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**GOVERNMENT NOTICES**  
**GOEWERMENSKENNISGEWINGS**

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**DEPARTMENT OF AGRICULTURE**  
**DEPARTEMENT VAN LANDBOU****No. R. 1095****30 August 2002****AGRICULTURAL PRODUCT STANDARDS ACT, 1990**  
**(ACT No. 119 OF 1990)****REGULATIONS REGARDING INSPECTIONS AND APPEALS: LOCAL**  
**REGULATIONS REGARDING INSPECTIONS AND APPEALS: EXPORT****CORRECTION NOTICE**

The schedule to Act No. 119 of 1990, Government Gazette Nos. R. 686 and R. 701 of 17 May 2002 as published in Government Gazette No. 23410 of the said date is hereby corrected by the –

- (a) substitution of Tables 1 and 2 under Export with Tables 1, 2, 3 and 4 under Local; and
- (b) Tables 1, 2, 3 and 4 under Local with Tables 1 and 2 under Export.

**No. R. 1095****30 Augustus 2002****WET OP LANDBOUPRODUKSTANDAARDE, 1990**  
**(WET No. 119 VAN 1990)****REGULASIES BETREFFENDE ONDERSOEKE EN APPËLLE: PLAASLIK**  
**REGULASIES BETREFFENDE ONDERSOEK EN APPËLLE: UITVOER****VERBETERINGSKENNISGEWING**

Die Bylae by Goewermentskennisgewing Nos. R. 686 en R. 701 van 17 Mei 2002, gepubliseer in Staatskoerant No. 23410 van vermelde datum word hiermee verbeter deur –

- (a) Tabela 1 en 2 onder Uitvoer met Tabela 1, 2, 3 en 4 onder plaaslik te vervang; en
- (b) Tabela 1, 2, 3 en 4 onder Plaaslik met Tabela 1 en 2 onder Uitvoer te vervang.

No. R. 1096

30 August 2002

FERTILIZERS, FARM FEEDS, AGRICULTURAL REMEDIES AND  
STOCK REMEDIES ACT, 1947 (ACT No. 36 OF 1947)

**REGULATIONS RELATING TO THE REGISTRATION OF FERTILIZERS, FARM FEEDS,  
AGRICULTURAL REMEDIES, STOCK REMEDIES, STERILISING PLANTS AND PEST CONTROL  
OPERATORS, APPEALS AND IMPORTS: AMENDMENT**

The Minister of Agriculture, acting under section 23 of the Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act, 1947 (Act No. 36 of 1947), has made the regulations set out in the Schedule.

**SCHEDULE**

**Definition**

1. In this Schedule "the Regulations" means the regulations published by Government Notice No. R. 1449 of 1 July 1983, as amended by Government Notices Nos. R. 96 of 20 January 1984, R. 2055 of 14 September 1984, R. 1053 of 3 June 1988, R. 1242 of 9 June 1990, R. 1409 of 6 August 1993, R. 1592 of 30 September 1996, R. 1017 of 14 August 1998, R. 216 of 10 March 2000 and R. 964 of 5 October 2001.

**Substitution of Table 1 of the Regulations**

2. The Regulations are hereby amended by the substitution for Table 1 of the table in the Annexure.

No. R. 1096

30 Augustus 2002

WET OP MISSTOWWE, VEEVOEDSEL, LANDBOUMIDDELS EN VEEMIDDELS, 1947  
(WET No. 36 VAN 1947)

**REGULASIES BETREFFENDE DIE REGISTRASIE VAN MISSTOWWE, VEEVOEDSEL,  
LANDBOUMIDDELS, VEEMIDDELS, STERILISERINGSINSTALLASIES EN PLAAG-  
BEHEEROPERATEURS, APPELLE EN INVOER: WYSIGING**

Die Minister van Landbou, handelende kragtens artikel 23 van die Wet op Misstowwe, Veevoedsel, Landboumiddels en Veemiddels, 1947 (Wet No. 36 van 1947), het die regulasies in die Bylae uiteengesit, uitgevaardig.

**BYLAE**

**Woordoms krywing**

1. In hierdie Bylae beteken "die Regulasies" die regulasies gepubliseer by Goewermentskennisgewing No. R. 1449 van 1 Julie 1983, soos gewysig deur Goewermentskennisgewings Nos. R. 96 van 20 Januarie 1984, R. 2055 van 14 September 1984, R. 1053 van 3 Junie 1988, R. 1242 van 9 Junie 1990, R. 1409 van 6 Augustus 1993, R. 1592 van 30 September 1996, R. 1017 van 14 Augustus 1998, R. 216 van 10 Maart 2000 en R. 964 van 5 Oktober 2001.

**Vervanging van Tabel 1 van die Regulasies**

2. Die Regulasies word hierby gewysig deur Tabel 1 deur die tabel in die Aanhangsel te vervang.



## ANNEXURE/AANHANGSEL

**TABLE 1/TABEL 1  
FEES PAYABLE/GELDE BETAALBAAR**

PURPOSE/DOEL	AMOUNT PAYABLE PER APPLICATION/ BEDRAG BETAALBAAR PER AANSOEK
<p><b>A. Application for the registration of -/Aansoek om die registrasie van -</b></p> <p>(a) a fertilizer, farm feed or sterilising plant/'n misstof, veevoedsel of steriliseringsinstallasie</p> <p>(b) an agricultural remedy or a stock remedy/'n landboumiddel of veemiddel</p> <p>(c) a pest control operator/'n plaagbeheeroperateur</p>	<p>R892</p> <p>R1 800</p> <p>R400</p>
<p><b>B. Application for the renewal of the registration of -/Aansoek om hernuwing van die registrasie van -</b></p> <p>(a) a fertilizer, farm feed or sterilising plant/'n misstof, veevoedsel of steriliseringsinstallasie</p> <p>(b) an agricultural remedy or a stock remedy/'n landboumiddel of veemiddel</p> <p>(c) a pest control operator/'n plaagbeheeroperateur</p>	<p>R472</p> <p>R892</p> <p>R262</p>
<p><b>C. Payment in addition to that specified in paragraph B, in the case of a late application for the renewal of the registration of -/Betaling bykomend tot dié in paragraaf B vermeld, in die geval van 'n laat aansoek om die hernuwing van die registrasie van -</b></p> <p>(a) a fertilizer, farm feed or sterilising plant/'n misstof, veevoedsel of steriliseringsinstallasie</p> <p>(b) an agricultural remedy or a stock remedy/'n landboumiddel of veemiddel</p> <p>(c) a pest control operator/'n plaagbeheeroperateur</p>	<p>R354</p> <p>R669</p> <p>R120</p>
<p><b>D. An appeal in terms of section 6 of the Act/'n Appèl ingevolge artikel 6 van die Wet</b></p>	<p>R3 000</p>
<p><b>E. Payment for information and documentation/Betaling vir inligting en dokumentasie:</b></p> <p>(a) Application form and instructions/Aansoekvorm en opdragte</p> <p>(b) Certificate of free sale/Sertifikaat van vrylike verkope</p> <p>(c) Import permit/Invoerpermit</p> <p>(d) Documents from own product files as requested by registration holders/Dokumente van eie produklêers soos aangevra deur registrasiehouers</p>	<p>R45,00 per package/per pakket</p> <p>R15,00 per certificate/per sertifikaat</p> <p>R10,00 per permit/per permit</p> <p>R45,00 per request plus 50c per page/per versoek plus 50c per bladsy</p>

**DEPARTMENT OF HEALTH  
DEPARTEMENT VAN GESONDHEID**

No. R. 1111

30 August 2002

**HEALTH ACT, 1977 (ACT NO. 63 OF 1977)****REGULATIONS RELATING TO MILKING SHEDS AND THE TRANSPORT OF MILK:  
AMENDMENT**

The Minister of Health has, in terms of sections 34, 35, 39 and 40 of the Health Act, 1977 (Act No. 63 of 1977), made the regulations in the Schedule.

**SCHEDULE**

1. In these regulations "the Regulations" means the regulations published under Government Notice No. R. 1256 of 27 June 1986, as amended by Government Notices Nos. R. 2104 of 21 October 1988 and R. 217 of 9 February 1990.

**Amendment of regulation 1 of the Regulations**

2. Regulation 1 of the Regulations is hereby amended by the substitution for the definition of "inspector" of the following definition:

"inspector" means a person contemplated in section 53(1) of the Act,".



**DR M E TSHABALALA-MSIMANG  
MINISTER OF HEALTH**

No. R. 1111

30 Augustus 2002

**WET OP GESONDHEID, 1977 (WET NO. 63 VAN 1977)****REGULASIES BETREFFENDE MELKSTALLE EN DIE VERVOER VAN MELK: WYSIGING**

Die Minister van Gesondheid het, kragtens artikels 34, 35, 39 en 40 van die Wet op Gesondheid, 1977 (Wet No. 63 van 1977), die regulasies in die Bylae uitgevaardig.

**BYLAE**

1. In hierdie regulasies beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 1256 van 27 Junie 1986, soos gewysig by Goewermentskennisgewings Nos. R. 2104 van 21 Oktober 1988 en R. 217 van 9 Februarie 1990.

**Wysiging van regulasie 1 van die Regulasies**

2. Regulasie 1 van die Regulasies word hierby gewysig deur die definisie van "inspekteur" met die volgende definisie te vervang:

"inspekteur" 'n persoon bedoel in artikel 53(1) van die Wet,".



**DR M E TSHABALALA-MSIMANG**  
**MINISTER VAN GESONDHEID**

**NATIONAL TREASURY  
NASIONALE TESOURIE**

No. R. 1129

30 August 2002

**REGULATIONS UNDER THE UNIT TRUSTS  
CONTROL ACT, 1981**

The Minister of Finance has,  
under sections 37A(1)(b) and 42 of the Unit Trusts Control Act, 1981  
(Act No. 54 of 1981), made the regulations in the  
Schedule.

