26	29,67	12,46	0,72	4,00	46,85	373,00	128,11	
N4	8,79 8,88	0,56	31,51	30,02	7,36	12,46	0,72	82,07	30,02	12,46	0,72	4,00	47,20	377,60	129,27	
N5	8,89 8,98	0,56	31,84	30,33	7,43	12,46	0,72	82,78	30,33	12,46	0,72	4,00	47,51	381,79	130,29	

**GORDONIA
CRAFTSMEN AND ARTISANS**

Wage Band	APPENDIX A									APPENDIX B						
	EMPLOYER'S CONTRIBUTION									EMPLOYEE'S CONTRIBUTION						
	Min./Max. Tariff per hour	Cash Bonus H	Holiday Fund A	Pens. Fund B	Train. Fund C	Ben. Fund D	ICBI Levy E	EMPLOYER TOTAL G	Pens. Fund B	Ben. Fund D	ICBI Levy E	Saving F	WORKERS TOTAL G	Cash Bonus Included	Stamp	
ART 1.....	0,00 8,10	0,51	28,70	27,34	6,70	12,37	3,23	78,34	27,34	12,37	3,23	4,00	46,94	340,51	125,28	
2.....	8,11 8,20	0,51	29,03	27,66	6,78	12,37	3,23	79,07	27,66	12,37	3,23	4,00	47,26	344,69	126,33	
3.....	8,21 8,30	0,52	29,39	28,00	6,86	12,37	3,23	79,85	28,00	12,37	3,23	4,00	47,60	349,30	127,45	
4.....	8,31 8,40	0,53	29,76	28,35	6,95	12,37	3,23	80,66	28,35	12,37	3,23	4,00	47,95	353,90	128,61	
5.....	8,41 8,50	0,53	30,09	28,67	7,02	12,37	2,23	81,38	28,67	12,37	3,23	4,00	48,27	358,08	129,65	
6.....	8,51 8,60	0,54	30,45	29,01	7,11	12,37	2,23	82,17	29,01	12,37	3,23	4,00	48,61	362,69	130,78	
7.....	8,61 8,70	0,54	30,78	29,33	7,19	12,37	3,23	82,90	29,33	12,37	3,23	4,00	48,93	366,87	131,83	
8.....	8,71 8,80	0,55	31,14	29,67	7,27	12,37	3,23	83,68	29,67	12,37	3,23	4,00	49,27	371,48	132,95	
9.....	8,81 8,90	0,56	31,51	30,02	7,36	12,37	3,23	84,49	30,02	12,37	3,23	4,00	49,62	376,08	134,11	
10.....	8,91 9,00	0,56	31,84	30,33	7,43	12,37	3,23	85,20	30,33	12,37	3,23	4,00	49,93	380,27	135,13	
11.....	9,01 9,10	0,57	32,20	30,68	7,52	12,37	3,23	86,00	30,68	12,37	3,23	4,00	50,28	384,87	136,28	
12.....	9,11 9,20	0,57	32,53	31,00	7,59	12,37	3,23	86,72	31,00	12,37	3,23	4,00	50,60	389,05	137,32	
13.....	9,21 9,30	0,58	32,90	31,34	7,68	12,37	3,23	87,52	31,34	12,37	3,23	4,00	50,94	393,66	138,46	
14.....	9,31 9,40	0,59	33,26	31,69	7,76	12,37	3,23	88,31	31,69	12,37	3,23	4,00	51,29	398,26	139,60	
15.....	9,41 9,50	0,59	33,59	32,00	7,84	12,37	3,23	89,03	32,00	12,37	3,23	4,00	51,60	402,45	140,63	
16.....	9,51 9,60	0,60	33,95	32,35	7,93	12,37	3,23	89,83	32,35	12,37	3,23	4,00	51,95	407,05	141,78	
17.....	9,61 9,70	0,61	34,32	32,70	8,01	12,37	3,23	90,63	32,70	12,37	3,23	4,00	52,30	411,65	142,93	
18.....	9,71 9,80	0,61	34,65	33,01	8,09	12,37	3,23	91,35	33,01	12,37	3,23	4,00	52,61	415,84	143,96	
19.....	9,81 9,90	0,62	35,01	33,36	8,17	12,37	3,23	92,14	33,36	12,37	3,23	4,00	52,96	420,44	145,10	

Wage Band	APPENDIX A									APPENDIX B						
	EMPLOYER'S CONTRIBUTION									EMPLOYEE'S CONTRIBUTION						
	Min./Max. Tariff per hour	Cash Bonus H	Holiday Fund A	Pens. Fund B	Train. Fund C	Ben. Fund D	ICBI levy E	EMPLOYER TOTAL G	Pens. Fund B	Ben. Fund D	ICBI Levy E	Saving F	WORKERS TOTAL G	Cash Bonus Included	Stamp	
20.....	9,91 10,00	0,62	35,34	33,67	8,25	12,37	3,23	92,86	33,67	12,37	3,23	4,00	53,27	424,63	146,13	
CRAF 21.....	10,01 10,10	0,63	35,71	34,02	8,34	12,37	3,23	93,67	34,02	12,37	3,23	4,00	53,62	429,23	147,29	
22.....	10,11 10,20	0,64	36,07	34,37	8,42	12,37	3,23	94,46	34,37	12,37	3,23	4,00	53,97	433,83	148,43	
23.....	10,21 10,30	0,64	36,40	34,68	8,50	12,37	3,23	95,18	34,68	12,37	3,23	4,00	54,28	438,02	149,46	
24.....	10,31 10,40	0,65	36,76	35,03	8,58	12,37	3,23	95,97	35,03	12,37	3,23	4,00	54,63	442,62	150,60	
25.....	10,41 10,50	0,66	37,13	35,37	8,67	12,37	3,23	96,77	35,37	12,37	3,23	4,00	54,97	447,23	151,74	
26.....	10,51 10,60	0,66	37,46	35,69	8,74	12,37	3,23	97,49	35,69	12,37	3,23	4,00	55,29	451,41	152,78	
27.....	10,61 10,70	0,67	37,82	36,04	8,83	12,37	3,23	98,29	36,04	12,37	3,23	4,00	55,64	456,01	153,93	
28.....	10,71 10,80	0,67	38,15	36,35	8,91	12,37	3,23	99,01	36,35	12,37	3,23	4,00	55,95	460,20	154,96	
29.....	10,81 10,90	0,68	38,52	36,70	8,99	12,37	3,23	99,81	36,70	12,37	3,23	4,00	56,30	464,80	156,11	
30.....	10,91 11,00	0,69	38,88	37,04	9,08	12,37	3,23	100,60	37,04	12,37	3,23	4,00	56,64	469,41	157,24	
31.....	11,01 11,10	0,69	39,21	37,36	9,15	12,37	3,23	101,32	37,36	12,37	3,23	4,00	56,96	473,59	158,28	
32.....	11,11 11,20	0,70	39,57	37,71	9,24	12,37	3,23	102,12	37,71	12,37	3,23	4,00	57,31	478,19	159,43	
33.....	11,21 11,30	0,70	39,90	38,02	9,32	12,37	3,23	102,84	38,02	12,37	3,23	4,00	57,62	482,38	160,46	
34.....	11,31 11,40	0,71	40,27	38,37	9,40	12,37	3,23	103,64	38,37	12,37	3,23	4,00	57,97	486,98	161,61	
35.....	11,41 11,50	0,72	40,63	38,71	9,49	12,37	3,23	104,43	38,71	12,37	3,23	4,00	58,31	491,59	162,74	
36.....	11,51 11,60	0,72	40,96	39,03	9,56	12,37	3,23	105,15	39,03	12,37	3,23	4,00	58,63	495,77	163,78	
37.....	11,61 11,70	0,73	41,33	39,37	9,65	12,37	3,23	105,95	39,37	12,37	3,23	4,00	58,97	500,38	164,92	
38.....	11,71 11,80	0,74	41,69	39,72	9,73	12,37	3,23	106,74	39,72	12,37	3,23	4,00	59,32	504,98	166,06	
39.....	11,81 11,90	0,74	42,02	40,04	9,81	12,37	3,23	107,47	40,04	12,37	3,23	4,00	59,64	509,16	167,11	
40.....	11,91 12,00	0,75	42,38	40,38	9,89	12,37	3,23	108,25	40,38	12,37	3,23	4,00	59,98	513,77	168,23	

Wage Band	APPENDIX A									APPENDIX B						
	EMPLOYER'S CONTRIBUTION									EMPLOYEE'S CONTRIBUTION						
	Min./Max. Tariff per hour	Cash Bonus H	Holiday Fund A	Pens. Fund B	Train. Fund C	Ben. Fund D	ICBI levy E	EMPLOYER TOTAL G	Pens. Fund B	Ben. Fund D	ICBI Levy E	Saving F	WORKERS TOTAL G	Cash Bonus Included	Stamp	
41	12,01 12,10	0,75	42,72	40,70	9,97	12,37	3,23	108,99	40,70	12,37	3,23	4,00	60,30	517,95	169,29	
42	12,11 12,20	0,76	43,08	41,04	10,06	12,37	3,23	109,78	41,04	12,37	3,23	4,00	60,64	522,56	170,42	
43	12,21 12,30	0,77	43,44	41,39	10,14	12,37	3,23	110,57	41,39	12,37	3,23	4,00	60,99	527,16	171,56	
44	12,31 12,40	0,77	43,77	41,71	10,22	12,37	3,23	111,30	41,71	12,37	3,23	4,00	61,31	531,34	172,61	
45	12,41 12,50	0,78	44,14	42,05	10,30	12,37	3,23	112,09	42,05	12,37	3,23	4,00	61,65	535,95	173,74	
46	12,51 12,60	0,79	44,50	42,40	10,39	12,37	3,23	112,89	42,40	12,37	3,23	4,00	62,00	540,55	174,89	
47	12,61 12,70	0,79	44,83	42,71	10,47	12,37	3,23	113,61	42,71	12,37	3,23	4,00	62,31	544,74	175,92	
48	12,71 12,80	0,80	45,19	43,06	10,55	12,37	3,23	114,40	43,06	12,37	3,23	4,00	62,66	549,34	177,06	
49	12,81 12,90	0,80	45,53	43,38	10,63	12,37	3,23	115,14	43,38	12,37	3,23	4,00	62,98	553,52	178,12	
50	12,91 13,00	0,81	45,89	43,72	10,71	12,37	3,23	115,92	43,72	12,37	3,23	4,00	63,32	558,13	179,24	

GORDONIA

NON-ARTISANS AND SPECIFIED SKILLED WORKERS

Wage Band	APPENDIX A									APPENDIX B						
	EMPLOYER'S CONTRIBUTION									EMPLOYEE'S CONTRIBUTION						
	Min./max. tariff per hour	Cash bonus H	Holiday Fund A	Pens. Fund B	Train. Fund C	Ben. Fund D	ICBI levy E	EMPLOYER TOTAL G	Pens. Fund B	Ben. Fund D	ICBI levy E	Saving F	WORKERS TOTAL G	Cash Bonus Included	Stamp	
G/W 1.....	0,00 3,47	0,22	12,20	11,62	2,85	3,59	3,29	33,55	11,62	3,59	3,29	4,00	22,50	143,55	56,05	
2.....	3,48 3,57	0,22	12,53	11,94	2,93	3,59	3,29	34,28	11,94	3,59	3,29	4,00	22,82	147,73	57,10	
3.....	3,58 3,67	0,23	12,89	12,29	3,01	3,59	3,29	35,07	12,29	3,59	3,29	4,00	23,17	152,33	58,24	
4.....	3,68 3,77	0,23	13,22	12,60	3,09	3,59	3,29	35,79	12,60	3,59	3,29	4,00	23,48	156,52	59,27	
5.....	3,78 3,87	0,24	13,59	12,95	3,17	3,59	3,29	36,59	12,95	3,59	3,29	4,00	23,83	161,12	60,42	
6.....	3,88 3,97	0,25	13,95	13,29	3,26	3,59	3,29	37,38	13,29	3,59	3,29	4,00	24,17	165,73	61,55	
7.....	3,98 4,07	0,25	14,28	13,61	3,33	3,59	3,29	38,10	13,61	3,59	3,29	4,00	24,49	169,91	62,59	
8.....	4,08 4,17	0,26	14,65	13,95	3,42	3,59	3,29	38,90	13,95	3,59	3,29	4,00	24,83	174,52	63,73	
9.....	4,18 4,27	0,26	14,98	14,27	3,50	3,59	3,29	39,63	14,27	3,59	3,29	4,00	25,15	178,70	64,78	
CLASS 3 10.....	4,28 4,37	0,27	15,34	14,62	3,58	3,59	3,29	40,42	14,62	3,59	3,29	4,00	25,50	183,30	65,92	
CLASS 2 11.....	4,38 4,47	0,28	15,70	14,96	3,67	3,59	3,29	41,21	14,96	3,59	3,29	4,00	25,84	187,91	67,05	
12.....	4,48 4,57	0,28	16,03	15,28	3,74	3,59	3,29	41,93	15,28	3,59	3,29	4,00	26,16	192,09	68,09	
13.....	4,58 4,67	0,29	16,40	15,62	3,83	3,59	3,29	42,73	15,62	3,59	3,29	4,00	26,50	196,70	69,23	
14.....	4,68 4,77	0,30	16,76	15,97	3,91	3,59	3,29	43,52	15,97	3,59	3,29	4,00	26,85	201,30	70,37	
15.....	4,78 4,87	0,30	17,09	16,29	3,99	3,59	3,29	44,25	16,29	3,59	3,29	4,00	27,17	205,48	71,42	
16.....	4,88 4,97	0,31	17,46	16,63	4,08	3,59	3,29	45,05	16,63	3,59	3,29	4,00	27,51	210,09	72,56	
17.....	4,98 5,07	0,31	17,79	16,95	4,15	3,59	3,29	45,77	16,95	3,59	3,29	4,00	27,83	214,27	73,60	
18.....	5,08 5,17	0,32	18,15	17,29	4,24	3,59	3,29	46,56	17,29	3,59	3,29	4,00	28,17	218,88	74,73	
19.....	5,18 5,27	0,33	18,51	17,64	4,32	3,59	3,29	47,35	17,64	3,59	3,29	4,00	28,52	223,48	75,87	

Wage Band	APPENDIX A									APPENDIX B						
	EMPLOYER'S CONTRIBUTION									EMPLOYEE'S CONTRIBUTION						
	Min./max. tariff per hour	Cash bonus H	Holiday Fund A	Pens. Fund B	Train. Fund C	Ben. Fund D	ICBI Levy E	EMPLOYER TOTAL G	Pens. Fund B	Ben. Fund D	ICBI levy E	Saving F	WORKERS TOTAL G	Cash Bonus Included	Stamp	
20.....	5,28	5,37	0,33	18,84	17,95	4,40	3,59	3,29	48,07	17,95	3,59	3,29	4,00	28,83	227,67	76,90
21.....	5,38	5,47	0,34	19,21	18,30	4,48	3,59	3,29	48,87	18,30	3,59	3,29	4,00	29,18	232,27	78,05
22.....	5,48	5,57	0,35	19,57	18,65	4,57	3,59	3,29	49,67	18,65	3,59	3,29	4,00	29,53	236,87	79,20
23.....	5,58	5,67	0,35	19,90	18,96	4,65	3,59	3,29	50,39	18,96	3,59	3,29	4,00	29,84	241,06	80,23
24.....	5,68	5,77	0,36	20,27	19,31	4,73	3,59	3,29	51,19	19,31	3,59	3,29	4,00	30,19	245,66	81,38
25.....	5,78	5,87	0,36	20,60	19,62	4,81	3,59	3,29	51,91	19,62	3,59	3,29	4,00	30,50	249,85	82,41
26.....	5,88	5,97	0,37	20,96	19,97	4,89	3,59	3,29	52,70	19,97	3,59	3,29	4,00	30,85	254,45	83,55
CLASS 1 27.....	5,98	6,07	0,38	21,32	20,32	4,98	3,59	3,29	53,50	20,32	3,59	3,29	4,00	31,20	259,05	84,70
28.....	6,08	6,17	0,38	21,66	20,63	5,06	3,59	3,29	54,23	20,63	3,59	3,29	4,00	31,51	263,24	85,74
29.....	6,18	6,27	0,39	22,02	20,98	5,14	3,59	3,29	55,02	20,98	3,59	3,29	4,00	31,86	267,84	86,88
30.....	6,28	6,37	0,39	22,35	21,29	5,22	3,59	3,29	55,74	21,29	3,59	3,29	4,00	32,17	272,03	87,91
31.....	6,38	6,47	0,40	22,71	21,64	5,30	3,59	3,29	56,53	21,64	3,59	3,29	4,00	32,52	276,63	89,05
32.....	6,48	6,57	0,41	23,08	21,99	5,39	3,59	3,29	57,34	21,99	3,59	3,29	4,00	32,87	281,23	90,21
33.....	6,58	6,67	0,41	23,41	22,30	5,46	3,59	3,29	58,05	22,30	3,59	3,29	4,00	33,18	285,42	91,23
34.....	6,68	6,77	0,42	23,77	22,65	5,55	3,59	3,29	58,85	22,65	3,59	3,29	4,00	33,53	290,02	92,38
35.....	6,78	6,87	0,43	24,13	22,99	5,63	3,59	3,29	59,63	22,99	3,59	3,29	4,00	33,87	294,63	93,50
36.....	6,88	6,97	0,43	24,47	23,31	5,71	3,59	3,29	60,37	23,31	3,59	3,29	4,00	34,19	298,81	94,56
37.....	6,98	7,07	0,44	24,83	23,66	5,80	3,59	3,29	61,17	23,66	3,59	3,29	4,00	35,54	303,41	95,71
38.....	7,08	7,17	0,44	25,16	23,97	5,87	3,59	3,29	61,88	23,97	3,59	3,29	4,00	34,85	307,60	96,73
39.....	7,18	7,27	0,45	25,52	24,32	5,96	3,59	3,29	62,68	24,32	3,59	3,29	4,00	35,20	312,20	97,88
40.....	7,28	7,37	0,46	25,89	24,66	6,04	3,59	3,29	63,47	24,66	3,59	3,29	4,00	35,54	316,81	99,01

Wage Band	APPENDIX A									APPENDIX B						
	EMPLOYER'S CONTRIBUTION									EMPLOYEE'S CONTRIBUTION						
	Min./max. tariff per hour	Cash Bonus H	Holiday Fund A	Pens. Fund B	Train. Fund C	Ben. Fund D	ICBI Levy E	EMPLOYER TOTAL G	Pens. Fund B	Ben. Fund D	ICBI Levy E	Saving F	WORKERS TOTAL G	Cash Bonus Included	Stamp	
41.....	7,38 7,47	0,46	26,22	24,98	6,12	3,59	3,29	64,20	24,98	3,59	3,29	4,00	35,86	320,99	100,06	
42.....	7,48 7,57	0,47	26,58	25,33	6,21	3,59	3,29	65,00	25,33	3,59	3,29	4,00	36,21	325,59	101,21	
43.....	7,58 7,67	0,48	26,94	25,97	6,29	3,59	3,29	65,78	25,67	3,59	3,29	4,00	36,55	330,20	102,33	
44.....	7,68 7,77	0,48	27,28	25,99	6,37	3,59	3,29	66,52	25,99	3,59	3,29	4,00	36,87	334,38	103,39	
45.....	7,78 7,87	0,49	27,64	26,33	6,45	3,59	3,29	67,30	26,33	3,59	3,29	4,00	37,21	338,99	104,51	
46.....	7,88 7,97	0,49	27,97	26,65	6,53	3,59	3,29	68,03	26,65	3,59	3,29	4,00	37,53	343,17	105,56	
47.....	7,98 8,07	0,50	28,33	27,00	6,61	3,59	3,29	68,82	27,00	3,59	3,29	4,00	37,88	347,77	106,70	
48.....	8,08 8,17	0,51	28,70	27,34	6,70	3,59	3,29	69,62	27,34	3,59	3,29	4,00	38,22	352,38	107,84	
49.....	8,18 8,27	0,51	29,03	27,66	6,78	3,59	3,29	70,35	27,66	3,59	3,29	4,00	38,54	356,56	108,89	
50.....	8,28 8,37	0,52	29,39	28,00	6,86	3,59	3,29	71,13	28,00	3,59	3,29	4,00	38,88	361,17	110,01	

No. R. 745

11 Junie 1999

WET OP ARBEIDSVERHOUDINGE, 1995

**BEDINGINGSRAAD VIR DIE BOUNYWERHEID, KIMBERLEY: UITBREIDING VAN
KOLLEKTIEWE WYSIGINGSOORENKOMS NA NIE-PARTYE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Wysigingsooreenkoms wat in die Bylae hierby verskyn en wat in die Bedingsraad vir die Bounywerheid, Kimberley, aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Wysigingsooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie Nywerheid met ingang van 1 Julie 1999, en vir die tydperk wat op 16 Augustus 2003 eindig.

M. M. S. MDLADLANA**Minister van Arbeid****BYLAE****BEDINGINGSRAAD VIR DIE BOUNYWERHEID, KIMBERLEY
KOLLEKTIEWE OORENKOMS**

ooreenkomstig die Wet op Arbeidsverhoudinge, 1995, gesluit deur en aangegaan tussen die

Northern Cape Master Builders' and Allied Trades' Association

(hierna die "werkgewers" of die "werkgewersorganisasie" genoem) aan die een kant, en die

Amalgamated Union of Building Trade Workers of South Africa

en

Construction and Allied Workers' Union

(hierna die "werknemers" of die "vakbond" genoem) aan die ander kant,

wat die partye is by die Bedingsraad vir die Bounywerheid, Kimberley, tot wysiging van die Ooreenkoms gepubliseer by Goewermentskennisgewing No. R. 957 van 7 Augustus 1998.

1. TOEPASSINGSBESTEK

- (1) Hierdie Ooreenkoms moet in die Bounywerheid nagekom word—
 - (a) deur alle werkgewers wat lede van die werkgewersorganisasie is en deur alle werknemers wat lede van die vakbond is;
 - (b) in die gebied begrens deur en ingesluit binne 'n straal van 20 kilometer vanaf die Hoofposkantoor, Kimberley, in die landdrostdistrik Kimberley;
 - (c) in die landdrostdistrik Gordonia.
- (2) Ondanks subklousule (1), is hierdie Ooreenkoms van toepassing op—
 - (a) vakleerlinge slegs vir sover dit nie onbestaanbaar is met die Wet op Mannekrageopleiding, 1981, of met 'n kontrak wat daarkragtens aangegaan of met voorwaardes wat daarkragtens gestel is nie;
 - (b) kwekelinge wat opgelei word ooreenkomstig die Wet op Mannekrageopleiding, 1981, slegs vir sover dit nie onbestaanbaar is met daardie Wet of met voorwaardes wat daarkragtens gestel is nie;
 - (c) slegs arbeid-kontrakteurs, werkende vennote en werkende direkteure, prinsipale en aannemers.
- (3) Ondanks subklousule (1) (a), is die bepalinge van hierdie Ooreenkoms nie van toepassing op—
 - (a) klerke en administratiewe personeel;
 - (b) universiteitstudente en gegradueerdes in die bouwetenskap, en op konstruksie-toesighouers, konstruksie-opmeters en ander persone wat besig is met praktiese werk ter voltooiing van hulle akademiese opleiding;
 - (c) tydelike werknemers soos omskryf deur die Wet op Basiese Diensvoorwaardes, 1983;
 - (d) nie-partye ten opsigte van klousules 1 (1) (a), 4 en 5 van hierdie Ooreenkoms.

2. KLOUSULE 21: MINIMUM LOONSKALE

Vervang subklousule (1) deur die volgende:

"Geen lone laer as dié hieronder genoem, mag deur 'n werkgewer betaal en deur 'n werknemer aangeneem word nie:

BYLAE

	Loon per uur	
	Gebied	
	Kimberley	Gordonia
	Met ingang van die datum van inwerking-treding van hierdie Ooreenkoms	Met ingang van die datum van inwerking-treding van hierdie Ooreenkoms
Kategorie van werknemer	R	R
(a) Algemene werker.....	4,08	3,47
(b) Kwekelingbouwerker, Klas 3 en bouwerker, Klas 3.....	4,89	4,28
(c) Kwekelingbouwerker, Klas 2 en bouwerker, Klas 2.....	4,99	4,38
(d) Kwekelingbouwerker, Klas 1 en bouwerker, Klas 1.....	6,59	5,98
(e) Ambagsman.....	8,77	8,10
(f) Vakman.....	10,58	10,01"

3. KLOUSULE 30: BYSTANDSFONDS VIR AMBAGSMANNE

Vervang subklousule (4)(c) deur die volgende:

"(c) **Mediese bystand:** As 'n lid en sy aanvaarde afhanklikes mediese onkoste aangaan, kan hy in 'n kalenderjaar bystand eis van hoogstens R1 500,00 per lid, onderworpe aan die goeddunke van die Bestuurskomitee: Met dien verstande dat bystand nie ten opsigte van die volgende betaalbaar is nie:

- (i) Eise wat ontstaan deur die lid se eie wangedrag of nalatigheid;
- (ii) eise wat ontstaan en waarvoor vergoeding kragtens die Wet op Vergoeding vir Beroepsbeserings en -siektes, 1993, of uit 'n ander bron betaalbaar is;
- (iii) eise wat ontstaan uit siekte, abnormaliteit of swakheid waaraan 'n lid of sy afhanklike gely het op die datum waarop lidmaatskap 'n aanvang geneem het;
- (iv) vakansies met die doel om aan te sterk;
- (v) eise wat medies nie noodsaaklik is nie, met inbegrip van nie-noodsaaklike plastiese chirurgie, of plastiese chirurgie om skoonheids- of soortgelyke redes;
- (vi) vir die verskaffing van kunstande, kunsledemate of kunstoestelle;
- (vii) nie voorgeskrewe of patentmedisyne;
- (viii) die koste vir die dienste van spesialiste nie deur 'n algemene praktisyn verwys nie;
- (ix) eise wat ontstaan vanweë onluste, stakings, burgerlike oproer of oorlog;
- (x) reistoelaes;
- (xi) brilrame; en
- (xii) 20 persent van die koste van alle medisyne deur aptekers of geneeshere geresepteer.

4. KLOUSULE 34: INVORDERING VAN VAKBONDLEDEGELD

Vervang subklousule (3) deur die volgende:

"(3) 'n Werkgewer kan met die skriftelike toestemming van sy werknemer vir wie 'n loon in klousule 21 (1) (a), (b), (c), (d), (e) en (f) voorgeskryf is, 'n bedrag van R3,00 per week aftrek van die loon van sodanige werknemer wat minstens drie volle dae gedurende daardie week vir hom gewerk het."

5. KLOUSULE 37: LEDEGELD—BOU-INDUSTRIEË FEDERASIE (SUID-AFRIKA)

Vervang subklousule (1) deur die volgende:

"(1) Elke werkgewer wat lid van die werkgewersorganisasie is, moet 'n bedrag van 85c per week aan die Raad betaal ten opsigte van elkeen van sy werknemers."

6. AANHANGSELS

Vervang Aanghangsel A en B (Ambagsmanne en Vakmanne) en Aanghangsel A en B (nie-Ambagsmanne en Werkers met Gespesifiseerde Vaardighede deur die volgende:

Namens die partye op hede die 6de dag van Januarie 1999 te Kimberley onderteken.