**SCHEDULE****Definitions**

1. In these regulations "the Act" means the Unit Trusts Control Act, 1981 (Act No. 54 of 1981), and any word or expression to which a meaning has been assigned in the Act shall, unless the context otherwise indicates, have the meaning so assigned to it.

**Lodging of certain copies by management companies with registrar**

- 2.1 Subject to the proviso to sections 10 (4) (a) and 33 (5) (a) of the Act, a management company must not less than 14 days before the intended date of publication of any advertisement, brochure or pamphlet referred to in those sections, lodge two copies thereof with the registrar.
- 2.2 The copies referred to in subregulation 2.1 must bear or be accompanied by a covering certificate, signed by the directors of the management company, or by a director or responsible officer of the management company properly authorised thereto, on behalf of the directors, to the effect that there has been compliance with the applicable requirements of section 12 or 34, as the case may be, of the Act.
- 2.3 No management company may publish any advertisement, brochure or pamphlet referred to in subregulation 2.1, before the management company has been informed by the registrar that he has no objection to the terms thereof or before a direction by the registrar contemplated in section 13 of the Act has been complied with.
- 2.4 Subregulations 2.1, 2.2 and 2.3 apply with the necessary changes required by the context to any addition to or variation of a published advertisement, brochure or pamphlet.



- 2.5 If the registrar has exempted a management company of the obligation contemplated in the proviso to section 10 (4) (a) or 33 (5) (a) of the Act, the management company concerned must within 14 days after the date of first publication of the relevant advertisement, brochure or pamphlet, lodge two copies thereof with the registrar.
- 2.6 One copy of every return or notice referred to in sections 10 (4) (b) and 33 (5) (b) of the Act, must be lodged by the management company concerned with the registrar within 14 days after the furnishing thereof to the Registrar of Companies.

#### **Rounding-off of dividend payments in terms of section 19 (2) of Act**

3. No management company may round off, in terms of subsection (2) of section 19 of the Act, any amount to be paid by way of dividends in such a manner that such amount includes any part of the underlying securities included in the unit portfolio concerned or of the proceeds of capital gains, rights or bonus issues.

#### **Calculation of selling and repurchase prices of units as required by section 22 of Act**

4. For the purposes of paragraphs (b) and (c) of section 22 (2) of the Act, the trust deed may determine that the lowest dealing offer prices and the highest dealing bid prices on a recognised stock exchange may be used to calculate the selling price and purchase price of units, respectively.

#### **Signing of statements for purposes of sections 31 (1) and 32 (1) of Act**

5. The statements which a management company in property shares is required to furnish to the registrar in accordance with sections 31 (1) and 32 (1) of the Act, must be signed on behalf of the directors of the company by a director or other responsible officer of the management company authorised thereto by the directors.

#### **Furnishing of documents and particulars in applications under section 37 (2) (b) of Act**

6. An application made in terms of paragraph (b) of section 37 (2) of the Act for the exemption from the provisions of the Act of a proposed scheme or arrangement permitting of participation in specified mortgage bonds must be made by or on behalf of the manager of the proposed scheme and must be accompanied by the following documents:

- 6.1 A description of the manner in which the scheme is proposed to be operated;
- 6.2 two copies of the rules which govern the operation of the scheme; and
- 6.3 two copies of the Memorandum and Articles of Association of the nominee company to be operated in connection with the scheme.

#### **Application of regulations for purposes of section 36 of Act**

7. A provision of these regulations which relates to a section of the Act which is by section 36 of the Act made applicable to or in respect of a management company in property shares and a trustee in terms of a unit trust scheme in property shares, applies with the necessary changes required by the context and in so far as it can be applied, also to such management company and trustee.

#### **Fees and penalties**

8. The following fees and penalties, which include VAT, are payable from the date of publication of these regulations at the times and by the persons indicated hereunder in respect of the following matters:
  - 8.1 on lodging of an application under section 4 of the Act for registration as a management company, payable by the applicant concerned, a fee of R25 800;
  - 8.2 on lodging of an application by a management company for approval of a supplemental trust deed constituting an additional unit portfolio, payable by the applicant concerned, a fee of R8 350;
  - 8.3 on lodging of an application under section 23 of the Act by a management company for an alteration or rescission of, or addition to a trust deed or supplemental trust deed, other than an application for an additional unit portfolio, payable by the management company, a fee of R5 200;
  - 8.4 on lodging of an application under section 30 of the Act for registration as a management company in property shares, payable by the applicant concerned, a fee of R25 800;
  - 8.5 on lodging of an application by a management company in property shares for approval of a supplemental trust deed constituting an additional unit portfolio, payable by the applicant concerned, a fee of R8 350;
  - 8.6 on lodging of an application in terms of paragraph (b) of section 37(2) of the Act for exemption from the provisions of the Act, payable by the applicant concerned, a fee of R15 000;

- 8.7 on lodging of an application under subparagraph (i) of section 37A(1)(b) of the Act for approval of a foreign collective investment scheme, payable by the applicant concerned, a fee of R28 300;
- 8.8 on lodging of an application under conditions imposed by the registrar under subparagraph (ii) of section 37A(1)(b) of the Act by a foreign collective investment scheme in respect of any additional fund or product in such scheme, payable by the applicant concerned, a fee of R8 350;
- 8.9 on lodging of an application under conditions imposed by the registrar under subparagraph (ii) of section 37A(1)(b) of the Act by a foreign collective investment scheme for an alteration or rescission of, or addition to such scheme, other than an application for an additional fund or product, payable by the applicant concerned, a fee of R13 100;
- 8.10 on lodging of an application under conditions imposed by the registrar under subparagraph (ii) of section 37A(1)(b) of the Act by a foreign collective investment scheme for an alteration or rescission of, or addition to a fund or product of such scheme, other than an application for an additional fund or product, payable by the applicant concerned, a fee of R5 200;
- 8.11 on lodging of an application for the approval of a ballot letter to be submitted to unit holders, payable in respect of each portfolio being balloted, a fee of R2 400;
- 8.12 on lodging of an application for the approval of the acquisition, by a party other than a management company in property shares, of the management company and/or the shares in fixed property companies included in the portfolio of the scheme, payable by the management company concerned, a fee of R14 300;
- 8.13 on lodging of an application for the approval for the conversion of a unit trust scheme in property shares to a loan stock company, payable by the applicant concerned, a fee of R14 300;
- 8.14 on lodging of an application for the approval of the acquisition by a management company in property shares of a loan stock company and/or its assets, payable by the applicant concerned, a fee of R14 300;
- 8.15 on lodging of an application for the approval of a change in the shareholding of a management company and/or its holding company, payable by the management company concerned, a fee of R500;
- 8.16 on lodging of an application for a copy of any document, per A4-sheet, or part thereof, payable by the applicant concerned, a fee of R3,50;

- 8.17 for late rendition by any person of any balance sheet, account, statement, document or report required to be furnished in terms of any provision of the Act, payable by the person concerned on receipt of a written request by the registrar, a penalty of R20,00 per day for every day during which the delay continues, to a maximum of R200,00.

#### **Manner of payment of fees and penalties**

9. Fees and penalties referred to in regulation 8 are payable by means of a cheque, postal order or money order made out in favour of the Financial Services Board: Provided that if such fee or penalty is delivered by hand, the payment may be made in cash.

#### **Interest in respect of unpaid fees and penalties**

10. Any fees and penalties which are not paid whenever they are payable in terms of these regulations, carry interest at a rate per annum equal to the prevailing prime overdraft rate of The Standard Bank of South Africa Limited.

#### **Repeal of regulations**

11. The Regulations published by Government Notice No. R.804 of 25 June 1999 (Government Gazette No. 20219) are hereby repealed.



**DEPARTMENT OF TRANSPORT  
DEPARTEMENT VAN VERVOER**

No. R. 1134

30 August 2002

**AVIATION ACT, 1962 (ACT NO 74 OF 1962)****TWELFTH AMENDMENT OF THE CIVIL AVIATION REGULATIONS, 1997**

The Minister of Transport has under section 22(1) of the Aviation Act, 1962 (Act No 74 of 1962) made the regulations in the Schedule hereto.

**SCHEDULE****Definition**

1. In this Schedule, unless the context otherwise indicates, "the Regulations" means the Civil Aviation Regulations, 1997, published by Government Notice Nos R.1219 of 26 September 1997 and R.1255 of 17 October 1997, as amended by Government Notice No R. 1735 of 24 December 1997, Government Notice No R. 1041 of 14 August 1998, Government Notice No R. 1148 of 18 September 1998, Government Notice No R. 1664 of 14 December 1998, Government Notice No R. 1701 of 31 December 1998, Government Notice No R.639 of 21 May 1999, Government Notice No R. 170 of 17 February 2000, Government Notice No R. 171 of 18 February 2000, Government Notice No R. 558 of 22 June 2001 and Government Notice No R. 559 of 22 June 2001.

**Amendment of regulation 1.00.1 of Part 1 of the Regulations**

- 2 Regulation 1.00.1 of the Regulations is herewith amended by the substitution for the definition of "the Regulations" with the following definition :

"the Regulations" means the regulations contained in all the parts of the Civil Aviation Regulations, as amended from time to time, and for the application of Subpart 4 of Part 11 includes any regulation of the Rules of the Air, Air Traffic Services, Search and Rescue and Overflight Regulations, 1975, (as amended) and the Air Navigation Regulations, 1976, (as amended) remaining in effect in terms of regulation 183.00.4 (3) and(4) (a)."