V. N. SMAILES

Voorsitter

A. R. HERMANUS

Ondervoorsitter

P. R. SERFONTEIN

Sekretaris

**KIMBERLEY
AMBAGS- EN VAKMANNE**

Loon- interval	AANHANGSEL A								AANHANGSEL B						
	WERKGEWER SE BYDRAE								WERKNEMER SE BYDRAE						
	Min./Maks. tarief per uur	Kontant- bonus H	Vakansie- fonds A	Pens.- fonds B	Opleid.- fonds C	Byst.- fonds D	Raads- heff. E	WERKGEW. TOTAAL G	Pens.- fonds B	Byst.- fonds D	Raads- heff. E	Spaar F	WERKN. TOTAAL G	Kontant- bonus ingesluit	Seël
AMB 1.....	8,77	0,54	30,78	29,33	7,19	12,46	0,69	80,45	29,33	12,46	0,69	4,00	46,48	372,47	126,93
2.....	8,78 8,87	0,55	31,14	29,67	7,27	12,46	0,69	81,23	29,67	12,46	0,69	4,00	46,82	377,08	128,05
3.....	8,88 8,97	0,56	31,51	30,02	7,36	12,46	0,69	82,04	30,02	12,46	0,69	4,00	47,17	381,68	129,21
4.....	8,98 9,07	0,56	31,84	30,34	7,43	12,46	0,69	82,76	30,34	12,46	0,69	4,00	47,49	385,86	130,25
5.....	9,08 9,17	0,57	32,20	30,68	7,52	12,46	0,69	83,55	30,68	12,46	0,69	4,00	47,83	390,47	131,38
6.....	9,18 9,27	0,57	32,53	31,00	7,60	12,46	0,69	84,28	31,00	12,46	0,69	4,00	48,15	394,65	132,43
7.....	9,28 9,37	0,58	32,90	31,34	7,68	12,46	0,69	85,07	31,34	12,46	0,69	4,00	48,49	399,26	133,56
8.....	9,38 9,47	0,59	33,26	31,69	7,76	12,46	0,69	85,86	31,69	12,46	0,69	4,00	48,84	403,86	134,70
9.....	9,48 9,57	0,59	33,59	32,01	7,84	12,46	0,69	86,59	32,01	12,46	0,69	4,00	49,16	408,04	135,75
10.....	9,58 9,67	0,60	33,95	32,35	7,93	12,46	0,69	87,38	32,35	12,46	0,69	4,00	49,50	412,65	136,88
11.....	9,68 9,77	0,61	34,32	32,70	8,01	12,46	0,69	88,18	32,70	12,46	0,69	4,00	49,85	417,25	138,03
12.....	9,78 9,87	0,61	34,65	33,01	8,16	12,46	0,69	88,90	33,01	12,46	0,69	4,00	50,16	421,44	139,06
13.....	9,88 9,97	0,62	35,01	33,36	8,17	12,46	0,69	89,69	33,36	12,46	0,69	4,00	50,51	426,04	140,20
14.....	9,98 10,07	0,62	35,34	33,67	8,25	12,46	0,69	90,41	33,67	12,46	0,69	4,00	50,82	430,23	141,23
15.....	10,08 10,17	0,63	35,71	34,02	8,34	12,46	0,69	91,22	34,02	12,46	0,69	4,00	51,17	434,83	142,39
16.....	10,18 10,27	0,64	36,07	34,37	8,42	12,46	0,69	92,01	34,37	12,46	0,69	4,00	51,52	439,43	143,53
17.....	10,28 10,37	0,64	36,40	34,68	8,50	12,46	0,69	92,73	34,68	12,46	0,69	4,00	51,83	443,62	144,56
18.....	10,38 10,47	0,65	36,77	35,03	8,58	12,46	0,69	93,53	35,03	12,46	0,69	4,00	52,18	448,22	145,71
19.....	10,48 10,57	0,66	37,13	35,38	8,67	12,46	0,69	94,33	35,38	12,46	0,69	4,00	52,53	452,82	146,86

Loon-interval		AANHANGSEL A								AANHANGSEL B							
		WERKGEWER SE BYDRAE								WERKNEMER SE BYDRAE							
		Min./Maks. tarief per uur	Kontant-bonus H	Vakansiefonds A	Pens.-fonds B	Opleid.-fonds C	Byst.-fonds D	Raadsheff. E	WERKGEW. TOTAAL G	Pens.-fonds B	Byst.-fonds D	Raadsheff. E	Spaar F	WERKN. TOTAAL G	Kontant-bonus ingesluit	Seël	
VAK	20.....	10,58	10,67	0,66	37,46	35,69	8,75	12,46	0,69	95,05	35,69	12,46	0,69	4,00	52,84	457,01	147,89
	21.....	10,68	10,77	0,67	37,82	36,04	8,83	12,46	0,69	95,84	36,04	12,46	0,69	4,00	53,19	461,61	149,03
	22.....	10,78	10,87	0,67	38,15	36,35	8,91	12,46	0,69	96,56	36,35	12,46	0,69	4,00	53,50	465,80	150,06
	23.....	10,88	10,97	0,68	38,52	36,70	8,99	12,46	0,69	97,36	36,70	12,46	0,69	4,00	53,85	470,40	151,21
	24.....	10,98	11,07	0,69	38,88	37,05	9,08	12,46	0,69	98,16	37,05	12,46	0,69	4,00	54,20	475,00	152,36
	25.....	11,08	11,17	0,69	39,21	37,36	9,15	12,46	0,69	98,87	37,36	12,46	0,69	4,00	54,51	479,19	153,38
	26.....	11,18	11,27	0,70	39,58	37,71	9,24	12,46	0,69	99,68	37,71	12,46	0,69	4,00	54,86	483,79	154,54
	27.....	11,28	11,37	0,70	39,91	38,02	9,32	12,46	0,69	100,40	38,02	12,46	0,69	4,00	55,17	587,98	155,57
	28.....	11,38	11,47	0,71	40,27	38,37	9,40	12,46	0,69	101,19	38,37	12,46	0,69	4,00	55,52	492,58	156,71
	29.....	11,48	11,57	0,72	40,63	38,71	9,49	12,46	0,69	101,98	38,71	12,46	0,69	4,00	55,86	497,19	157,84
	30.....	11,58	11,67	0,72	40,96	39,03	9,56	12,46	0,69	102,70	39,03	12,46	0,69	4,00	56,18	501,37	158,88
	31.....	11,68	11,77	0,73	41,33	39,38	9,65	12,46	0,69	103,51	39,38	12,46	0,69	4,00	56,53	505,97	160,04
	32.....	11,78	11,87	0,74	41,69	39,72	9,73	12,46	0,69	104,29	39,72	12,46	0,69	4,00	56,87	510,58	161,16
	33.....	11,88	11,97	0,74	42,02	40,04	9,81	12,46	0,69	105,02	40,04	12,46	0,69	4,00	57,19	514,76	162,21
	34.....	11,98	12,07	0,75	42,39	40,38	9,90	12,46	0,69	105,82	40,38	12,46	0,69	4,00	57,53	519,37	163,35
	35.....	12,08	12,17	0,75	42,72	40,70	9,97	12,46	0,69	106,54	40,70	12,46	0,69	4,00	57,85	523,55	164,39
	36.....	12,18	12,27	0,76	43,08	41,05	10,06	12,46	0,69	107,34	41,05	12,46	0,69	4,00	58,20	528,15	165,54
	37.....	12,28	12,37	0,77	43,44	41,39	10,14	12,46	0,69	108,12	41,39	12,46	0,69	4,00	58,54	532,76	166,66
	38.....	12,38	12,47	0,77	43,77	41,71	10,22	12,46	0,69	108,85	41,71	12,46	0,69	4,00	58,86	536,94	167,71
	39.....	12,48	12,57	0,78	44,14	42,05	10,30	12,46	0,69	109,64	42,05	12,46	0,69	4,00	59,20	541,55	168,84
	40.....	12,58	12,67	0,79	44,50	42,40	10,39	12,46	0,69	110,44	42,40	12,46	0,69	4,00	59,55	546,15	169,99

Loon-interval	AANHANGSEL A									AANHANGSEL B						
	WERKGEWER SE BYDRAE									WERKNEMER SE BYDRAE						
	Min./Maks. tarief per uur	Kontant-bonus H	Vakansiefonds A	Pens.-fonds B	Opleid.-fonds C	Byst.-fonds D	Raadsheff. E	WERKGEW. TOTAAL G	Pens.-fonds B	Byst.-fonds D	Raadsheff. E	Spaar F	WERKN. TOTAAL G	Kontant-bonus ingesluit	Seël	
41.....	12,68 12,77	0,79	44,83	42,72	10,47	12,46	0,69	111,17	42,72	12,46	0,69	4,00	59,87	550,33	171,04	
42.....	12,78 12,87	0,80	45,20	43,06	10,55	12,46	0,69	111,96	43,06	12,46	0,69	4,00	60,21	554,94	172,17	
43.....	12,88 12,97	0,80	45,53	43,38	10,63	12,46	0,69	112,69	43,38	12,46	0,69	4,00	60,53	559,12	173,22	
44.....	12,98 13,07	0,81	45,89	43,72	10,71	12,46	0,69	113,47	43,72	12,46	0,69	4,00	60,87	563,73	174,34	
45.....	13,08 13,17	0,82	46,25	44,07	10,80	12,46	0,69	114,27	44,07	12,46	0,69	4,00	61,22	568,33	175,49	
46.....	13,18 13,27	0,82	46,58	44,38	10,88	12,46	0,69	114,99	44,38	12,46	0,69	4,00	61,53	572,52	176,52	
47.....	13,28 13,37	0,83	46,95	44,73	10,96	12,46	0,69	115,79	44,73	12,46	0,69	4,00	61,88	577,12	177,67	
48.....	13,38 13,47	0,84	47,31	45,08	11,05	12,46	0,69	116,59	45,08	12,46	0,69	4,00	62,23	581,72	178,82	
49.....	13,48 13,57	0,84	47,64	45,39	11,12	12,46	0,69	117,30	45,39	12,46	0,69	4,00	62,54	585,91	179,84	
50.....	13,58 13,67	0,85	48,01	45,74	11,21	12,46	0,69	118,11	45,74	12,46	0,69	4,00	62,89	590,51	181,00	
VRY 1.....	13,67 15,72	0,97	55,18	52,58	12,88	24,92	0,69	146,25	52,58	24,92	0,69	4,00	82,19	668,86	228,44	
2.....	15,73 18,09	1,12	63,51	60,51	14,83	24,92	0,69	164,46	60,51	24,92	0,69	4,00	90,12	774,33	254,58	
3.....	18,10 20,82	1,29	73,08	69,63	17,06	24,92	0,69	185,38	69,63	24,92	0,69	4,00	99,24	895,71	284,62	
4.....	20,83 23,95	1,48	84,07	80,10	19,63	24,92	0,69	209,41	80,10	24,92	0,69	4,00	109,71	1 034,64	319,12	
5.....	23,96 27,55	1,71	96,75	92,18	22,59	24,92	0,69	237,13	92,18	24,92	0,69	4,00	121,79	1 194,91	358,92	
6.....	27,56 31,70	1,97	111,31	106,05	25,99	24,92	0,69	268,96	106,05	24,92	0,69	4,00	135,66	1 379,49	404,62	

**KIMBERLEY
NIE-AMBAGSMANNE EN
WERKERS MET GESPEFISEERDE VAARDIGHEDE**

Loon- interval	AANHANGSEL A									AANHANGSEL B						
	WERKGEWER SE BYDRAE									WERKNEMER SE BYDRAE						
	Min./maks. tarief per uur	Kontant- bonus H	Vakansie- fonds A	Pens.- fonds B	Oplei- fonds C	Byst.- fonds D	Raad- hef E	WERKG. TOTAAL G	Pens.- fonds B	Byst.- fonds D	Raad- hef E	Spaar F	WERKN. TOTAAL G	Kontant- bonus ingesl.	Seël	
AW 1.....	0,00 4,08	0,26	14,65	13,95	3,42	4,05	0,72	36,79	13,95	4,05	0,72	4,00	22,72	172,58	59,51	
2.....	4,09 4,18	0,26	14,98	14,27	3,50	4,05	0,72	37,52	14,27	4,05	0,72	4,00	23,04	176,76	60,56	
3.....	4,19 4,28	0,27	15,34	14,62	3,58	4,05	0,72	38,31	14,62	4,05	0,72	4,00	23,39	181,36	61,70	
4.....	4,29 4,38	0,28	15,70	14,96	3,67	4,05	0,72	39,10	14,96	4,05	0,72	4,00	23,73	185,97	62,83	
5.....	4,39 4,48	0,28	16,03	15,28	3,74	4,05	0,72	39,28	15,28	4,05	0,72	4,00	24,05	190,15	63,87	
6.....	4,49 4,58	0,29	16,40	15,62	3,83	4,05	0,72	40,62	15,62	4,05	0,72	4,00	24,39	194,76	65,01	
7.....	4,59 4,68	0,30	16,76	15,97	3,91	4,05	0,72	41,41	15,97	4,05	0,72	4,00	24,74	199,36	66,15	
8.....	4,69 4,78	0,30	17,09	16,29	3,99	4,05	0,72	42,14	16,29	4,05	0,72	4,00	25,06	203,54	67,20	
9.....	4,79 4,88	0,31	17,46	16,63	4,08	4,05	0,72	42,94	16,63	4,05	0,72	4,00	25,40	208,15	68,34	
Klas 3 10.....	4,89 4,98	0,31	17,79	16,95	4,15	4,05	0,72	43,66	16,95	4,05	0,72	4,00	25,72	212,33	69,38	
Klas 2 11.....	4,99 5,08	0,32	18,15	17,29	4,24	4,05	0,72	44,45	17,29	4,05	0,72	4,00	26,06	216,94	70,51	
12.....	5,09 5,18	0,33	18,51	17,64	4,32	4,05	0,72	45,24	17,64	4,05	0,72	4,00	26,41	221,54	71,65	
13.....	5,19 5,28	0,33	18,85	17,96	4,40	4,05	0,72	45,98	17,96	4,05	0,72	4,00	26,73	225,72	72,71	
14.....	5,29 5,38	0,34	19,21	18,30	4,48	4,05	0,72	46,76	18,30	4,05	0,72	4,00	27,07	230,33	73,83	
15.....	5,39 5,48	0,35	19,57	18,65	4,57	4,05	0,72	47,56	18,65	4,05	0,72	4,00	27,42	234,93	74,98	
16.....	5,49 5,58	0,35	19,90	18,96	4,65	4,05	0,72	48,28	18,96	4,05	0,72	4,00	27,73	239,12	76,01	
17.....	5,59 5,68	0,36	20,27	19,31	4,73	4,05	0,72	49,08	19,31	4,05	0,72	4,00	28,08	243,72	77,16	
18.....	5,69 5,78	0,36	20,60	19,62	4,81	4,05	0,72	49,80	19,62	4,05	0,72	4,00	28,39	247,91	78,19	
19.....	5,79 5,88	0,37	20,96	19,97	4,89	4,05	0,72	50,59	19,97	4,05	0,72	4,00	28,74	252,51	79,33	