**Amendment of regulation 183.00.4 of Part 183 of the Regulations**

- 3 Regulation 183.00.4 of the Regulations is herewith amended by the insertion of the following sub-regulation after sub-regulation (5):

"(6) For the purposes of Subpart 4 of Part 11 of the Regulations, the provisions of the Rules of the Air, Air Traffic Services, Search and Rescue and Overflight Regulations, 1975. (as amended) and the Air Navigation Regulations, 1976,(as amended), which are still in force and effect in terms of sub-regulations (3) and (4)(a), shall be deemed to form part of the Regulations until the relevant provisions are repealed."

**Short title and commencement**

- 4 These Regulations are called the Twelfth Amendment of the Civil Aviation Regulation 1997, and shall come into force on the date of publication thereof.

# UMNYANGO WEZOKUTHUTHA

## AVIATION ACT, 1962 (UMTHETHO WEPHALAMENDE 74 WA-1962)

### ISICHIBIYELO SESHUMI NAMBILI SOMTHETHONKAMBISO WECIVIL AVIATION

UNqonqoshe wezokuthutha, ngokugunyaziswa isigaba 22(1) se-Aviation Act, 1962 (Umthetho wePhalamende 74 wa1962), uphasise uMthethonkambiso oqukethwe kuhlu lwalombhalo.

### UHLU

#### Incazelo

1. Kuloluhlu, ngaphandle kwalapho inqikithi ikhombisa okwehlukile, igama elithi “-Mthethonkambiso” lisho u.Mthethonkambiso weCivil Aviation ka1997 oshicilelwe kwizaziso zikaHulumeni, uR.1219 kamhlaka-26 kuMfumfu 1997 noR1255 kamhlaka-17 kuMandulo 1997, njengokuchitshiyelwa kwawo yilezizasiso zikaHulumeni ezilandelayo: uR1735 kamhlaka-24 kuZibandlela 1997, R1041 kamhlaka-14 kuNcwaba 1998, uR1148 kamhlaka-18 kuMfumfu 1998, uR1664 kamhlaka-14 kuZibandlela 1998, uR1701 kamhlaka-31 kuZibandlela 1998, uR639 kamhlaka-21 kuNhlaba 1999, uR170 kamhlaka-17 kuNhlolanja 2000, uR171 kamhlaka-18 kuNhlolanja 2000, uR558 kamhlaka-22 kuNhlanguvana 2001 kanye no R559 kamhlaka-22 kuNhlanguvana 2001.

#### Isichibiyelo sesigaba-1.00.1 sengxenye yokuqala yoMthethonkambiso

2. Isigaba 1.00.1 soMthethonkambiso siyachitshiyelwa ngokufakwa kwalencazelo elandelayo yegama elithi “-Mthethonkambiso”, esikhundleni kwaleyo ekhona kumanje nje:

“UMthethonkambiso’ usho imithethonkambiso equkethwe kuzo zonke izingxenyane zoMthethonkambiso weCivil Aviation, njengokuchitshiyelwa kwayo, kanti uma kuza ekusetshenzisweni kwengxenyana yesine (Subpart 4) yengxenyane yeshumi nanye (Part 11), uMthethonkambiso umbandakanya amaRules of the Air, Air Traffic Services, Search and Rescue and Overflight Regulations ka1975 (njengokuchitshiyelwa kwawo) kanye noMthethonkambiso we-Air Navigation wa1976 (njengokuchitshiyelwa kwawo), asalawula nanamuhla ngokomthethonkambiso 183.00.4(3) no (4)(a).

**Isichibiyelo sesigaba-183.00.4 sengxenyane yekhulu namashumi ayisishiyagalombili nantathu (183) yoMthethonkambiso**

3. Isigaba 183.00.4 soMthethonkambiso siyachitshiyelwa ngokufakelwa kwesigatshana sesithupha somthethonkambiso ngemuva kwesigatshana sesihlanu.

“(6) Uma kuza ekusetshenzisweni kwengxenyana yesine (Subpart 4) yengxenyane yeshumi nanye (Part 11), imiyalelo yamaRules of the Air, Air Traffic Services, Search and Rescue and Overflight Regulations ka1975 (njengokuchitshiyelwa kwawo) kanye noMthethonkambiso we-Air Navigation wa1976 (njengokuchitshiyelwa kwawo), asalawula nanamuhla ngokwemitheshwanankambiso (3) no (4)(a), izokuba ingxenyane yoMthethonkambiso kuze kufike isikhathi lapho lemiyalelo isulwa khona.

**Isihloko esifinqiwe nokuqala kokusebenza**

4. LoMthethonkambiso ubizwa ngokuthi iSichibiyelo seShumi naMbili soMthethonkambiso weCivil Aviation ka1997, futhi uzolawula kusukela ngosuku ozoshicilelwa ngalo.

**DEPARTMENT OF LABOUR  
DEPARTEMENT VAN ARBEID**

No. R. 1110

30 August 2002

LABOUR RELATIONS ACT, 1995

**JEWELLERY AND PRECIOUS METAL INDUSTRY (CAPE): EXTENSION OF MAIN 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 Agreement which appears in the Schedule hereto, which was concluded in the Bargaining Council for the Jewellery and Precious Metal Industry (Cape) 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 9 September 2002, and for the period ending 30 June 2003.

**M. M. S. MDLADLANA**

Minister of Labour

No. R. 1110

30 Augustus 2002

WET OP ARBEIDSVARHOUDING, 1995

**JUWELIERSWARE- EN EDELMETAALNYWERHEID (KAAP): UITBREIDING VAN HOOF  
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 Ooreenkoms wat in die Engelse Bylae hiervan verskyn en wat in die Bedingingsraad vir die Juweliersware- en Edelmetaalnywerheid (KaaP) 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 9 September 2002, en vir die tydperk wat op 30 Junie 2003 eindig.

**M. M. S. MDLADLANA**

Minister van Arbeid

**SCHEDULE  
BARGAINING COUNCIL  
FOR THE  
JEWELLERY AND PRECIOUS METAL INDUSTRY (CAPE)  
MAIN COLLECTIVE AGREEMENT**

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

**Cape Jewellery Manufacturers' Association**

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

**Jewellers' and Goldsmiths' Union**

(hereinafter referred to as the "employees" or the "trade union"), of the other part, being the parties to the Bargaining Council for the Jewellery and Precious Metal Industry (Cape),

to amend the Agreement published under Government Notice No. R. 1178 of 15 October 1999, as extended, amended and renewed by Government Notice Nos. R. 648 of 30 June 2000, R. 1389 of 22 December 2000, R. 169 of 23 February 2001 and R. 163 of 15 February 2002.

**1. SCOPE OF APPLICATION OF AGREEMENT**

The terms of this Agreement shall be observed in the Jewellery and Precious Metal Industry (Cape)—

- 1.1 by all employers who are members of the employers' organisation and by all employees who are members of the Trade Union;
- 1.2 in the Magisterial Districts of Bellville, The Cape, Goodwood and Wynberg.

Notwithstanding the provisions of subclause (1), the terms of this Agreement shall—

- 1.3 apply only to employees for whom wages are specified in this Agreement, and to the employers of such employees;
- 1.4 apply to apprentices 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;
- 1.5 clauses 1.1, 2, subclause 10.5 of clause 3, and 4 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation and trade union, respectively.



**2. PERIOD OF OPERATION OF AGREEMENT**

This Agreement shall come into operation in respect of the parties on 1 July 2002 and in respect of the non-parties on such date as the Minister of Labour may extend the Agreement to non-parties, and the Agreement shall remain in force for the period ending 30 June 2003.

**3. CLAUSE 10: WAGES**

Substitute the following for clause 10:

"The minimum weekly wages which shall be paid by an employer to each member of the undermentioned classes of his employees shall be as follows:

	<i>Weekly wage</i>
New recruits (other than general workers and for three months only) .....	R325,00
10.1 GRADE I:	
An employer is required to employ stone mounters in wax patterns and setters at a ratio of two mounters to one setter. This ratio pertains to employment levels only.	
General worker/plating/washing/emerying/press-punching/rolling/stone moulder in wax patterns.....	R428,00 Unskilled
10.2 GRADE II:	
Wax injector/bench filer/solderer/polisher/grinder.....	R499,00
10.3 GRADE III:	
Rubber mould cutter .....	R528,00 Semi-skilled
10.4 GRADE IV:	
<b>ARTISANS AND PREVIOUSLY DESIGNATED JOURNEYMEN</b>	
(Qualified jewellers/setters/modelmakers/machinists).....	R807,00 Skilled

Employers shall pay employees who are not paid the minimum rate, but below Grade IV, an amount of R25,00 per week, provided that any increase given by employers to employees between 1 January 2002 and 30 June 2002 shall be offset against any increase applicable in terms of this Agreement.

**10.5 APPRENTICE WAGES**

First year—40% of journeyman rate.  
Second year—60% of journeyman rate.  
Third year—70% of journeyman rate.  
Fourth year—90% of journeyman rate."

**4. CLAUSE 12: DEDUCTIONS FROM WAGES**

Insert the following new subclause:

"12.6 Deductions from a group of employees' wages where during the course of employment and after thorough and fair investigation, it has been proven, on a balance of probabilities, that there exists a collective responsibility by the group for employer losses in a particular section/department. Provided further that no individual employee can be identified as the party solely responsible for the loss.

Deductions made from employees' remuneration in terms of this clause to reimburse the employer for the loss, should not exceed one-quarter of the employees' weekly remuneration until the full amount has been recovered."

5. Substitute the following for subclause 16.2:

"16.2 Council levies payable by an employee shall be 1% calculated on the minimum rate applicable to the employee's grade. The employer shall add an equal amount in respect of each person employed who falls within the scope of this Agreement."

Signed at Cape Town on this 23rd day of May 2002.

**D. BOLDING**

Chairman

Bargaining Council for the Jewellery and Precious Metal Industry (Cape)

**K. A. MARTIN-EYTAM**

Secretary

Bargaining Council for the Jewellery and Precious Metal Industry (Cape)

**No. R. 1116****30 August 2002**

LABOUR RELATIONS ACT, 1995

CANCELLATION OF GOVERNMENT NOTICES

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA:  
FOOTWEAR SECTION COLLECTIVE AGREEMENT**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby, in terms of section 32 (7) of the Labour Relations Act, 1995, cancel Government Notices Nos. R. 1261 of 5 November 1999, R. 821 of 25 August 2000, R. 1339 of 8 December 2000, R. 573 of 29 June 2001, R. 1224 of 30 November 2001 and R. 793 of 14 June 2002, with effect from 9 September 2002.

**M. M. S. MDLADLANA**

Minister of Labour

**UMNYANGO WEZOKUSEBENZA****No. R. 1116****30 August 2002**

UMTHETHO WOBUDLELWANO KWEZEMISEBENZI, KA 1995

UKUKHANSELWA KWESAZISO SIKAHULUMENI

**UMKHANDLU WOKUXOXISANA WOMKHAKHA WEZIMBONI ZEZIKHUMBA ENINGIZIMU AFRIKA:  
ISIVUMELWANO SIKAWONKEWONKE KWINGXENYE YOKUGQOKWA EZINYAWENI**

Mina, Membathisi Mphumzi Shepherd Mdladlana, uNgqongqoshe wezemiSebenzi, ngokwesigaba 32 (7) soMthetho wobuDlelwano kwezemiSebenzi, ka 1995, ngikhansela iSaziso sikaHulumeni esinguNombolo R. 1261 sika 5 November 1999, R. 821 sika 25 August 2000, R. 1339 sika 8 December 2000, R. 573 sika 29 June 2001, R. 1224 sika 30 November 2001, R. 793 sika 14 June 2002, kusukela mhla ziwu 9 September 2002.

**M. M. S. MDLADLANA**

Ungqongqoshe Wezemisebenzi

**No. R. 1117****30 August 2002**

LABOUR RELATIONS ACT, 1995

**NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION OF THE  
FOOTWEAR SECTION COLLECTIVE RE-ENACTING AND 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 Agreement which appears in the Schedule hereto, which was concluded in the National Bargaining Council of the Leather Industry of South Africa 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 9 September 2002 and for the period ending 30 June 2003.

**M. M. S. MDLADLANA**

Minister of Labour

**UMNYANGO WEZOKUSEBENZA****No. R. 1117****30 August 2002**

UMTHETHO WOBUDLELWANO KWEZEMISEBENZI, KA 1995

**UMKHANDLU WOKUXOXISANA WOMKHAKHA WEZIMBONI ZEZIKHUMBA ENINGIZIMU AFRIKA: UKWELULWA  
KWESIVULMELWANO ESIPHINDA UKUMISWA NESICHIBIYELAYO SIKAWONKEWONKE KWINGXENYE  
YOKUGQOKWA EZINYAWENI SELULELWA KULABO ABANGESIWONA AMALUNGA**

Mina, Membathisi Mphumzi Shepherd Mdladlana, uNgqongqoshe wezemiSebenzi, ngokwesigaba 32 (2) soMthetho wobuDlelwano kwezemiSebenzi, ka 1995 (Labour Relations Act, 1995), ngiyamemezela ukuthi iSivumelwano sika Wonkewonke esinezelelwa kwiSheduli yeSingisi exhunyiwe lapha, esahlangiswa emkhandlwini kaZwelonke wokuXoxisana kaZwelonke wokuXoxisana ngamaHolo eziMbonini zesiKhumba eNingizimu Afrika (National Bargaining Council of the Leather Industry of South Africa) futhi esiyisibhopo ngokwesigaba 31 soMthetho wobuDlelwano kwezemiSebenzi, ka 1995 (Labour Relations Act, 1995), kulawo maqembu ahlanganisa isinezelelo sesivumelwano leso, siyababopha nabanye abaqashi nabaqashwa kulowo mkhakha wezibomi, kusekela ngomhlaka 9 September 2002, nangesikhathi sonke esiyophela mhla ziwu 30 Juni 2003.

**M. M. S. MDLADLANA**

Ungqongqoshe Wezemisebenzi

**Qaphela:** Amakhophi alesi sivumelwano esiZulu ayatholakala uma eceliwe eMkhandlwini kaZwelonke wokuXoxisana ngamaHolo eziMbonini zesiKhumba eNingizimu Afrika.

## SCHEDULE

### NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA

#### FOOTWEAR SECTION COLLECTIVE AGREEMENT

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

**Southern African Footwear and Leather Industries Association (SAFLIA)**

and

**Association of Small and Medium Manufacturers of Footwear and Allied Products**

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

**National Union of Leather and Allied Workers (N.U.L.A.W.)**

and

**Southern African Clothing and Textile Workers' Union**

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

being parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the Re-enacting Agreement published under Government Notice No. R. 1261 of 5 November 1999 as amended and renewed by Government Notices Nos. R. 821 of 25 August 2000, R. 1339 of 8 December 2000, R. 573 of 29 June 2001, R. 1224 of 30 November 2001 and R. 793 of 14 June 2002.

#### 1. CLAUSE 1: SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the Footwear Section of the Leather Industry—
  - (a) by all employers who are members of the employers' organisation, and by all employees who are members of the trade union, and who are engaged or employed in the said section of the industry;
  - (b) in the Republic of South Africa, as it existed prior to the promulgation of the Constitution of the Republic of South Africa, 1993 (Act No. 200 of 1993).
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only to all employees for whom wages are prescribed in the Annexures to this Agreement.
- (3) The terms of this Agreement shall not apply to non-parties in respect of clauses 1 (1) (a), 2 and 3.

#### 2. CLAUSE 2: DATE AND PERIOD OF OPERATION

This Agreement shall come into operation on such date as the Minister of Labour extends the Agreement to non-parties, and shall remain in force for the period ending 30 June 2003.

#### 3. SPECIAL PROVISIONS

The provisions of clauses 11, 13 (1), 14 (2) and 14 (3) of the Agreement published under Government Notices Nos. R. 1261 of 5 November 1999, R. 821 of 25 August 2000, R. 1339 of 8 December 2000, R. 573 of 29 June 2001, R. 1224 of 30 November 2001 and R. 793 of 14 June 2002 (hereinafter referred to as the "Former Agreement"), as further extended, renewed and amended from time to time, shall apply to employers and employees.

#### 4. GENERAL PROVISIONS

The provisions contained in clauses 3 to 10, 12, 13 (2), 14 (1), 14 (4) to 17 and Annexure A to E of the Former Agreement (as further extended, renewed and amended from time to time), shall apply to employers and employees.

#### 5. CLAUSE 7: LEAVE

Substitute the following for clause 7.2 (2) and (3):

- "(2) Public Holidays granted in terms of the Public Holidays Act (Act No. 36 of 1994), will be holidays with pay. In the event of a public holiday falling on a Saturday, payment for such holiday will be calculated at one-fifth of the ordinary weekly wage.
- (3) Where an employee works on a public holiday, he shall be paid for his time worked, in addition to the pay in terms of subclause (2)."

#### 6. CLAUSE 8: REMUNERATION

Substitute the figure "R465,99" for the figure "R431,47" in clause 8.4 (1) (a) and (2).

#### 7. ANNEXURE D: WAGE RATES

Substitute the following for Annexure D:

**ANNEXURE D**  
**WAGES: GENERAL**

	Column A Per week	Column B Per week
A. Watchman .....	465,99	512,59
B. Storeman and or warehouseman, despatch clerk .....	479,23	527,15
C. Boiler attendant .....	465,99	512,59
D. Motor vehicle driver driving a vehicle authorised to carry or haul a payload of—		
(i) under 2 722 kg .....	472,63	519,89
(ii) 2 722 kg .....	479,23	527,15
(iii) over 2 722 kg but not exceeding 4 546 kg .....	510,08	561,09
(iv) over 4 546 kg but not exceeding 6 350 kg .....	605,72	666,29
E. Minors employed in occupations for which rates have not been prescribed in this Agreement:		
First six months .....	290,43	319,48
Second six months .....	327,23	359,95
Third six months .....	365,70	402,27
Thereafter .....	465,99	512,59
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 month's experience.		
F. Cardboard box-making operations:		
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by:		
(a) power .....	692,12	761,33
(b) hand .....	557,95	613,74
(ii) Cardboard box-makers .....	465,99	512,59
(iii) Making cardboard boxes, according to experience:		
First six months .....	324,42	356,86
Second six months .....	327,23	359,95
Thereafter .....	465,99	512,59
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
G. Employees employed on hand typesetting and printing labels on a printing machine .....	626,43	689,08
H. Employees employed on welt-making:		
(i) Splitting, skiving, cutting, grooving and bevelling .....	465,99	512,59
(ii) All other operators .....	465,99	512,59
I. Packers .....	465,99	512,59
J. Employees employed on currying .....	539,92	593,92
K. Employees employed on spraying of leather .....	625,20	687,72
L. Employees employed on knife-making:		
(i) Welding and/or brazing and/or silver soldering .....	753,04	828,34
(ii) Finishing of joints after welding .....	489,70	538,67
(iii) Tack and/or spot welding .....	465,99	512,59
(iv) Bending to templet and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding .....	465,99	512,59
(Note: For the purpose of par. L, welding means continuous drawing of weld on seams or joints but excludes track and/or spot welding)		
<b>(A) PATTERN DEPARTMENT</b>		
(i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions, and/or shoe draughtsman .....	783,90	862,29
(ii) Qualified employees—		
(a) employed on hand grading but not restrictions and not producing original standards .....	662,49	728,74
(b) employed on grading machines .....	662,49	729,74
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced .....	662,49	728,74
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof .....	524,33	576,76