Loon- interval	AANHANGSEL A									AANHANGSEL B						
	WERKGEWER SE BYDRAE									WERKNEMER SE BYDRAE						
	Min/maks. tarief per uur	Kontant- bonus H	Vakansie- fonds A	Pens.- fonds B	Oplei- fonds C	Byst- fonds D	Raad- hef E	WERKG. TOTAAL G	Pens.- fonds B	Byst- fonds D	Raad- hef E	Spaar F	WERKN. TOTAAL G	Kontant- bonus ingesl.	Seël	
20.....	5,89	5,98	0,38	21,32	20,32	4,98	4,05	0,72	51,39	20,32	4,05	0,72	4,00	29,09	257,11	80,48
21.....	5,99	6,08	0,38	21,66	20,63	5,06	4,05	0,72	52,12	20,63	4,05	0,72	4,00	29,40	261,30	81,52
22.....	6,09	6,18	0,39	22,02	20,98	5,14	4,05	0,72	52,91	20,98	4,05	0,72	4,00	29,75	265,90	82,66
23.....	6,19	6,28	0,39	22,35	21,29	5,22	4,05	0,72	53,63	21,29	4,05	0,72	4,00	30,06	270,09	83,69
24.....	6,29	6,38	0,40	22,71	21,64	5,30	4,05	0,72	54,42	21,64	4,05	0,72	4,00	30,41	274,69	84,83
25.....	6,39	6,48	0,41	23,08	21,99	5,39	4,05	0,72	55,23	21,99	4,05	0,72	4,00	30,76	279,29	85,99
26.....	6,49	6,58	0,41	23,41	22,30	5,46	4,05	0,72	55,94	22,30	4,05	0,72	4,00	31,07	283,48	87,01
Klas 1 27.....	6,59	6,68	0,42	23,77	22,65	5,55	4,05	0,72	56,74	22,65	4,05	0,72	4,00	31,42	288,08	88,16
28.....	6,69	6,78	0,43	24,13	23,00	5,63	4,05	0,72	57,53	23,00	4,05	0,72	4,00	31,77	292,68	89,30
29.....	6,79	6,88	0,43	24,47	23,31	5,71	4,05	0,72	58,26	23,31	4,05	0,72	4,00	32,08	296,87	90,34
30.....	6,89	6,98	0,44	24,83	23,66	5,80	4,05	0,72	59,06	23,66	4,05	0,72	4,00	32,43	301,47	91,49
31.....	6,99	7,08	0,44	25,16	23,97	5,87	4,05	0,72	59,77	23,97	4,05	0,72	4,00	32,74	305,66	92,51
32.....	7,09	7,18	0,45	25,52	24,32	5,96	4,05	0,72	60,57	24,32	4,05	0,72	4,00	33,09	310,26	93,66
33.....	7,19	7,28	0,46	25,89	24,66	6,04	4,05	0,72	61,36	24,66	4,05	0,72	4,00	33,43	314,87	94,79
34.....	7,29	7,38	0,46	26,22	24,98	6,12	4,05	0,72	62,09	24,98	4,05	0,72	4,00	33,75	319,05	95,84
35.....	7,39	7,48	0,47	26,58	25,33	6,21	4,05	0,72	62,89	25,33	4,05	0,72	4,00	34,10	323,65	96,99
36.....	7,49	7,58	0,48	26,95	25,67	6,29	4,05	0,72	63,68	25,67	4,05	0,72	4,00	34,44	328,26	98,12
37.....	7,59	7,68	0,48	27,28	25,99	6,37	4,05	0,72	64,41	25,99	4,05	0,72	4,00	34,76	332,44	99,17
38.....	7,69	7,78	0,49	27,64	26,33	6,45	4,05	0,72	65,19	26,33	4,05	0,72	4,00	35,10	337,05	100,29
39.....	7,79	7,88	0,49	27,97	26,65	6,53	4,05	0,72	65,92	26,65	4,05	0,72	4,00	35,42	341,23	101,34
40.....	7,89	7,98	0,50	28,33	27,00	6,61	4,05	0,72	66,71	27,00	4,05	0,72	4,00	35,77	345,83	102,48

Loon- interval	AANHANGSEL A								AANHANGSEL B							
	WERKGEWER SE BYDRAE								WERKNEMER SE BYDRAE							
	Min/maks. tarief per uur	Kontant- bonus H	Vakansie- fonds A	Pens.- fonds B	Oplei- fonds C	Byst.- fonds D	Raad- hef E	WERKG. TOTAAL G	Pens.- fonds B	Byst.- fonds D	Raad- hef E	Spaar F	WERKN. TOTAAL G	Kontant- bonus ingesl.	Seël	
41	7,99	8,08	0,51	28,70	27,34	6,70	4,05	0,72	67,51	27,34	4,05	0,72	4,00	36,11	350,44	103,62
42	8,09	8,18	0,51	29,03	27,66	6,78	4,05	0,72	68,24	27,66	4,05	0,72	4,00	36,43	354,62	104,67
43	8,19	8,28	0,52	29,39	28,00	6,86	4,05	0,72	69,02	28,00	4,05	0,72	4,00	36,77	359,23	105,79
44	8,29	8,38	0,53	29,76	28,35	6,95	4,05	0,72	69,83	28,35	4,05	0,72	4,00	37,12	363,83	106,95
45	8,39	8,48	0,53	30,09	28,67	7,02	4,05	0,72	70,55	28,67	4,05	0,72	4,00	37,44	368,01	107,99
N1	8,49	8,58	0,54	30,45	29,01	7,11	12,46	0,72	79,75	29,01	12,46	0,72	4,00	46,19	364,21	125,94
N2	8,59	8,68	0,54	30,78	29,33	7,19	12,46	0,72	80,48	29,33	12,46	0,72	4,00	46,51	368,39	126,99
N3	8,69	8,78	0,55	31,14	29,67	7,27	12,46	0,72	81,26	29,67	12,46	0,72	4,00	46,85	373,00	128,11
N4	8,79	8,88	0,56	31,51	30,02	7,36	12,46	0,72	82,07	30,02	12,46	0,72	4,00	47,20	377,60	129,27
N5	8,89	8,98	0,56	31,84	30,33	7,43	12,46	0,72	82,78	30,33	12,46	0,72	4,00	47,51	381,79	130,29

GORDONIA

AMBAGS- EN VAKMANNE

Loon- interval	AANHANGSEL A									AANHANGSEL B						
	WERKGEWER SE BYDRAE									WERKNEMER SE BYDRAE						
	Min./maks. tarief per uur	Kontant- bonus H	Vakansie- fonds A	Pens.- fonds B	Opleid.- fonds C	Byst.- fonds D	Raad- heff. E	WERKG. TOTAAL G	Pens.- fonds B	Byst.- fonds D	Raad- heff. E	Spaar F	WERKN. TOTAAL G	Kontant- bonus ingesluit	Seël	
AMB 1.....	0,00 8,10	0,51	28,70	27,34	6,70	12,37	3,23	78,34	27,34	12,37	3,23	4,00	46,94	340,51	125,28	
2.....	8,11 8,20	0,51	29,03	27,66	6,78	12,37	3,23	79,07	27,66	12,37	3,23	4,00	47,26	344,69	126,33	
3.....	8,21 8,30	0,52	29,39	28,00	6,86	12,37	3,23	79,85	28,00	12,37	3,23	4,00	47,60	349,30	127,45	
4.....	8,31 8,40	0,53	29,76	28,35	6,95	12,37	3,23	80,66	28,35	12,37	3,23	4,00	47,95	353,90	128,61	
5.....	8,41 8,50	0,53	30,09	28,67	7,02	12,37	2,23	81,38	28,67	12,37	3,23	4,00	48,27	358,08	129,65	
6.....	8,51 8,60	0,54	30,45	29,01	7,11	12,37	2,23	82,17	29,01	12,37	3,23	4,00	48,61	362,69	130,78	
7.....	8,61 8,70	0,54	30,78	29,33	7,19	12,37	3,23	82,90	29,33	12,37	3,23	4,00	48,93	366,87	131,83	
8.....	8,71 8,80	0,55	31,14	29,67	7,27	12,37	3,23	83,68	29,67	12,37	3,23	4,00	49,27	371,48	132,95	
9.....	8,81 8,90	0,56	31,51	30,02	7,36	12,37	3,23	84,49	30,02	12,37	3,23	4,00	49,62	376,08	134,11	
10.....	8,91 9,00	0,56	31,14	30,33	7,43	12,37	3,23	85,20	30,33	12,37	3,23	4,00	49,93	380,27	135,13	
11.....	9,01 9,10	0,57	32,20	30,68	7,52	12,37	3,23	86,00	30,68	12,37	3,23	4,00	50,28	384,87	136,28	
12.....	9,11 9,20	0,57	32,53	31,00	7,59	12,37	3,23	86,72	31,00	12,37	3,23	4,00	50,60	389,05	137,32	
13.....	9,21 9,30	0,58	32,90	31,34	7,68	12,37	3,23	87,52	31,34	12,37	3,23	4,00	50,94	393,66	138,46	
14.....	9,31 9,40	0,59	33,26	31,69	7,76	12,37	3,23	88,31	31,69	12,37	3,23	4,00	51,29	398,26	139,60	
15.....	9,41 9,50	0,59	33,59	32,00	7,84	12,37	3,23	89,03	32,00	12,37	3,23	4,00	51,60	402,45	140,63	
16.....	9,51 9,60	0,60	33,95	32,35	7,93	12,37	3,23	89,83	32,35	12,37	3,23	4,00	51,95	407,05	141,78	
17.....	9,61 9,70	0,61	34,32	32,70	8,01	12,37	3,23	90,63	32,70	12,37	3,23	4,00	52,30	411,65	142,93	
18.....	9,71 9,80	0,61	34,65	33,01	8,09	12,37	3,23	91,35	33,01	12,37	3,23	4,00	52,61	415,84	143,96	
19.....	9,81 9,90	0,62	35,01	33,36	8,17	12,37	3,23	92,14	33,36	12,37	3,23	4,00	52,96	420,44	145,10	

Loon- interval	AANHANGSEL A									AANHANGSEL B						
	WERKGEWER SE BYDRAE									WERKNEMER SE BYDRAE						
	Min./maks. tarief per uur	Kontant- bonus H	Vakansie- fonds A	Pens.- fonds B	Opleid.- fonds C	Byst.- fonds D	Raad- heff. E	WERKG. TOTAAL G	Pens.- fonds B	Byst.- fonds D	Raad- heff. E	Spaar F	WERKN. TOTAAL G	Kontant- bonus ingesluit	Seël	
20.....	9,91 10,00	0,62	35,34	33,67	8,25	12,37	3,23	92,86	33,67	12,37	3,23	4,00	53,27	424,63	146,13	
VAK 21.....	10,01 10,10	0,63	35,71	34,02	8,34	12,37	3,23	93,67	34,02	12,37	3,23	4,00	53,62	429,23	147,29	
22.....	10,11 10,20	0,64	36,07	34,37	8,42	12,37	3,23	94,46	34,37	12,37	3,23	4,00	53,97	433,83	148,43	
23.....	10,21 10,30	0,64	36,40	34,68	8,50	12,37	3,23	95,18	34,68	12,37	3,23	4,00	54,28	438,02	149,46	
24.....	10,31 10,40	0,65	36,76	35,03	8,58	12,37	3,23	95,97	35,03	12,37	3,23	4,00	54,63	442,62	150,60	
25.....	10,41 10,50	0,66	37,13	35,37	8,67	12,37	3,23	96,77	35,37	12,37	3,23	4,00	54,97	447,23	151,74	
26.....	10,51 10,60	0,66	37,46	35,69	8,74	12,37	3,23	97,49	35,69	12,37	3,23	4,00	55,29	451,41	152,78	
27.....	10,61 10,70	0,67	37,82	36,04	8,83	12,37	3,23	98,29	36,04	12,37	3,23	4,00	55,64	456,01	153,93	
28.....	10,71 10,80	0,67	38,15	36,35	8,91	12,37	3,23	99,01	36,35	12,37	3,23	4,00	55,95	460,20	154,96	
29.....	10,81 10,90	0,68	38,52	36,70	8,99	12,37	3,23	99,81	36,70	12,37	3,23	4,00	56,30	464,80	156,11	
30.....	10,91 11,00	0,69	38,88	37,04	9,08	12,37	3,23	100,60	37,04	12,37	3,23	4,00	56,64	469,41	157,24	
31.....	11,01 11,10	0,69	39,21	37,36	9,15	12,37	3,23	101,32	37,36	12,37	3,23	4,00	56,96	473,59	158,28	
32.....	11,11 11,20	0,70	39,57	37,71	9,24	12,37	3,23	102,12	37,71	12,37	3,23	4,00	57,31	478,19	159,43	
33.....	11,21 11,30	0,70	39,90	38,02	9,32	12,37	3,23	102,84	38,02	12,37	3,23	4,00	57,62	482,38	160,46	
34.....	11,31 11,40	0,71	40,27	38,37	9,40	12,37	3,23	103,64	38,37	12,37	3,23	4,00	57,97	486,98	161,61	
35.....	11,41 11,50	0,72	40,63	38,71	9,49	12,37	3,23	104,43	38,71	12,37	3,23	4,00	58,31	491,59	162,74	
36.....	11,51 11,60	0,72	40,96	39,03	9,56	12,37	3,23	105,15	39,03	12,37	3,23	4,00	58,63	495,77	163,78	
37.....	11,61 11,70	0,73	41,33	39,37	9,65	12,37	3,23	105,95	39,37	12,37	3,23	4,00	58,97	500,38	164,92	
38.....	11,71 11,80	0,74	41,69	39,72	9,73	12,37	3,23	106,74	39,72	12,37	3,23	4,00	59,32	504,98	166,06	
39.....	11,81 11,90	0,74	42,02	40,04	9,81	12,37	3,23	107,47	40,04	12,37	3,23	4,00	59,64	509,16	167,11	
40.....	11,91 12,00	0,75	42,38	40,38	9,89	12,37	3,23	108,25	40,38	12,37	3,23	4,00	59,98	513,77	168,23	