	Column A Per week	Column B Per week
<b>(B) CLICKING DEPARTMENT</b>		
Qualified employees on:		
(i) Clicking and cutting uppers by hand or machine:		
(a) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins .....	776,78	854,46
White full chrome kip for the production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African tannage) .....	776,78	854,46
Children's work, any material, all sizes up to and including size 1 1/2, and all leather slippers (men's, women's and children's) .....	776,78	854,46
(b) Any other materials		
<i>[Ratio: for every four or part of four qualified clickers there may be employed not more than one learner. Part of four means a remainder of not less than one after the total number of qualified clickers has been divided by four.]</i>		
(c) Upper leather sorter grading and/or sorting for quality for issue to clickers .....	783,90	862,29
(d) Examining of cut leather components for quality .....	783,90	862,29
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet .....	539,92	593,92
<i>Note: A trimming is a decoration which is not an essential part of the shoe upper. In the event of any disputes as to what comprises a 'small trimming', the Council's decision shall, after investigation, be final.</i>		
Cutting from offal of inside tongues and narrow backstraps from children's, youth's and maids' stitchdowns or Oxford and Derby patterns .....	539,92	593,92
All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof.		
Strap cutting to length from continuous rolls or hanks of pre-prepared material .....	539,92	593,92
<i>[Ratio: For every qualified employee in this section there may be employed not more than two learners at wages in accordance with the scale laid down for learners in subclause (N)(i) of this Annexure]</i>		
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching .....	479,23	527,15
(iv) Giving out patterns .....	524,33	576,76
Operating splitting machine .....	524,33	576,76
(v) Size stamping and/or painting .....	465,99	512,59
Applying acme backing .....	465,99	512,59
<b>(C) CLOSING DEPARTMENT</b>		
Qualified employees on:		
(i) Puritan machining .....	574,57	632,03
(ii) Stitching aprons on uppers on out-sole stitching machines .....	574,57	632,03
(iii) Pilot machining .....	543,43	597,78
(iv) Other machining:		
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining .....	469,00	515,90
White full chrome kip for the production only of the whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage) .....	469,00	515,90
(b) Operations on leathers other than those specified in (a):		
Vamping .....	492,88	542,17
Flat binding by machine .....	492,88	542,17
Machining additional rows of stitching on the vamp, parallel to the vamp stitching .....	492,88	542,17
Golosh machining (whole goloshes) .....	492,88	542,17
Fancy shoes on the held-together system, machined through (all classes) .....	492,88	542,17

	Column A Per week	Column B Per week
Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers) .....	492,88	542,17
Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides .....	492,88	542,17
Vamping shoes with quarters over vamps .....	492,88	542,17
Conveyor belt console operator feeding individual operators .....	492,88	542,17
(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality .....	492,88	542,17
(d) All operations on childrens' work up to size 1 1/2.....	469,00	515,90
All leather slippers (men's, women's and children's) .....	469,00	515,90
All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type).....	469,00	515,90
(v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine .....	492,88	542,17
(vi) Bagging .....	465,99	512,59
Turning of binding .....	465,99	512,59
Button fastening.....	465,99	512,59
Buttonholding.....	465,99	512,59
Lacing .....	465,99	512,59
Handpunching .....	465,99	512,59
Portuguese seaming.....	465,99	512,59
Staying and taping.....	465,99	512,59
Seam rubbing .....	465,99	512,59
Seam hammering .....	465,99	512,59
Sewing on bows and buckles by hand or machine .....	465,99	512,59
Silk screen printing .....	465,99	512,59
Table-hands .....	465,99	512,59
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators).....	465,99	512,59

**(D) ROUGH STUFF DEPARTMENT****Class I Operations**

Qualified employees:

(i) On cutting sole from leather .....	746,14	820,75
On sorting, examining and fitting up ungraded unstamped stock.....	746,14	820,75
On sorting and examining graded and stamped stock.....	746,14	820,75
(ii) On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather.....	656,43	722,08
On reducing shaped rubber soles on the press .....	656,43	722,08

*[Ratio: See subclause P]***Class II Operations**

Qualified employees on:

(i) Channelling:		
Welted insoles .....	539,92	593,92
Other work.....	593,92	593,92
(ii) Press cutting operations, other than those in Class I .....	555,16	610,68
(iii) Assembling from stock, whether or not sorted or graded .....	524,33	576,76
Attaching ribs to welted insoles.....	524,33	576,76

	Column A Per week	Column B Per week
Flap splitting .....	524,33	576,76
Gemming and taping.....	524,33	576,76
Heel breasting .....	524,33	576,76
Heel building.....	524,33	576,76
Heel compressing.....	524,33	576,76
Slugging .....	524,33	576,76
Sole and insole rounding.....	524,33	576,76
Sole grooving, sole roughening and reducing on automatic machine .....	524,33	576,76
Tip filling .....	524,33	576,76

[Ratio: See subclause (P)]

### Class III Operations

Qualified employees on:

Channel opening.....	465,99	512,59
Edge covering.....	465,99	512,59
Edge reducing.....	465,99	512,59
Automatic edge preparation machine operating for soles prior to attachment.....	465,99	512,59
Flexing .....	465,99	512,59
Insole feathering .....	465,99	512,59
Insole grooving.....	465,99	512,59
Insole slotting .....	465,99	512,59
Insole marking.....	465,99	512,59
Lift and/or rand tacking .....	465,99	512,59
Lip turning .....	465,99	512,59
Press room scouring operations .....	465,99	512,59
Shank assembling.....	465,99	512,59
Shank moulding .....	465,99	512,59
Skiving .....	465,99	512,59
Size stamping .....	465,99	512,59
Sole, insole and stiffener moulding.....	465,99	512,59
Sole and insole splitting.....	465,99	512,59
Sole grading machine operating .....	465,99	512,59
Sole roughening for stuck-on work .....	465,99	512,59
Solutioning .....	465,99	512,59
Staining and/or inking of insoles.....	465,99	512,59
Stiffener waxing and crimping.....	465,99	512,59
Welt preparation.....	465,99	512,59

[Ratio: See subclause (P)]

### (E) MAKING DEPARTMENT

#### Class I Operations

Qualified employees on:

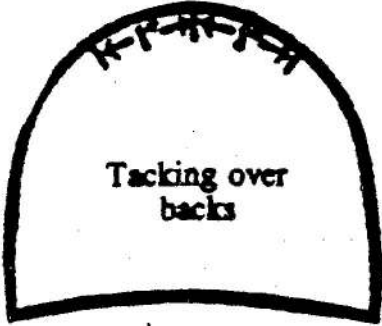
(i) Pulling over Consol lasting and/or Littleway lasting		
(a) Welted work, other than staple welted work .....	746,14	820,75
(b) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots.....	656,43	722,08
(c) Combined pulling over and forepart lasting .....	746,14	820,75
(d) All other grades .....	746,14	820,75

	Column A Per week	Column B Per week
(ii) Bed lasting (toes only):		
(a) Welted work, other than staple welted work .....	746,14	820,75
(b) Other work.....	746,14	820,75
(iii) Lasting of seats and sides by machine:		
(a) Welted work, other than staple welted work .....	595,14	654,66
(b) Other work.....	595,14	654,66
<i>Note: If a lasting machine operator is required to last boots or toes through (i.e. seats and/or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.</i>		
(iv) Complete sole attaching by staple machine.....	534,99	588,49
Staple welt attaching .....	534,99	588,49
(v) Welt sewing .....	746,14	820,75
(vi) Rough rounding:		
(a) Welted work, other than staple welted work .....	746,14	820,75
(b) Stitchdowns .....	746,14	820,75
(c) Other work.....	746,14	820,75
(vii) Sole sewing by any machine.....	746,14	820,75
(viii) Sole stitching:		
(a) Welted work, other than staple welted work .....	746,14	820,75
(b) Stitching outer soles to runners on Indian sandals on a No. 6 harness stitching machine and stitching runners or throughs to uppers of the moccasin type of footwear .....	656,43	722,08
(c) Other work.....	746,14	820,75
(ix) (a) Stitchdown staple lasting.....	534,99	588,49
(b) Stitchdown thread lasting .....	534,99	588,49
(c) Stitchdown toe forming.....	534,99	588,49
(d) Wiping platform covers by machine .....	534,99	588,49
(e) Lasting operations on a Kamborian machine.....	534,99	588,49
(f) String-lasting by hand .....	534,99	588,49
(x) Pounding:		
(a) Welted work, other than stapel welted work .....	625,78	688,36
(b) Miners' and miners' type and army type boots (Army type boots means the heavy type of boot involving the same strenuous pounding as contact army boots).....	685,83	754,42
(c) Other work.....	625,78	688,36
<i>Note: No employee under the age of 18 may be employed on pounding</i>		
(xi) Examining.....	746,14	820,75
<i>Ratios—Class I Operations: Marketing Department</i>		
(a) For every three or part of three qualified employees in pulling over, machine and/or bed lasting (excluding seat and side lasting), welt and/or sole sewing, stitching and rough rounding, there may be employed not more than one learner.		
(b) For every three or part of three qualified employees on operations, other than those referred to in (a), one learner may be employed.		
(c) "Part of three" referred to in (a) and (b) means a remainder of not less than two after the total number of qualified employees have been divided by three.		
<b>Class II Operations</b>		
Qualified employees on:		
(i) Sole positioning on upper with pre-finished extended welt edge.....	570,90	627,99
(ii) Positioning of pre-trimmed soles prior to and/or with stuck-on press .....	555,16	610,68
(iii) Stuck-on process work:		
Sole positioning on upper and press, operating in one operation.....	524,33	576,76



	Column A Per week	Column B Per week
Sole positioning on upper at forepart and seat before pressing .....	524,33	576,76
Press operating with the sole previously positioned (See Class III for tracking at seat only) .....	524,33	576,76
Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear.....	524,33	576,76
Stitchdown assembling and pulling over stitchdown work .....	524,33	576,76
Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding .....	524,33	576,76
Hobnailing by hand or machine.....	524,33	576,76
Putting on toe plates and heel tips by hand or machine .....	524,33	576,76
Heel attaching.....	524,33	576,76
Football boot studding and barring.....	524,33	576,76
Handlevelling, other than stitchdown.....	524,33	576,76
Inseam trimming .....	524,33	576,76
Jointing (clearing linings and tacking uppers down over joints).....	524,33	576,76
Loose nailing or pegging foreparts and waists.....	524,33	576,76
Louis flap trimming by hand .....	524,33	576,76
machine levelling .....	524,33	576,76
Screwing.....	524,33	576,76
Sole attaching machine-sewn, riveted and/or riveted and stitched work .....	524,33	576,76
Sole adhesive heat activating by machine .....	524,33	576,76
Stiffener cornering and tacking.....	524,33	576,76
Stitch separating.....	524,33	576,76
String nailing.....	524,33	576,76
Tacking forward of heel seats.....	524,33	576,76
Upper roughening.....	524,33	576,76
Waist reducing after being sewn .....	524,33	576,76
Wooden heel fitting.....	524,33	576,76
Welt butting and skiving .....	524,33	576,76
Welt wheeling .....	524,33	576,76
Rand welting by machine .....	524,33	576,76
Slugging and gang slugging .....	524,33	576,76
Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof by hand or machine.....	524,33	576,76
Back part and waist pre-moulding.....	524,33	576,76
Back part moulding.....	524,33	576,76
(iv) Vulcanising process.....	524,33	576,76
Vulcanising soles to lasted uppers .....	524,33	576,76
Rand welting by machine .....	524,33	576,76
Moulding of sole units.....	524,33	576,76
<b>Class III Operations</b>		
Qualified employees on:		
Beating .....	465,99	512,59
Application by machine of hardening resins to puffs .....	465,99	512,59
Bottom filling.....	465,99	512,59
Channel closing and edge raising.....	465,99	512,59
Feeding nails to heeling machines .....	465,99	512,59
Hand levelling of stitchdowns.....	465,99	512,59
Heel covering .....	465,99	512,59
Inserting stiffeners and puffs.....	465,99	512,59
Louis heel flap clamping, Louis heel slicking .....	465,99	512,59



	Column A Per week	Column B Per week
Louis heel flap trimming by machine .....	465,99	512,59
Reverse seat mouldings for stitchdowns .....	465,99	512,59
Seat nailing and/or pegging .....	465,99	512,59
Seat rounding.....	465,99	512,59
Shank attaching .....	465,99	512,59
Sole tacking at seat for stuck-on process.....	465,99	512,59
Solutioning, damping and pasting.....	465,99	512,59
Sorting hobs.....	465,99	512,59
Sole laying welted work and/or rubber soles .....	465,99	512,59
Sole tacking or sole fitting throughs and runners .....	465,99	512,59
Tack pulling .....	465,99	512,59
Tacking bottom stock to last.....	465,99	512,59
Tacking over backs before pulling over on closed back shoes, task being placed not further than 25 mm from middle of back of heel seat .....	465,99	512,59
		
Tacking over sandal backs where no stiffener is inserted .....	465,99	512,59
Tacking top pieces on stitchdowns and sandals.....	465,99	512,59
All other wire grip tacking.....	465,99	512,59
Upper stapling after lasting sides.....	465,99	512,59
Upper trimming.....	465,99	512,59
Plastic pelletising and granulating.....	465,99	512,59
<i>[Ratio: See subclause (P)]</i>		
<b>HAND-LASTING OPERATIONS</b>		
Qualified employees on:		
(i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear.....	662,49	728,74
<i>Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.</i>		
(ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins		
Hand-lasting seats of stitchdowns.....	524,33	576,76
Hand-lasting in the manufacture of clogs.....	524,33	576,76
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip	524,33	576,76
Tacking leather straps to wooden soles .....	524,33	576,76
<i>[Ratio: There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]</i>		
<b>(F) FINISHING DEPARTMENT</b>		
<b>Class I Operations</b>		
Qualified employees on:		
(i) Edge trimming:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	656,43	722,08
Rubber and rubber composition soles .....	656,43	722,08
Children's footwear, all sizes up to and including size 1½ .....	656,43	722,08
All slippers (men's, women's and children's) .....	656,43	722,08

	Column A Per week	Column B Per week
Stitchdown footwear produced from box hide and willow hide .....	656,43	722,08
(b) All other work .....	746,14	820,75
(ii) Edge setting:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots.....	534,99	588,49
Through runners.....	534,99	588,49
Waist and/or top pieces.....	534,99	588,49
Children's footwear, all sizes up to and including size 1½.....	534,99	588,49
All slippers (men's, women's and children's) .....	534,99	588,49
Stitchdown footwear produced from box hide and willow hide .....	534,99	588,49
(b) Automatic edge-setting machine, all grades .....	534,99	588,49
(c) All other work .....	656,43	722,08
(iii) Heel trimming .....	534,99	588,49
(iv) Examining.....	746,14	820,75
<i>[Ratio: See subclause (P)]</i>		

### Class II Operations

Qualified employees on:

Bitting by hand or machine .....	524,33	576,76
Bottom scouring .....	524,33	576,76
Heel scouring .....	524,33	576,76
Heel spraying .....	524,33	576,76
Ploughing out.....	524,33	576,76
Complete finishing by hand.....	524,33	576,76
Top piece trimming.....	524,33	576,76
Bunk wheeling.....	524,33	576,76
Louis flap ironing.....	524,33	576,76
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge .....	524,33	576,76
Seat wheeling.....	524,33	576,76
Top ironing, i.e. Marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished.....	524,33	576,76
Welt wheeling.....	524,33	576,76
Decorative feather stitching by hand after the sole is permanently attached to the upper .....	524,33	576,76
<i>[Ratio: See subclause (P)]</i>		

### Class III Operations

Qualified employees on:

Brushing, padding and/or burnishing .....	465,99	512,59
Crow wheeling.....	465,99	512,59
Finger scouring .....	465,99	512,59
Heel breast cornering.....	465,99	512,59
Inking, staining, waxing and damping.....	465,99	512,59
Inserting, slipping and putting away lasts .....	465,99	512,59
Ploughing (removing the scarf round under edge of sole) .....	465,99	512,59
Rubbing of edges and bottoms.....	465,99	512,59
Spew and/or flash trimming .....	465,99	512,59
Conveyor belt loading .....	465,99	512,59
<i>[Ratio: See subclause (P)]</i>		

### (G) SHOE ROOM

Qualified employees on:

Faking .....	613,64	694,80
Examining .....	631,64	694,80

	Column A Per week	Column B Per week
Patent repairing.....	465,99	512,59
Embossing and/or stamping .....	465,99	512,59
Boxing .....	465,99	512,59
Dressing and/or sizing .....	465,99	512,59
Dressing by spray-gun .....	465,99	512,59
Hand polishing and cleaning .....	465,99	512,59
Ironing .....	465,99	512,59
Labelling.....	465,99	512,59
Lining trimming.....	465,99	512,59
Size stamping on footwear.....	465,99	512,59
Socking .....	465,99	512,59
Stamping descriptions and sizes on labels.....	465,99	512,59
Quarter forming by machine .....	465,99	512,59
Smoothing insole before socking or boxing.....	465,99	512,59
<b>(H) MILL-ROOM OPERATIONS</b>		
Qualified employees on:		
(i) Group 2:		
Calender operating.....	447,09	524,80
Batch mass-measuring and assembling of chemicals .....	447,09	524,80
Operating extruding machine .....	447,09	524,80
Operating and open mixing mill with a width of not less than 1,52 m.....	447,09	524,80
Operating internal mixer .....	447,09	524,80
Slabbing sheet rubber to gauge (stretching compound) .....	447,09	524,80
Operating an open mixing mill with a width of less than 1,52 m but not less than 1,01 m.....	447,09	524,80
Warming compound on open mill.....	447,09	524,80
Hydraulic press operating.....	447,09	524,80
Operating splitting machine.....	447,09	524,80
(ii) Group 1:		
Issuing soles and heels .....	465,99	512,59
Press cutting blanks (clicking) .....	465,99	512,59
Attending autoclave .....	465,99	512,59
Assisting mass-measurer .....	465,99	512,59
Mould checking.....	465,99	512,59
Operating an open mixing mill with a width of less than 1,01 m.....	465,99	512,59
Masticating, sheeting out, cracking or breaking compound .....	465,99	512,59
Buffing or scouring machine operations.....	465,99	512,59
Feeding rubber into calendar (feeding stretchers) .....	465,99	512,59
Grinding scrap by machine.....	465,99	512,59
Mould cleaning .....	465,99	512,59
Trimming.....	465,99	512,59
Blank cutting and mass-measuring to fixed standards .....	465,99	512,59
Extruding into trays.....	465,99	512,59
Bale cutting.....	465,99	512,59
Sieving chemicals, buffings and grindings .....	465,99	512,59
Stencilling or making bales.....	465,99	512,59
Applying powder .....	465,99	512,59
Packing soles and heels.....	465,99	512,59
Granulating .....	465,99	512,59
Assisting calender operator .....	465,99	512,59
Dipping machine operator .....	465,99	512,59