Loon- interval	AANHANGSEL A									AANHANGSEL B						
	WERKGEWER SE BYDRAE									WERKNEMER SE BYDRAE						
	Min./maks. tarief per uur	Kontant- bonus H	Vakansie- fonds A	Pens.- fonds B	Opleid.- fonds C	Byst.- fonds D	Raad- heff. E	WERKG. TOTAAL G	Pens.- fonds B	Byst.- fonds D	Raad- heff. E	Spaar F	WERKN. TOTAAL G	Kontant- bonus ingesluit	Seël	
41.....	12,01 12,10	0,75	42,72	40,70	9,97	12,37	3,23	108,99	40,70	12,37	3,23	4,00	60,30	517,95	169,29	
42.....	12,11 12,20	0,76	43,08	41,04	10,06	12,37	3,23	109,78	41,04	12,37	3,23	4,00	60,64	522,56	170,42	
43.....	12,21 12,30	0,77	43,44	41,39	10,14	12,37	3,23	110,57	41,39	12,37	3,23	4,00	60,99	527,16	171,56	
44.....	12,31 12,40	0,77	43,77	41,71	10,22	12,37	3,23	111,30	41,71	12,37	3,23	4,00	61,31	531,34	172,61	
45.....	12,41 12,50	0,78	44,14	42,05	10,30	12,37	3,23	112,09	42,05	12,37	3,23	4,00	61,65	535,95	173,74	
46.....	12,51 12,60	0,79	44,50	42,40	10,39	12,37	3,23	112,89	42,40	12,37	3,23	4,00	62,00	540,55	174,89	
47.....	12,61 12,70	0,79	44,83	42,71	10,47	12,37	3,23	113,61	42,71	12,37	3,23	4,00	62,31	544,74	175,92	
48.....	12,71 12,80	0,80	45,19	43,06	10,55	12,37	3,23	114,40	43,06	12,37	3,23	4,00	62,66	549,34	177,06	
49.....	12,81 12,90	0,80	45,53	43,38	10,63	12,37	3,23	115,14	43,38	12,37	3,23	4,00	62,98	553,52	178,12	
50.....	12,91 13,00	0,81	45,89	43,72	10,71	12,37	3,23	115,92	43,72	12,37	3,23	4,00	63,32	558,13	179,24	

GORDONIA

NIE-AMBAGSMANNE EN WERKERS GESPEFISEERDE VAARDIGHEDE

Loon- interval	AANHANGSEL A									AANHANGSEL B						
	WERKGEWER SE BYDRAE									WERKNEMER SE BYDRAE						
	Min./maks. tarief per uur	Kontant- bonus H	Vakansie- fonds A	Pens.- fonds B	Opleid.- fonds C	Byst.- fonds D	Raad- heff. E	WERKG. TOTAAL G	Pens.- fonds B	Byst.- fonds D	Raad Heff. E	Spaar F	WERKN. TOTAAL G	Kontant- bonus ingesluit	Seël	
ARBD 1.....	0,00	3,47	0,22	12,20	11,62	2,85	3,59	3,29	33,55	11,62	3,59	3,29	4,00	22,50	143,55	56,05
2.....	3,48	3,57	0,22	12,53	11,94	2,93	3,59	3,29	34,28	11,94	3,59	3,29	4,00	22,82	147,73	57,10
3.....	3,58	3,67	0,23	12,89	12,29	3,01	3,59	3,29	35,07	12,29	3,59	3,29	4,00	23,17	152,33	58,24
4.....	3,68	3,77	0,23	13,22	12,60	3,09	3,59	3,29	35,79	12,60	3,59	3,29	4,00	23,48	156,52	59,27
5.....	3,78	3,87	0,24	13,59	12,95	3,17	3,59	3,29	36,59	12,95	3,59	3,29	4,00	23,83	161,12	60,42
6.....	3,88	3,97	0,25	13,95	13,29	3,26	3,59	3,29	37,38	13,29	3,59	3,29	4,00	24,17	165,73	61,55
7.....	3,98	4,07	0,25	14,28	13,61	3,33	3,59	3,29	38,10	13,61	3,59	3,29	4,00	24,49	169,91	62,59
8.....	4,08	4,17	0,26	14,65	13,95	3,42	3,59	3,29	38,90	13,95	3,59	3,29	4,00	24,83	174,52	63,73
9.....	4,18	4,27	0,26	14,98	14,27	3,50	3,59	3,29	39,63	14,27	3,59	3,29	4,00	25,15	178,70	64,78
KLAS 3 10.....	4,28	4,37	0,27	15,34	14,62	3,58	3,59	3,29	40,42	14,62	3,59	3,29	4,00	25,50	183,30	65,92
KLAS 2 11.....	4,38	4,47	0,28	15,70	14,96	3,67	3,59	3,29	41,21	14,96	3,59	3,29	4,00	25,84	187,91	67,05
12.....	4,48	4,57	0,28	16,03	15,28	3,74	3,59	3,29	41,93	15,28	3,59	3,29	4,00	26,16	192,09	68,09
13.....	4,58	4,67	0,29	16,40	15,62	3,83	3,59	3,29	42,73	15,62	3,59	3,29	4,00	26,50	196,70	69,23
14.....	4,68	4,77	0,30	16,76	15,97	3,91	3,59	3,29	43,52	15,97	3,59	3,29	4,00	26,85	201,30	70,37
15.....	4,78	4,87	0,30	17,09	16,29	3,99	3,59	3,29	44,25	16,29	3,59	3,29	4,00	27,17	205,48	71,42
16.....	4,88	4,97	0,31	17,46	16,63	4,08	3,59	3,29	45,05	16,63	3,59	3,29	4,00	27,51	210,09	72,56
17.....	4,98	5,07	0,31	17,79	16,95	4,15	3,59	3,29	45,77	16,95	3,59	3,29	4,00	27,83	214,27	73,60
18.....	5,08	5,17	0,32	18,15	17,29	4,24	3,59	3,29	46,56	17,29	3,59	3,29	4,00	28,17	218,88	74,73
19.....	5,18	5,27	0,33	18,51	17,64	4,32	3,59	3,29	47,64	17,35	3,59	3,29	4,00	28,52	223,48	75,87

Loon- interval	AANHANGSEL A									AANHANGSEL B						
	WERKGEWER SE BYDRAE									WERKNEMER SE BYDRAE						
	Min./maks. tarief per uur	Kontant- bonus H	Vakansie- fonds A	Pens.- fonds B	Opleid.- fonds C	Byst.- fonds D	Raad- heff. E	WERKG. TOTAAL G	Pens.- fonds B	Byst.- fonds D	Raad Heff. E	Spaar F	WERKN. TOTAAL G	Kontant- bonus ingesluit	Seël	
20.....	5,28 5,37	0,33	18,84	17,95	4,40	3,59	3,29	48,07	17,95	3,59	3,29	4,00	28,83	227,67	76,90	
21.....	5,38 5,47	0,34	19,21	18,30	4,48	3,59	3,29	48,87	18,30	3,59	3,29	4,00	29,18	232,27	78,05	
22.....	5,48 5,57	0,35	19,57	18,65	4,57	3,59	3,29	49,67	18,65	3,59	3,29	4,00	29,53	236,87	79,20	
23.....	5,58 5,67	0,35	19,90	18,96	4,65	3,59	3,29	50,39	18,96	3,59	3,29	4,00	29,84	241,06	80,23	
24.....	5,68 5,77	0,36	20,27	19,31	4,73	3,59	3,29	51,19	19,31	3,59	3,29	4,00	30,19	245,66	81,38	
25.....	5,78 5,87	0,36	20,60	19,62	4,81	3,59	3,29	51,91	19,62	3,59	3,29	4,00	30,50	249,85	82,41	
26.....	5,88 5,97	0,37	20,96	19,97	4,89	3,59	3,29	52,70	19,97	3,59	3,29	4,00	30,85	254,45	83,55	
KLAS 1 27.....	5,98 6,07	0,38	21,32	20,32	4,98	3,59	3,29	53,50	20,32	3,59	3,29	4,00	31,20	259,05	84,70	
28.....	6,08 6,17	0,38	21,66	20,63	5,06	3,59	3,29	54,23	20,63	3,59	3,29	4,00	31,51	263,24	85,74	
29.....	6,18 6,27	0,39	22,02	20,98	5,14	3,59	3,29	55,02	20,98	3,59	3,29	4,00	31,86	267,84	86,88	
30.....	6,28 6,37	0,39	22,35	21,29	5,22	3,59	3,29	55,74	21,29	3,59	3,29	4,00	32,17	272,03	87,91	
31.....	6,38 6,47	0,40	22,71	21,64	5,30	3,59	3,29	56,53	21,64	3,59	3,29	4,00	32,52	276,63	89,05	
32.....	6,48 6,57	0,41	23,08	21,99	5,39	3,59	3,29	57,34	21,99	3,59	3,29	4,00	32,87	281,23	90,21	
33.....	6,58 6,67	0,41	23,41	22,30	5,46	3,59	3,29	58,05	22,30	3,59	3,29	4,00	33,18	285,42	91,23	
34.....	6,68 6,77	0,42	23,77	22,65	5,55	3,59	3,29	58,85	22,65	3,59	3,29	4,00	33,53	290,02	92,38	
35.....	6,78 6,87	0,43	24,13	22,99	5,63	3,59	3,29	59,63	22,99	3,59	3,29	4,00	33,87	294,63	93,50	
36.....	6,88 6,97	0,43	24,47	23,31	5,71	3,59	3,29	60,37	23,31	3,59	3,29	4,00	34,19	298,81	94,56	
37.....	6,98 7,07	0,44	24,83	23,66	5,80	3,59	3,29	61,17	23,66	3,59	3,29	4,00	35,54	303,41	95,71	
38.....	7,08 7,17	0,44	25,16	23,97	5,87	3,59	3,29	61,88	23,97	3,59	3,29	4,00	34,85	307,60	96,73	
39.....	7,18 7,27	0,45	25,52	24,32	5,96	3,59	3,29	62,68	24,32	3,59	3,29	4,00	35,20	312,20	97,88	
40.....	7,28 7,37	0,46	25,89	24,66	6,04	3,59	3,29	63,47	24,66	3,59	3,29	4,00	35,54	316,81	99,01	

Loon- interval	AANHANGSEL A								AANHANGSEL B						
	WERKGEWER SE BYDRAE								WERKNEMER SE BYDRAE						
	Min./maks. tarief per uur	Kontant- bonus H	Vakansie- fonds A	Pens.- fonds B	Opleid.- fonds C	Byst.- fonds D	Raad- heff. E	WERKG. TOTAAL G	Pens.- fonds B	Byst.- fonds D	Raad Heff. E	Spaar F	WERKN. TOTAAL G	Kontant- bonus ingesluit	Seël
41	7,38 7,47	0,46	26,22	24,98	6,12	3,59	3,29	64,20	24,98	3,59	3,29	4,00	35,86	320,99	100,06
42	7,48 7,57	0,47	26,58	25,33	6,21	3,59	3,29	65,00	25,33	3,59	3,29	4,00	36,21	325,59	101,21
43	7,58 7,67	0,48	26,94	25,97	6,29	3,59	3,29	65,78	25,67	3,59	3,29	4,00	36,55	330,20	102,33
44	7,68 7,77	0,48	27,28	25,99	6,37	3,59	3,29	66,52	25,99	3,59	3,29	4,00	36,87	334,38	103,39
45	7,78 7,87	0,49	27,64	26,33	6,45	3,59	3,29	67,30	26,33	3,59	3,29	4,00	37,21	338,99	104,51
46	7,88 7,97	0,49	27,97	26,65	6,53	3,59	3,29	68,03	26,65	3,59	3,29	4,00	37,53	343,17	105,56
47	7,98 8,07	0,50	28,33	27,00	6,61	3,59	3,29	68,82	27,00	3,59	3,29	4,00	37,88	347,77	106,70
48	8,08 8,17	0,51	28,70	27,34	6,70	3,59	3,29	69,62	27,34	3,59	3,29	4,00	38,22	352,38	107,84
49	8,18 7,27	0,51	29,03	27,66	6,78	3,59	3,29	70,35	27,66	3,59	3,29	4,00	38,54	356,56	108,89
50	8,28 8,37	0,52	29,39	28,00	6,86	3,59	3,29	71,13	28,00	3,59	3,29	4,00	38,88	361,17	110,01

No. R. 746

11 June 1999

LABOUR RELATIONS ACT, 1995

**FURNITURE, BEDDING AND UPHOLSTERY INDUSTRY BARGAINING COUNCIL, GREATER NORTHERN REGION
(FBUIBC GNR): EXTENSION OF COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the Collective Amending Agreement which appears in the Schedule hereto, which was concluded in the Furniture, Bedding and Upholstery Industry Bargaining Council, Greater Northern Region, 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 21 June 1999 and for the period ending 31 December 1999.

M. M. S. MDLADLANA
Minister of Labour

No. R. 746

11 Junie 1999

WET OP ARBEIDSVERHOUDINGE, 1995

**MEUBEL-, BEDDEGOED- EN STOFFERINGSNYWERHEID BEDINGINGSRAAD, GROTER NOORDELIKE STREEK:
UITBREIDING VAN KOLLEKTIEWE WYSIGINGSOOREENKOMS NA NIE-PARTYE**

Ek, Membathisi Mphumzi Shepherd Mdladlana, Minister van Arbeid, verklaar hierby, kragtens artikel 32 (2) van die Wet op Arbeidsverhoudinge, 1995, dat die Kollektiewe Wysigingsooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Meubel-, Beddegoed- en Stofferingsnywerheid Bedingingsraad aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die Ooreenkoms aangegaan het, bindend is vir die ander werkgewers en werknemers in daardie nywerheid, met ingang van 21 Junie 1999, en vir die tydperk wat op 31 Desember 1999 eindig.

M. M. S. MDLADLANA
Minister van Arbeid

Nota: 'n Afrikaanse vertaling van die Ooreenkoms by die Engelse kennisgewing is op aanvraag beskikbaar by die Bedingingsraad.

SCHEDULE**FURNITURE, BEDDING AND UPHOLSTERY INDUSTRY BARGAINING COUNCIL GREATER NORTHERN REGION
COLLECTIVE AGREEMENT**

in accordance with the provisions of the Labour Relations Act, 1995 (Act No. 66 of 1995), made and entered into by and between the

Transvaal Furniture, Bedding and Upholstery Manufacturers' Association (TFBUMA)

and

Curtain Makers' and Allied Products Association (CMAPA)

(hereinafter referred to as the "employers" or the "employers' organisations", of the one part, and the

National Union of Furniture and Allied Workers of South Africa (NUFAWSA)

and

Paper, Printing, Wood and Allied Workers' Union (PPWAWU)

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

being the parties to the Furniture, Bedding & Upholstery Industry Bargaining Council, Greater Northern Region,

to amend the Collective Agreement published under Government Notice No. R. 278 of 5 March 1999 as extended by Government Notice No. R. 578 of 7 May 1999.