	Column A Per week	Column B Per week
<i>[Ratio: For every three qualified employees employed in this section not more than one learner may be employed]</i>		
<b>(I) HIGH-FREQUENCY WELDING</b>		
Qualified employees on:		
(i) High-frequency welding, embossing pre-cut uppers .....	489,70	538,67
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding) .....	776,78	854,46
(iii) High-frequency welding, embossing of socks and other components .....	465,99	512,59
(iv) High-frequency welding, combined with cutting of socks and other components .....	539,92	593,92
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]</i>		
<b>(J) FLOW MOULDING</b>		
Qualified employees on:		
(i) Flow moulding pre-cut uppers .....	489,70	538,67
(ii) Flow moulding pre-cut socks .....	489,70	538,67
(iii) Flow moulding where eventual upper is presented in liquid form .....	489,70	538,67
(iv) Colour application to moulds prior to flow moulding .....	489,70	538,67
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials .....	489,70	538,67
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>		
<b>(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING</b>		
Qualified employees on:		
Injection moulding units to lasted uppers or string-lasting uppers or sole units:		
(a) Where one employee is employed on an injection moulding machine .....	524,33	576,76
(b) Where two employees are employed on an injection moulding machine each shall be paid .....	524,33	576,76
(c) Every employee in excess of two employed on an injection moulding machine shall be paid .....	465,99	512,59
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>		
<b>(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OR WITH THE ASSISTANCE OF ANY OTHER DEVICE</b>		
Qualified employees on:		
(i) String-lasting of fabric uppers .....	524,33	576,76
(ii) String-lasting of synthetic uppers .....	524,33	576,76
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]</i>		
<b>(M) WOODEN UNIT MANUFACTURING</b>		
Operations not provided for in any other section in clause 1 of this Annexure:		
(a) Manufacture a covered or uncovered wooden heels (including the processing of laminated layered covers):		
Qualified employees on:		
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section .....	555,16	610,68
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers .....	555,16	610,68
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers .....	465,99	512,59
(iv) Cutting or guillotining of laminated blanks to produce heel covering material .....	555,16	610,68



	Column A Per week	Column B Per week
(v) Cutting of heel covers to a pattern from layered heel covering material.....	555,16	610,68
(vi) (aa) Cross cutting of timber into lengths .....	465,99	512,59
(ab) Shaping of heels and heel-breasts, using templets and/or jigs an/or guides .....	465,99	512,59
(ac) Cutting or scouring for pitching of heels, using templets and/or jigs and/or guides .....	465,99	512,59
(ad) Cupping of heels to fit heel seats .....	465,99	512,59
(vii) Cementing heels and heel covers .....	465,99	512,59
(viii) Spotting of heel covers to heels and pressing.....	465,99	512,59
(ix) Trimming of heel covers.....	465,99	512,59
(x) Top piece attaching.....	524,33	576,76
(b) Manufacture of wooden units inclusive and/or exclusive of heels: Qualified employees on:		
(i) Selecting and/or planning of raw timber .....	465,99	512,59
(ii) Measuring, marking and cutting timber into required lengths.....	465,99	512,59
(iii) Marking top and side elevation for profile cutting of unit.....	465,99	512,59
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base.....	524,33	576,76
(v) Cutting or routing of a margin partly or right round a wooden unit to counter-sink lasting margin .....	524,33	576,76
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance .....	465,99	512,59
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....	524,33	576,76
(viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles.....	465,99	512,59
(ix) Attaching top pieces to heels.....	524,33	576,76
(x) (aa) Scouring units by automatic machines prior to or after sole attaching .....	465,99	512,59
(ab) Scouring units by hand prior to or after sole attaching.....	524,33	576,76
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations .....	465,99	512,59
(xii) Examining for quality .....	631,64	694,80
(xiii) Repairing of units.....	465,99	512,59
(xiv) Size stamping .....	465,99	512,59
(xv) Varnishing, painting, spraying or dipping units .....	465,99	512,59
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tracks to units after lasting .....	465,99	512,59
<b>(N) LEARNERS</b>		
(i) Learners employed on the operations referred to in clause 4, according to experience:		
First six months .....	387,29	426,02
Second six months .....	430,30	473,33
Third six months .....	475,56	523,11
Fourth six months.....	511,41	562,55
Fifth six months .....	573,85	631,23
Thereafter, the prescribed rate.		
(ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months .....	290,54	319,60
Second six months .....	327,27	360,00



	Column A Per week	Column B Per week
Third six months .....	365,70	402,27
Thereafter, the prescribed rate.		
(iii) Learners employed on the operations referred to in subclause (H), according to experience:		
First six months .....	290,54	319,60
Second six months .....	327,27	360,00
Thereafter, the prescribed rate.		
(iv) Other learners, according to experience:		
First six months .....	290,54	319,60
Second six months .....	327,27	360,00
Third six months .....	365,70	402,27
Fourth six months .....	408,62	449,48
Fifth six months .....	462,54	508,80
Thereafter, the prescribed rate.		
Provided that—		
(i) an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience;		
(ii) a learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate on which he is engaged;		
(iii) learners in the Closing Department or Shoe Room shall—		
(aa) after the third six months of experience become entitled to a wage of R465,99 per week if employed on operations for which this rate is prescribed;		
(ab) after the fourth six months of experience become entitled to a wage of R492,88 per week or R543,43 per week or R574,57 if employed on operations for which these rates are prescribed;		
(iv) learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the third six months of experience, become entitled to a wage of R465,99. Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion:		
Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.		
<b>(O) GENERAL WORKERS</b>		
General Workers .....	465,99	512,59
<b>(P) RATIOS</b>		
(i) Class I Operations in the Rough Stuff and Finishing Departments For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner. "Part of three" means a remainder of not less than two after the number of qualified employees have been divided by three.		
(ii) Class II Operations in the Rough Stuff and Finishing Departments On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees. "Part of three" for this purpose means a remainder of not less than two after the number of qualified employees have been divided by three.		
(iii) Class III Operations in the Rough Stuff and Finishing Departments On these operations all taken collectively there may be employed not more than two learners to each qualified employee.		
<b>(Q) MILK</b>		
All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.		

**WAGES: FOOTWEAR AS SPECIFIED BELOW**

[For applicable definitions, see subclause (5) hereunder]

Group 1: Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toecaps manufactured only from rubber, all of one colour, the binding of which shall be no greater than the binding depicted in the line drawings in illustration 1(a) and (b) and substantially similar in colour to the canvas uppers.

Provided that where there is a difference in depth between the shade of the uppers and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard Methods, Third Edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105/Part 2).

Provided further that—

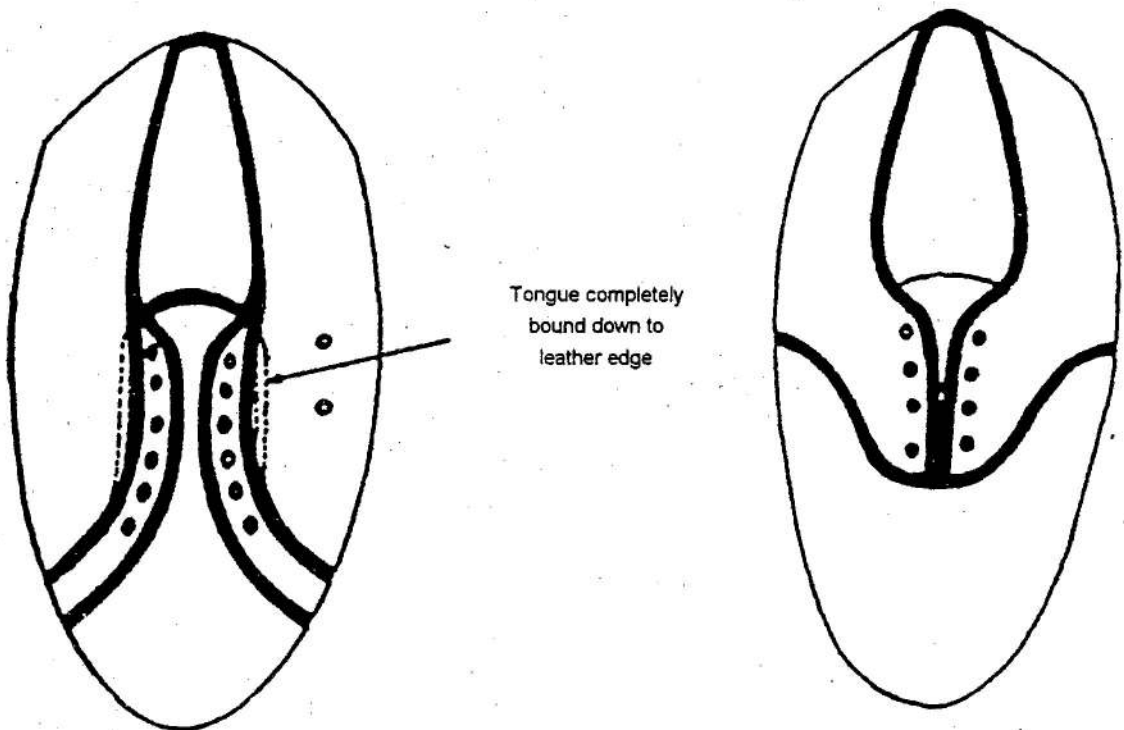
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);
- (iii) where studs and/or bars are provided, these shall not protrude more than six millimetres from the soles;
- (iv) where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;
- (v) the said bindings shall be made of canvass fabric but that its mass may be less than 400 grammes per square metre.

Group 2: Rubber footwear, either unlined or lined with fabrics.

Group 3: Wholly moulded footwear.

Group 4: Canvas fabric sandals.