CHAPTER 1**1. SCOPE OF APPLICATION**

1.1 The terms of this Agreement shall be observed in the Furniture, Bedding and Upholstery Industry, Greater Northern Region—

- 1.1.1 by all employers who are members of the employers' organisation and by all employees who are members of the trade unions, and who are engaged or employed in the Furniture, Bedding and Upholstery Industry, respectively;
- 1.1.2 in the Province of the Transvaal as it existed immediately prior to the coming into operation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993) and in the Magisterial District of Vryburg as it was constituted as at 24 June 1960.

- 1.2 Notwithstanding the provisions of clause 1.1 the provisions of this Agreement shall—
- 1.2.1 apply only to employees for whom wages are prescribed in this Agreement and to the employers of such employees;
- 1.2.2 apply to apprentices in so far as they are not inconsistent with the provisions of the Manpower Training Act, 1981, or the Manpower Training Amendment Act, 1990, or any contracts entered into or any conditions fixed thereunder; and
- 1.2.3 be subject to the provisions of the Determination by the Court, dated 30 October 1984, in the matter between the Industrial Councils for the Furniture and Bedding Manufacturing Industry, Transvaal and Natal, and the Industrial Councils for the Building Industry, Transvaal and Natal, and the National Industrial Council for the Iron Steel, Engineering and Metallurgical Industry.
- 1.3 The following provisions shall not apply to non-parties: Clauses 1.1.1, and 2 of Chapter I.

2. PERIOD OF OPERATION OF AMENDING AGREEMENT

This Amending Agreement shall, in terms of section 31 of the Act, become binding on the above parties on 17 November 1998 and in respect of the non-parties on such date as may be fixed by the Minister of Labour in terms of section 32 of the Act, and shall remain in force for the period ending 31 December 1999.

CHAPTER 2

3. CLAUSE 11: PAYMENT OF CONTRIBUTIONS AND SUBSCRIPTIONS

Substitute the following for Clause 11:

- 3.1 Every employer shall forward monthly the contributions and/or subscriptions specified in Schedule 1 to this Agreement together with a return in the form specified by the Council from time to time, to the Council to reach the Secretary not later than the 10th day of the month following the month during which the members' deductions were required to be made. Interest on late payments will be charged at 2% per month. The return must be certified by the employer or an authorised representative as true and correct.
- 3.2 If, in any particular month, no employees are employee then a NIL return, duly signed by the employer or the authorised representative must be submitted to the Council."

CHAPTER 4

4. SCHEDULE 1: CALCULATION OF CONTRIBUTIONS PAYABLE TO THE COUNCIL

- (1) Substitute the following for clause 1:

"(1) HOLIDAY BONUS FUND

The amount payable by the employer only shall be equal to—

- 4.1 15% of the employee's remuneration if the full number of hours possible in any specific pay week has been worked, plus any overtime worked: Provided that if time has been lost up to 20 minutes per week, the employee shall still be entitled to 15% on the actual hours worked;
- 4.2 10% of the employee's remuneration if the employee worked up to one hour less than the full number of hours possible in any specific pay week;
- 4.3 5% of the employee's remuneration if the employee has lost more than one hour of the full number of hours possible for the specific week;
- 4.4 15% of the employee's remuneration for the day in the event of an employee being off sick on a public holiday for which he is entitled to remuneration;
- 4.5 15% of the employee's remuneration for the paid public holidays falling during the annual closure."

SCHEDULE 2: SPECIFIED MINIMUM WAGES

- (2) Substitute the following for Schedule 2:

"SCHEDULE 2

Sector	Category	Specified minimum rate for period ending 99-06-30	Minimum weekly increase from 98-07-01
FURNITURE & BEDDING	A	540,33 per week	44,61
	B	531,83 per week	43,91
	C	501,62 per week	41,42
	D	477,56 per week	39,43

Sector	Category	Specified minimum rate for period ending 99-06-30	Minimum weekly increase from 98-07-01
F B U E R D N I & D T I U R E G	E	480,50 per week	39,67
	F	588,87 per week	48,62
	G	572,69 per week	47,29
	H	494,08 per week	40,80
	I	521,58 per week	43,07
	J	496,12 per week	40,96
C U R T A I N S	K	527,50 per week	32,50
	L	483,06 per week	32,50
	M	472,06 per week	32,50
	N	449,62 per week	32,50
	O	438,62 per week	32,50
	P	417,50 per week	32,50
	Q	406,50 per week	32,50
	R	375,70 per week	32,50
Drivers	S	491,35 per week	40,57
	T	498,38 per week	41,15
	U	506,25 per week	41,80
	V	514,07 per week	42,45
	W	478,23 per week	39,49
	X	32,70 per night	—
Apprentices	Y	489,77 per week	40,44
	Z	506,12 per week	41,79
	AA	519,74 per week	42,91
	AB	533,37 per week	44,04
	AC	546,99 per week	45,16
	AD	560,62 per week	46,29
	AE	12,50 per week	—."

This amending Agreement signed at Johannesburg this 25th day of March 1999.

R. CORNICK

Chairman of the Council

E. NKOSI

Vice-Chairman of the Council

P. C. SMIT

General Secretary of the Council

**DEPARTMENT OF MINERALS AND ENERGY
DEPARTEMENT VAN MINERALE EN ENERGIE**

No. R. 721

11 June 1999

MINE HEALTH AND SAFETY ACT, 1996 (ACT No. 29 OF 1999)

REGULATIONS

Under section 98 (1) (zH) of the Mine Health and Safety Act, 1996 (Act No. 29 of 1996), I, Penuell Mpapa Maduna, Minister of Minerals and Energy, hereby make the regulation in the Schedule.

P. M. MADUNA

Minister of Minerals and Energy

SCHEDULE

CHAPTER 11

OCCUPATIONAL HEALTH**Appeal regarding finding of unfitness to perform work**

11.1 An appeal under section 20 (1) must be lodged with the Medical Inspector—

- (a) within 30 days of a decision or finding that an employee is unfit to perform any particular category of work;
- (b) within 90 days of the date of issue of an exit medical certificate; or
- (c) within such period as the Medical Inspector may allow on good cause shown.

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

No. R. 722

11 June 1999

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/993)

Under 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.

G. MARCUS

Deputy Minister of Finance

SCHEDULE

Head- ing	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Anno- tations
85.01			By the substitution for subheadings Nos. 8501.61 and 8501.62 of the following:			
	8501.61		-- Of an output not exceeding 75 kVA:			
	.10	9	--- Of an output not exceeding 25 kVA	u	5%	
	.90	8	--- Other	u	10%	
	8501.62	9	-- Of an output exceeding 75 kVA but not exceeding 375 kVA	u	10%	

No. R. 722

11 Junie 1999

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/993)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.

G. MARCUS

Adjunkminister van Finansies

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Anno-tasies
85.01			Deur subposte Nos. 8501.61 en 8501.62 deur die volgende te vervang:			
	8501.61		-- Met 'n lewering van hoogstens 75 kVA:			
	.10	9	--- Met 'n lewering van hoogstens 25 kVA	u	5%	
	.90	8	--- Ander	u	10%	
	8501.62	9	-- Met 'n lewering van meer as 75 kVA maar hoogstens 375 kVA	u	10%	

No. R. 723

11 June 1999

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 1 (No. 1/1/992)

Under 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.

G. MARCUS

Deputy Minister of Finance

SCHEDULE

Head-ing	Subheading	C D	Article Description	Statistical Unit	Rate of Duty	Anno-tations
10.01			By the substitution for subheading No. 1001.90.10 of the following:			
	*.10	0	-- Wheat	kg	26,9c/kg ²	
11.01			By the substitution for subheading No. 1101.00.10 of the following:			
	*1101.00.10	1	- Wheat flour	kg	40% plus 40,3c/kg ²	

No. R. 723

11 Junie 1999

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 1 (No. 1/1/992)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae No. 1 by genoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.

G. MARCUS

Adjunkminister van Finansies

BYLAE

Pos	Subpos	T S	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Anno- tasia
10.01			Deur subpos No. 1001.90.10 deur die volgende te vervang:			
	“.10	0	- - Koring	kg	26,9c/kg"	
11.01			Deur subpos No. 1101.00.10 deur die volgende te vervang:			
	"1101.00.10	1	- Koringmeelblom	kg	40% plus 40,3c/kg"	

No. R. 737

11 June 1999

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 5 (No. 5/57)

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 5 to the said Act is hereby amended to the extent set out in the Schedule hereto.

G. MARCUS

Deputy Minister of Finance

SCHEDULE

I Draw- back Item	II			III Extent of Drawback	Anno- tations
	Tariff Heading	Draw- back Code	C. D.		
515.05					By the deletion of tariff heading No. 72.11.
516.03					By the deletion of tariff heading No. 72.11.
517.02					By the deletion of tariff heading No. 72.11.

No. R. 737

11 Junie 1999

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 5 (No. 5/57)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 5 by genoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.

G. MARCUS

Adjunkminister van Finansies

BYLAE

I Terug= gawe Item	II			III Mate van Teruggawe	Anno= tasies
	Tarief= pos	Terug= gawe Kode	T. S.		
515.05				Deur tariefpos No. 72.11 te skrap.	
516.03				Deur tariefpos No. 72.11 te skrap.	
517.02				Deur tariefpos No. 72.11 te skrap.	

No. R. 738

11 June 1999

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE No. 3 (No. 3/432)

Under section 75 of the Customs and Excise Act, 1964, Schedule No. 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

G. MARCUS

Deputy Minister of Finance

SCHEDULE

I Rebate Item	II			III Extent of Rebate	Anno= tations
	Tariff Heading	Rebate Code	C. D.		
316.04				By the deletion of tariff heading No. 72.11.	

No. R. 738**11 Junie 1999**

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE No. 3 (No. 3/432)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae No. 3 by genoemde Wet hiermee gewysig in die mate in die Bylae hierby aangetoon.

G. MARCUS

Adjunkminister van Finansies

BYLAE

I Korting= item	II				III Mate van Korting	Anno= tasis
	Tarief= pos	Korting= kode	T. S.	Beskrywing		
316.04				Deur tariefpos No. 72.11 te skrap.		

**DEPARTMENT OF ENVIRONMENTAL AFFAIRS AND TOURISM
DEPARTEMENT VAN OMGEWINGSAKE EN TOERISME**

No. R. 742

11 June 1999

NATIONAL PARKS ACT, 1976 (ACT NO.57 OF 1976)

**REGULATIONS REGARDING A PERMIT FOR A VESSEL WITHIN THE WATER
AREA OF A NATIONAL PARK**

South African National Parks has in terms of section 29 of the National Parks Act, 1976 (Act No. 57 of 1976), with the approval of the Minister of Environmental Affairs and Tourism, made the regulations set out in the Schedule .

SCHEDULE**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, "water area" means the sea and the sea-shore below the high water mark as defined in the Sea-Shore Act 1935 (Act No. 21 of 1935), as well as the water and the bed of any tidal lagoon, natural lake, impoundment, dam, tidal river or river or any part thereof, situated within a park, including the water and the land between the lowest line and the highest line to which the water of such lagoon, natural lake, impoundment, dam, tidal river or river or any part thereof may recede or rise at any time.

Permit

2. (1) Any person intending to handle a vessel in the water area must apply for a permit for such a vessel on the form as determined by the board for this purpose.

(2) The charge as determined from time to time by the board is payable when the application is approved.

(3) A vessel in respect of which application for a permit has been made, must be made available for inspection in accordance with an applicable regulation in force in respect of a particular park, by an authorised official of the board at a date, time and place appointed by the authorised official, unless such applicant is informed by the authorised official that such an inspection is not required.

(4) For the purposes of considering applications for permits and in order to limit the number of vessels that can obtain a permit, the board may make a distinction between different categories of vessels and different uses of vessels: Provided that the board may also prohibit a particular category of vessels.

(5) The board may approve or refuse an application and may, if it approves such application-

(a) lay down the conditions regarding the handling of the vessel, the area where the vessel may be used and repairs or alterations to it that the board considers to be necessary in the interests of the safety or in compliance with these regulations; and

(b) limit the use of a specific category or type of vessel or activity if it is convinced that the handling of such vessel -

(i) is likely to be a source of pollution in the water area ;

(ii) will be a nuisance ;

(iii) will pose a danger to persons using it or to the public or any section of the public;

(iv) will exceed the number of vessels permissible in any water area for safety reasons in the discretion of the board ; or

(v) may cause a substantial detrimental ecological or environmental impact on the water area.

(6) The permit must specify the name of the person to whom it has been issued, as well as the maximum number of persons that may be carried by the vessel, the type and overall length of the vessel, the maximum power of the engine and the identification number allotted to the vessel as well as the area where the vessel may be used and the conditions for the handling of the vessel.

(7) The board may limit the number of permits issued to each person.

Validity of permits and display of signs

3. (1) The permit in respect of a vessel expires on 31 March every year and remains valid for a maximum period of 12 months or for such shorter period as may be determined by the board.

(2) The holder of a permit in respect of a vessel must without delay affix or cause to be affixed, the permit number to such vessel, on such a place and in a manner acceptable to the board.

Withdrawal of permits

4. (1) The board may withdraw any permit if –

(a) it is convinced that the vessel in respect of which the permit was issued is no longer safe or seaworthy, or is a source of pollution in the water area or is handled in such a way as to be a nuisance or danger to the vessels or the public or any section of the public, or has changed to a limited or prohibited category;

- (b) the vessel is transferred, sold or disposed of;
- (c) the permit holder is found guilty of an offence in regard to the handling or control of a vessel in terms of these regulations ; or
- (d) the board is of the opinion that a vessel no longer qualifies for a permit in terms of these regulations, or in terms of any condition on which the permit was issued:

Provided that notice of 30 days to this effect has to be given to the permit holder at the address appearing on the permit, and allowed the opportunity to submit representations in this regard.

- (2) If after considering the permit holder's representations, the board withdraws any permit in terms of these regulations, the authorised official must without delay notify the permit holder of such withdrawal at the address on the permit.

Removal of vessels

- 5. (1) In the event of the board withdrawing a permit or if any permit expires in terms of these regulations, the owner of the vessel in respect of which the permit has expired or been withdrawn must remove the vessel from the water area without delay.

- (2) If the owner of a vessel in respect of which the permit has expired or been withdrawn fails to remove such vessel from the water area within 30 days after the expiry of the permit or after having been given due notice of the said withdrawal, he or she is guilty of an offence, and the board may remove the vessel forthwith at the cost of the owner.

Power of authorised official

6. Any person who handles a vessel without a permit in the water area may be ordered by an authorised official to remove such vessel from the water area without delay and failure to comply with such order is an offence and the board may remove the vessel forthwith at the cost of the owner.

No. R. 742

11 Junie 1999

WET OP NASIONALE PARKE, 1976 (WET No. 57 VAN 1976)

**REGULASIES INSAKE 'N PERMIT VIR 'N VAARTUIG IN DIE
WATERGEBIED VAN 'N NASIONALE PARK**

Suid Afrikaanse Nasionale Parke het kragtens artikel 29 van die Wet op Nasionale Parke, 1976 (Wet No. 57 van 1976), met die goedkeuring van die Minister van Omgewingsake en Toerisme die regulasies in die Bylae uitgevaardig.

BYLAE**Woordomskrywings**

1. Enige woord of uitdrukking in hierdie regulasies het dieselfde betekenis wat deur die Wet daaraan toegeken is, en tensy uit die samehang anders blyk, beteken "watergebied" die strand en die see onderkant die hoogwatermerk soos omskryf in die Strandwet, 1935 (Wet 21 van 1935), asook die water en die bedding van enige getystrandmeer, natuurlike meer, opdamming, dam, getyrivier of rivier of enige gedeelte daarvan, geleë binne 'n park, met inbegrip van die water en die land tussen die laagste lyn en die hoogste lyn waartoe die water in sodanige getystrandmeer, natuurlike meer, opdamming, dam, getyrivier of rivier of gedeelte daarvan te eniger tyd kan daal of styg.

Permit

2. (1) Iemand wat van voorneme is om 'n vaartuig in die watergebied te hanteer, moet om 'n permit vir so 'n vaartuig aansoek doen, op die vorm wat deur die raad vir hierdie doel bepaal is.
- (2) Die gelde soos van tyd tot tyd deur die raad bepaal, is betaalbaar by goedkeuring van die aansoek.

- (3) 'n Vaartuig ten opsigte waarvan aansoek om 'n permit gedoen is, moet beskikbaar gestel word vir 'n ondersoek ooreenkomstig 'n toepaslike regulasie wat ten opsigte van 'n bepaalde park van krag is, deur 'n gemagtigde beampte van die raad op 'n datum, plek en tyd wat die gemagtigde beampte vasstel, tensy sodanige aansoeker deur die gemagtigde beampte meegedeel word dat sodanige ondersoek nie vereis word nie.
- (4) Vir die doeleindes van die oorweging van aansoeke om permitte en ten einde die getal vaartuie wat 'n permit kan kry, te beperk, kan die raad 'n onderskeid tref tussen verskillende klasse vaartuie en verskillende gebruike van 'n vaartuig: Met dien verstande dat die raad ook kan bepaal dat 'n bepaalde klas vaartuie verbode is.
- (5) Die raad kan 'n aansoek goedkeur of weier en kan, indien hy dit goedkeur -
- (a) die voorwaardes oplê met betrekking tot die wyse van hantering van die vaartuig, die gebied waar die vaartuig gebruik kan word en herstelwerk of veranderings daaraan, wat die raad in die belang van veiligheid of ter nakoming van hierdie regulasies nodig ag ; en
 - (b) die gebruik van 'n sekere klas of tipe vaartuig of 'n handeling beperk indien hy daarvan oortuig is dat die hantering van sodanige vaartuig -
 - (i) waarskynlik 'n bron van besoedeling in die watergebied sal wees ;
 - (ii) 'n oorlas sal veroorsaak ;
 - (iii) gevaar sal inhou vir persone wat dit gebruik of vir die publiek of vir enige deel van die publiek ;

- (iv) die getal vaartuie sal oorskry wat volgens die diskresie van die raad vir veiligheidsdoeleindes in die watergebied toegelaat kan word ; of
 - (v) wat 'n wesentliche nadelige ekologiese of omgewingsinvloed op die watergebied kan hê.
- (6) Die permit spesifiseer die naam van die persoon aan wie dit uitgereik is, asook die maksimum aantal persone wat in die vaartuig vervoer mag word, die tipe, algehele lengte van die vaartuig, die maksimum krag van die enjin, die identifikasienommer aan die vaartuig toegewys, asook die gebied waar die vaartuig gebruik mag word en die voorwaardes vir die hantering van die vaartuig.
- (7) Die raad kan die aantal lisensies per persoon beperk.

Geldigheid van permitte en vertoning van tekens

- 3 (1) Die permit ten opsigte van 'n vaartuig verval op 31 Maart elke jaar en bly vir 'n tydperk van hoogstens 12 maande of die korter tydperk wat die raad bepaal, geldig.
- (2) Die houer van 'n permit ten opsigte van 'n vaartuig moet die registrasienommer onverwyld op sodanige vaartuig aanbring of laat aanbring op 'n plek en wyse wat vir die raad aanvaarbaar is.

Intrek van permitte

- 4 (1) Die raad kan enige permit intrek indien –

- (a) hy daarvan oortuig is dat die vaartuig ten opsigte waarvan die permit uitgereik is, nie meer veilig of seewaardig is nie, of 'n bron van besoedeling in die watergebied is, of op 'n wyse hanteer word dat dit 'n oorlas of gevaar vir ander vaartuie of die publiek of enige deel van die publiek uitmaak, of verander het na 'n beperkte of verbode klas;
- (b) die vaartuig oorgedra, verkoop of weggedoen word;
- (c) die permithouer skuldig bevind word aan 'n misdryf met betrekking tot die hantering of beheer van 'n vaartuig ingevolge hierdie regulasies ; of
- (d) die raad van mening is dat 'n vaartuig nie meer vir 'n permit ingevolge hierdie regulasies of ingevolge enige voorwaardes waarop die permit uitgereik is , kwalifiseer nie :

Met dien verstande dat 30 dae voorafkennis hieroor gegee moet word aan die permithouer by die adres op die permit en die geleentheid gegun word om vertoë in dié verband voor te lê.

- (2) Indien die raad na oorweging van die permithouer se vertoë die permit ingevolge hierdie regulasies intrek, moet die gemagtigde beampte onverwyld die permithouer van sodanige intrekking verwittig by die adres aangetoon op die permit.

Verwydering van vaartuie

- 5 (1) Ingeval die raad enige permit intrek of indien enige permit ingevolge hierdie regulasies verval, moet die eienaar van die vaartuig ten opsigte waarvan die permit verval het of ingetrek is, sodanige vaartuig onmiddelik van die watergebied verwyder.

(2) Indien die eienaar van 'n vaartuig ten opsigte waarvan die permit verval het of ingetrek is, in gebreke bly om sodanige vaartuig van die watergebied te verwyder binne 30 dae na die verval van die permit of nadat kennis van gemelde intrekking aan hom gegee is, is hy skuldig aan 'n misdryf en kan die raad sodanige vaartuig onverwyld verwyder en die koste van die eienaar verhaal.

Bevoegdheid van gemagtigde beampte

- 6 Iemand wat 'n vaartuig sonder 'n permit in die watergebied hanteer, kan deur 'n gemagtigde beampte aangesê word om sodanige vaartuig onverwyld uit die watergebied te verwyder en die nie-nakoming van so 'n opdrag is 'n misdryf en die raad kan sodanige vaartuig onverwyld verwyder en die koste van die eienaar verhaal.

No. R. 743

11 June 1999

**NATIONAL PARKS ACT, 1976
(ACT NO 57 OF 1976)**

**AMENDMENT OF REGULATIONS REGARDING THE
WILDERNESS NATIONAL PARK**

South African National Parks has in terms of section 29 of the National Parks Act, 1976 (Act No. 57 of 1976), with the approval of the Minister of Environmental Affairs and Tourism, amended the regulations regarding the Wilderness National Park as set out in the Schedule.

SCHEDULE

Definition

1. In these regulations "the regulations" means the regulations published under Government Notice No. R.238 of 16 February 1990, as amended by Government Notice No. R. 441 of 9 April 1999.

Amendment of regulation 1

2. Regulation 1 of regulations is hereby amended by the substitution for the definition of "water area" of the following definition :

" 'water area' means the sea-shore below the high water mark as defined in the Sea-Shore Act, 1935 (Act No 21 of 1935), as well as the water and the bed of any tidal lagoon, natural lake, impoundment, dam, tidal river or river or any part thereof, situated within the national park, including the water and the land between the lowest line and the highest line to which the water of such lagoon, natural lake, impoundment, dam, tidal river or river or any part thereof may recede or rise at any time ;" .

Substitution of regulation 27

3. The following regulation is hereby substituted for Regulation 27 of the regulations :

"27. Any person who contravenes or fails to comply with any of the provisions of these regulations shall be guilty of an offence and liable on conviction to a fine of not more than R1 000 or, in default of payment of such fine, to imprisonment for a period not exceeding three months, or if such person has been previously convicted under this regulation, to a fine not exceeding R2 000 or, in default of payment of such fine, to imprisonment for a period not exceeding six months." .

No. R. 743

11 Junie 1999

**WET OP NASIONALE PARKE, 1976
(WET No. 57 VAN 1976)**

**WYSIGING VAN DIE REGULASIES BETREFFENDE DIE
WILDERNIS NASIONALE PARK**

Suid Afrikaanse Nasionale Parke het kragtens artikel 29 van die Wet op Nasionale Parke, 1976 (Wet No. 57 van 1976), met die goedkeuring van die Minister van Omgewingsake en Toerisme die regulasies betreffende die Wildernis Nasionale Park gewysig soos in die Bylae aangedui.

BYLAE**Woordomskrywing**

1. In hierdie regulasies beteken "die regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R.238 van 16 Februarie 1990, soos gewysig by Goewermentskennisgewing No. R. 441 van 9 April 1999.

Wysiging van regulasie 1

2. Regulasie 1 van die regulasies word hierby gewysig deur die woordomskrywing van "watergebied" deur die volgende woordomskrywing te vervang :

" 'watergebied' die strand onderkant die hoogwatermerk soos omskryf in die Strandwet, 1935 (Wet No. 21 van 1935), asook die water en die bedding van enige getystrandmeer, natuurlike meer, opdamming, dam, getyrivier of rivier of enige gedeelte daarvan, geleë binne die nasionale park, met ingegrip van die water en die land tussen die laagste lyn en die hoogste lyn waartoe die water in sodanige getystrandmeer, natuurlike meer, opdamming, dam, getyrivier of rivier of gedeelte daarvan te eniger tyd kan daal of styg ;"

Vervanging van regulasie 27

3. Regulasie 27 van die regulasies word hierby deur die volgende regulasie vervang:

- "27. Iemand wat enige van die bepalings van hierdie regulasies oortree of versuim om daaraan te voldoen, is skuldig aan 'n misdryf en is by skuldigbevinding strafbaar met 'n boete van hoogstens R1 000 of, by wanbetaling van sodanige boete, met gevangenisstraf vir 'n tydperk van hoogstens drie maande of, as so iemand voorheen ingevolge hierdien regulasies veroordeel is, met 'n boete van hoogstens R2 000 of, by wanbetaling van sodanige boete, met gevangenisstraf vir 'n tydperk van hoogstens ses maande."

No. R. 744

11 June 1999

**NATIONAL PARKS ACT, 1976
(ACT NO 57 OF 1976)**

**AMENDMENT OF REGULATIONS REGARDING THE
WEST COAST NATIONAL PARK**

South African National Parks has in terms of section 29 of the National Parks Act, 1976 (Act No. 57 of 1976), with the approval of the Minister of Environmental Affairs and Tourism, amended the regulations regarding the West Coast National Park as set out in the Schedule.

SCHEDULE

Definitions

1. In these regulations "the regulations" means the regulations published under Government Notice No. R.2243 of 21 September 1990, as amended by Government Notice No. R. 1634 of 12 June 1992.

Amendment of regulation 1

2. Regulation 1 of the regulations is hereby amended by the substitution for the definition of "water area" of the following definition :

" 'water area' means the sea-shore below the high water mark as defined in the Sea-Shore Act, 1935 (Act No 21 of 1935), as well as the water and the bed of any tidal lagoon, natural lake, impoundment, dam, tidal river or river or any part thereof, situated within the national park, including the water and the land between the lowest line and the highest line to which the water of such lagoon, natural lake, impoundment, dam, tidal river or river or any part thereof may recede or rise at any time ;".

Substitution of regulation 25

3. The following regulation is hereby substituted for Regulation 25 of the regulations :

"25. Any person who contravenes or fails to comply with any of the provisions of these regulations shall be guilty of an offence and liable on conviction to a fine of not more than R1 000 or, in default of payment of such fine, to imprisonment for a period not exceeding three months, or if such person has been previously convicted under this regulation, to a fine not exceeding R2 000 or, in default of payment of such fine, to imprisonment for a period not exceeding six months."

No. R. 744

11 Junie 1999

**WET OP NASIONALE PARKE, 1976
(WET No. 57 VAN 1976)**

**WYSIGING VAN DIE REGULASIES BETREFFENDE DIE
WESKUS NASIONALE PARK**

Suid Afrikaanse Nasionale Parke het kragtens artikel 29 van die Wet op Nasionale Parke, 1976 (Wet No. 57 van 1976), met die goedkeuring van die Minister van Omgewingsake en Toerisme die regulasies betreffende die Weskus Nasionale Park gewysig soos in die Bylae aangedui.

BYLAE

Woordomskrywing

1. In hierdie regulasies beteken "die regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R.2243 van 21 September 1990, soos gewysig by Goewermentskennisgewing No. R. 1634 van 12 Junie 1992.

Wysiging van regulasie 1

2. Regulasie 1 van die regulasies word hierby gewysig deur die woordomskrywing van "watergebied" deur die volgende woordomskrywing te vervang :

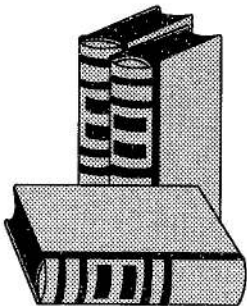
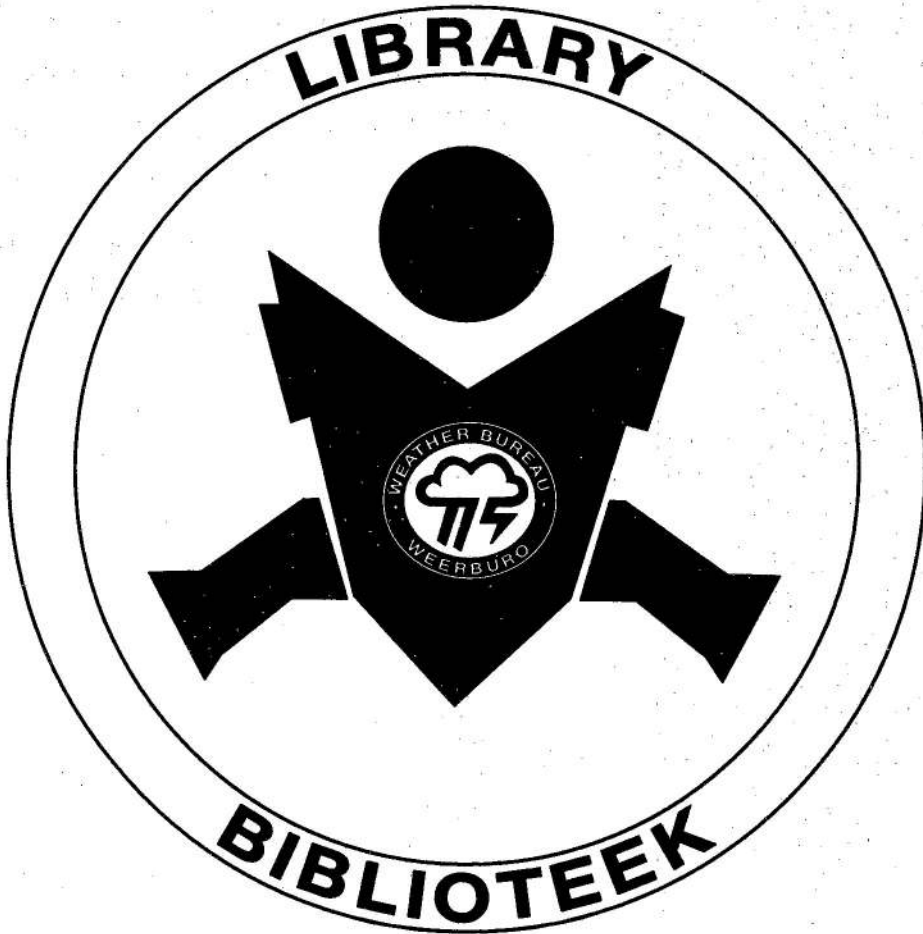
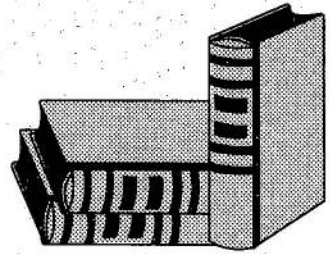
" 'watergebied' die strand onderkant die hoogwatermerk soos omskryf in die Strandwet, 1935 (Wet No. 21 van 1935), asook die water en die bedding van enige getystrandmeer, natuurlike meer, opdamming, dam, getyrivier of rivier of enige gedeelte daarvan, geleë binne die nasionale park, met ingegrip van die water en die land tussen die laagste lyn en die hoogste lyn waartoe die water in sodanige getystrandmeer, natuurlike meer, opdamming, dam, getyrivier of rivier of gedeelte daarvan te eniger tyd kan daal of styg ;".

Vervanging van regulasie 25

3. Regulasie 25 van die regulasies word hierby deur die volgende regulasie vervang:

"25. Iemand wat enige van die bepalings van hierdie regulasies oortree of versuim om daaraan te voldoen, is skuldig aan 'n misdryf en is by skuldigbevinding strafbaar met 'n boete van hoogstens R1 000 of, by wanbetaling van sodanige boete, met gevangenisstraf vir 'n tydperk van hoogstens drie maande of, as so iemand voorheen ingevolge hierdie regulasies veroordeel is, met 'n boete van hoogstens R2 000 of, by wanbetaling van sodanige boete, met gevangenisstraf vir 'n tydperk van hoogstens ses maande."

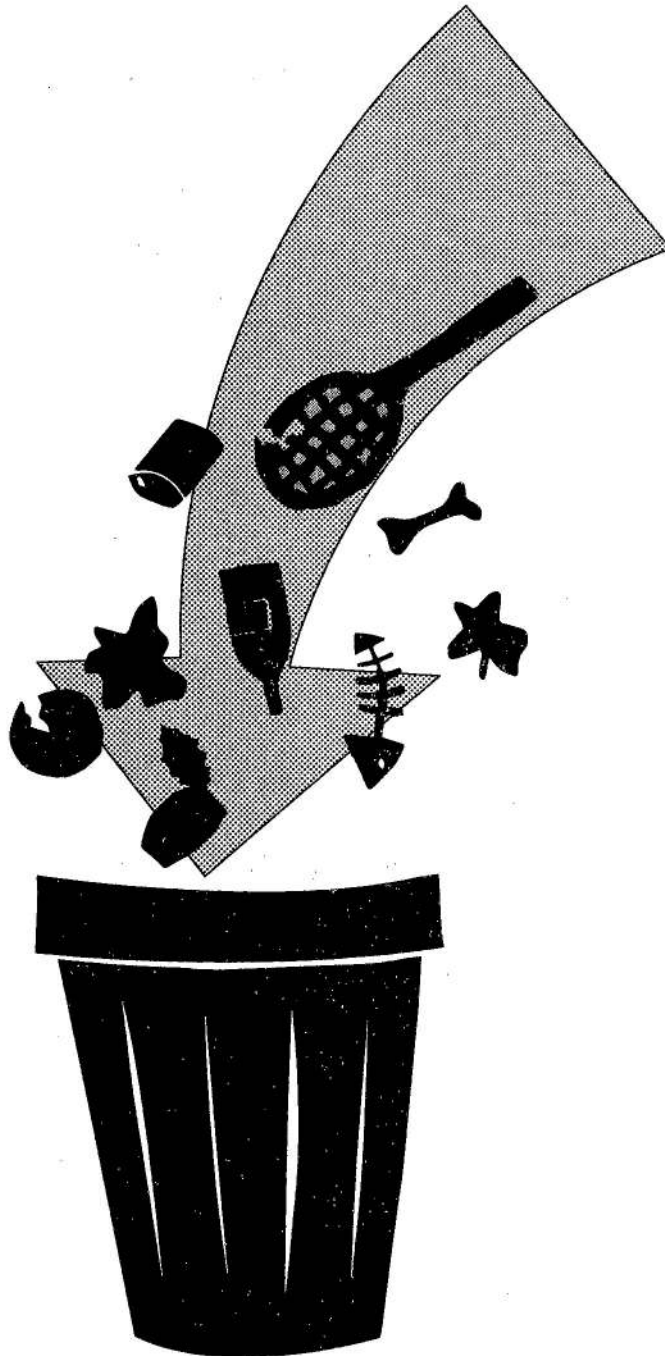
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Waar is die meeste weerkundige inligting in die hele Suid-Afrika beskikbaar?

*Department of Environmental Affairs and Tourism
Departement van Omgewingsake en Toerisme*

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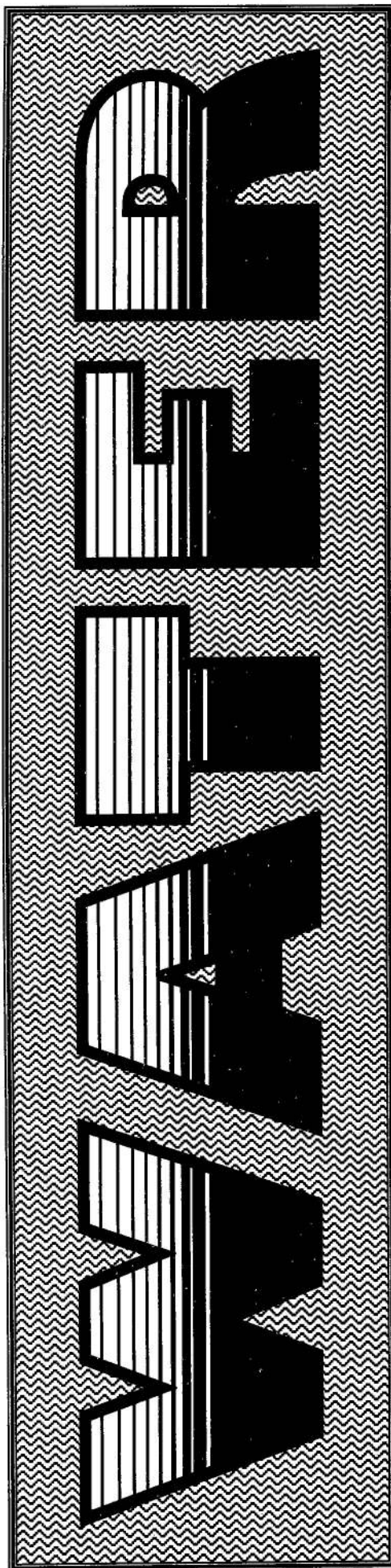


Throw trash where it belongs

Hou Suid-Afrika Skoon



Gooi rommel waar dit hoort

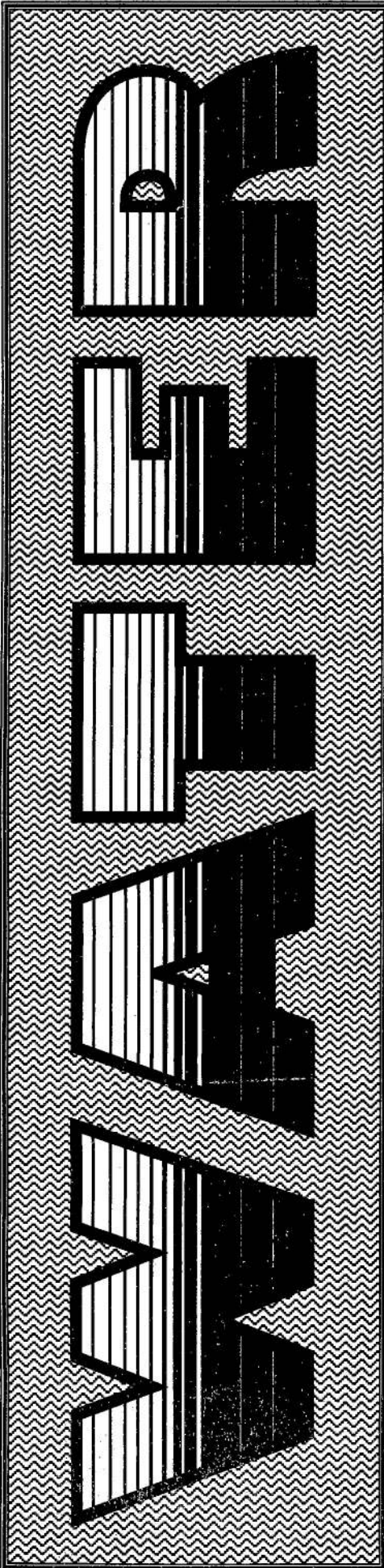


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CONTENTS

INHOUD

No.	Page No.	Gazette No.	No.	Bladsy No.	Koerant No.
GOVERNMENT NOTICES			GOEWERMENSKENNISGEWINGS		
Environmental Affairs and Tourism, Department of			Arbeid, Departement van		
<i>Government Notices</i>			<i>Goewermentskennisgewings</i>		
R. 742	45	20155	R. 735	1	20155
National Parks Act (57/1976): Regulations: Permit for a vessel within the water area of a national park.....			Basic Conditions of Employment Act (75/1997): Determination in terms of section 50.....		
R. 743	57	20155	R. 736	7	20155
do.: Amendment: Regulations: Wilderness National Park.....			do.: Employment Conditions Commission investigation into Retail Sector, Republic of South Africa.....		
R. 744	62	20155	R. 745	22	20155
do.: do.: do.: West Coast National Park..			Wet op Arbeidsverhoudinge (66/1995): Bedingsraad vir die Bounywerheid, Kimberley: Uitbreiding van Kollektiewe Wysigingsooreenkoms na Nie-partye		
Labour, Department of			Minerale en Energie, Departement van		
<i>Government Notices</i>			<i>Goewermentskennisgewing</i>		
R. 735	1	20155	R. 721	40	20155
Basic Conditions of Employment Act (75/1997): Determination in terms of section 50.....			Mine Health and Safety Act (29/1996): Regulations		
R. 736	7	20155	Omgewingsake en Toerisme, Departement van		
do.: Employment Conditions Commission investigation into Retail Sector, Republic of South Africa.....			<i>Goewermentskennisgewings</i>		
R. 745	7	20155	R. 742	51	20155
Labour Relations Act (66/1995): Bargaining Council for the Building Industry, Kimberley: Extension of Collective Amending Agreement to Non-parties			Wet op Nasionale Parke (57/1976): Regulasies: Permit vir 'n vaartuig in die watergebied van 'n nasionale park		
R. 746	37	20155	R. 743	59	20155
do.: Furniture, Bedding and Upholstery Industry Bargaining Council, Greater Northern Region: Extension of Collective Amending Agreement to Non-parties.....			do.: Wysiging: Regulasies: Wilderness Nasionale Park.....		
Minerals and Energy, Department of			R. 744	64	20155
<i>Government Notice</i>			do.: do.: do.: Weskus Nasionale Park.....		
R. 721	40	20155	Suid-Afrikaanse Inkomstediens		
Mine Health and Safety Act (29/1996): Regulations			<i>Goewermentskennisgewings</i>		
South African Revenue Service			R. 722	41	20155
<i>Government Notices</i>			Doeane- en Aksynswet (91/1964): Wysiging van Bylae No. 1 (No. 1/1/93).....		
R. 722	40	20155	R. 723	42	20155
Customs and Excise Act (91/1964): Amendment of Schedule No. 1 (No. 1/1/993).....			do.: Wysiging van Bylae No. 1 (No. 1/1/992).....		
R. 723	41	20155	R. 737	43	20155
do.: Amendment of Schedule No. 1 (No. 1/1/992).....			Doeane- en Aksynswet (91/1964): Wysiging van Bylae No. 5 (No. 5/57).....		
R. 737	42	20155	R. 738	44	20155
Customs and Excise Act (91/1964): Amendment of Schedule No. 5 (No. 5/57).....			do.: Wysiging van Bylae No. 3 (No. 3/432).....		
R. 738	43	20155			
do.: Amendment of Schedule No. 3 (No. 3/432).....					