ILLUSTRATION 1



(a)

(b)

	Column A Per week	Column B Per week
<b>(1) WAGES</b>		
<b>A. LACE-UP RUBBER BOOTS</b>		
Qualified employees on:		
(i) Marking and/or cutting of textile fabrics.....	692,37	761,60
(ii) Cutting of rubber uppers.....	539,92	593,92
(iii) Cutting of fabric impregnated with rubber .....	539,92	593,92
(iv) Closing Departments:		
(a) Upper closing.....	492,88	542,17
(b) Lining closing.....	492,88	542,17
(c) Eyeletting.....	492,88	542,17
(d) Buffing tongues.....	465,99	512,59
(e) Inserting tongues .....	465,99	512,59
(f) Securing tongues.....	465,99	512,59
(g) Table-hands .....	465,99	512,59
(v) All sole cutting operations, whether by hand or press .....	662,49	728,74
(vi) All other press cutting operations (bottom stock only) .....	465,99	512,59
(vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole) .....	524,33	576,76
(viii) Insole attaching .....	465,99	512,59
(ix) Placing material around the last.....	465,99	512,59
(x) Sole attaching.....	465,99	512,59
(xi) Attending an autoclave.....	465,99	512,59
(xii) Solutioning by hand.....	465,99	512,59
(xiii) Solutioning by machine .....	465,99	512,59
(xiv) (a) Moulding of soles, heels and/or sole and heel units.....	465,99	512,59
(b) Moulding of boots other than in an autoclave.....	465,99	512,59
(xv) Hobnailing.....	524,33	576,76
(xvi) Sole roughing .....	465,99	512,59
(xvii) Upper roughing.....	465,99	512,59
(xviii) Edge trimming .....	465,99	512,59
(xix) Spew and/or flash trimming on moulded boots.....	465,99	512,59
(xx) Inserting laces .....	465,99	512,59
(xxi) Slipping and sorting lasts .....	465,99	512,59
(xxii) Trimming linings.....	465,99	512,59
(xxiii) Rolling uppers.....	465,99	512,59
(xxiv) Cutting and/or inserting stays.....	465,99	512,59
(xxv) Dressing .....	465,99	512,59
(xxvi) Cleaning .....	465,99	512,59
(xxvii) Stamping sizes on linings .....	465,99	512,59
(xxviii) Loading trolley for autoclave .....	465,99	512,59
(xxix) Pairing .....	465,99	512,59
(xxx) Attaching thoughts or insole covers .....	465,99	512,59
(xxxi) Operations not specified in (i) to (xxx) above.....	465,99	512,59
(xxxii) General workers .....	465,99	512,59
<b>B. OTHER FOOTWEAR IN THIS SECTION</b>		
Qualified employees on:		
(i) Upper Cutting Department:		
Group 1:		
Marking and/or cutting (from canvas or fabric) .....	692,36	761,59

	Column A Per week	Column B Per week
Group 2:		
Assisting clicker .....	465,99	512,59
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber) ....	465,99	512,59
Gum boots.....	465,99	512,59
Size marking.....	465,99	512,59
(ii) Closing Department:		
Group 3:		
Attaching stays .....	465,99	512,59
Size stamping on linings .....	465,99	512,59
Tread trimming .....	465,99	512,59
All other closing room operations, including eyeletting, perforating and skiving .....	492,88	542,17
(iii) Bottom Stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand.....	662,49	728,74
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels.....	465,99	512,59
Group 6:		
All other press cutting operations.....	465,99	512,59
(iv) Making Department:		
Group 7:		
Applying insole filler .....	465,99	512,59
Size stamping insole .....	465,99	512,59
Hand-lasting, rubber sole attaching by hand .....	465,99	512,59
Vulcanising soles to uppers.....	465,99	512,59
Solutioning by hand or machine.....	465,99	512,59
Assembling.....	465,99	512,59
Direct moulding of soles to canvas uppers .....	489,70	538,67
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:		
(a) Where one employee is employed on an injection moulding machine.....	524,33	576,76
(b) Where two employees are employed on an injection moulding machine, each shall be paid .....	524,33	576,76
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid.....	524,33	576,76
String-lasting .....	489,70	538,67
Lasting operations on a Kamborian machine.....	539,92	593,92
Lasting seats or sides by machine.....	600,66	660,73
Combined pulling over and forepart lasting .....	753,04	828,34
(v) Group 8:		
Hobnailing by hand or machine .....	524,33	576,76
(vi) Group 9:		
Attaching back strip.....	465,99	512,59
Attaching foxing.....	465,99	512,59
Attaching insole.....	465,99	512,59
Attaching lining to upper.....	465,99	512,59
Cementing .....	465,99	512,59
Cleaning soles.....	465,99	512,59
Cutting foxing .....	465,99	512,59
Feeding conveyer.....	465,99	512,59
Granulating.....	465,99	512,59
Inserting the puffs.....	465,99	512,59
Rolling uppers .....	465,99	512,59
Slipping lasts .....	465,99	512,59
Sole rolling.....	465,99	512,59
Supplying lasts .....	465,99	512,59
Trimming uppers.....	465,99	512,59
Mass-measuring pellets for direct moulding .....	465,99	512,59



	Column A Per week	Column B Per week
Wheeling .....	465,99	512,59
Checking and repairing .....	465,99	512,59
Edge scouring .....	465,99	512,59
Silk screen printing .....	465,99	512,59
(vii) Any operations not specified in (i) to (vi) above .....	465,99	512,59
(viii) General Workers .....	465,99	512,59
<b>(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)</b>		
According to experience:		
First six months .....	290,43	319,48
Second six months .....	327,27	360,00
Thereafter, the prescribed rate: Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
<b>(3) RATIOS</b>		
(a) Before a learner may be employed on any of the operations referred to in subclause (1) A, one qualified employee shall be employed and for every one qualified employee so employed, not more than two learners may be employed.		
(b) Before a learner may be employed in any of the nine groups of operations referred to in subclause (1) B, one qualified employee shall be employed in that group, and for every one qualified employee so employed, not more than two learners may be employed.		
<b>(4) DIFFERENTIAL WORKING</b>		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
<b>(5) DEFINITIONS</b>		
For the purposes of this clause—		
"Rubber" includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof;		
"canvas fabric" means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, where bonded or not, is not more than 1,36 millimetres at 1 kilopascals or 1,32 millimetres at 5 kilopascals and its mass shall be not less than 400 grammes per square metre, the characteristics of which are strength and firmness;		
"one colour" is an entirely natural or bleached colour of one solid shade or tone.		
<b>CLAUSE 3: SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER</b>		
<b>(1) WAGES</b>		
Qualified employees on:		
A. Upper Cutting Department:		
(i) Upper cutting .....	692,12	761,33
(ii) Stock cutting and/or lining cutting .....	539,92	593,92
(iii) Upper assembling .....	539,92	593,92
(iv) Marking and/or stamping .....	465,99	512,59
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning .....	469,00	515,90
(ii) Machining of uppers, socks, pads and soft soles together .....	492,88	542,17
(iii) Machining elastic bound edges of uppers to soft soles .....	492,88	542,17
C. Rough Stuff Department:		
(i) Sole cutting from leather .....	753,04	828,34
(ii) Sole cutting from other than leather .....	662,49	728,74



	Column A Per week	Column B Per week
(iii) Insole cutting and lift and top-piece cutting.....	662,49	728,74
(iv) Stamping .....	465,99	512,59
(v) Heel covering .....	465,99	512,59
<b>D. Making Department:</b>		
(i) Slipper turn sewing.....	572,05	629,26
(ii) Steaming and blocking into shape:		
(a) Felt work.....	524,33	576,76
(b) Leather work, fabric Cubans .....	524,33	576,76
(iii) Stuck-on process:		
(a) Hand-lasting .....	524,33	576,76
Sole roughening .....	524,33	576,76
Sole positioning on upper and press operating in one operation .....	524,33	576,76
Sole positioning on upper and forepart seat before pressing.....	524,33	576,76
Press operating with sole previously positioned .....	524,33	576,76
(b) Solutioning operation .....	465,99	512,59
(c) Sole and insole tacking.....	465,99	512,59
(iv) Vulcanising soles to lasted uppers.....	524,33	576,76
(v) Slugging .....	465,99	512,59
(vi) Channelling .....	465,99	512,59
Hand-levelling.....	465,99	512,59
Hand attaching .....	465,99	512,59
Tacking backs.....	465,99	512,59
(vii) Slipper turning .....	465,99	512,59
(viii) Fetching and putting away lasts.....	465,99	512,59
(ix) Inserting heel pads .....	465,99	512,59
(x) Conveyor operating .....	465,99	512,59
(xi) Directing injection moulding or pouring of any materials used for soiling and unit converting: Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:		
(a) Where one employee is employed on an injection moulding machine.....	524,33	576,76
(b) Where two employees are employed on an injection moulding machine each shall be paid .....	524,33	576,76
(c) Where more than two employees are employed on injection moulding machine each shall be paid.....	524,33	576,76
<b>E. Finishing Department:</b>		
Edge trimming.....	662,49	728,74
Edge setting .....	540,53	594,58
Heel trimming.....	465,99	512,59
Scouring operations.....	465,99	512,59
Inking, staining and brushing .....	465,99	512,59
Slipping uppers .....	465,99	512,59
<b>F. Shoe Room Department:</b>		
Examining		
All other Shoe Room operations.....	465,99	512,59
<b>(2) LEARNERS</b>		
According to experience:		
First six months.....	290,43	319,48
Second six months .....	327,23	359,95

	Column A Per week	Column B Per week
Third six months .....	365,70	402,27
Fourth six months .....	408,63	449,49
Fifth six months.....	462,54	508,80
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:		
Provided further that learners on operations for which a wage rate of R385,73 is prescribed shall, after the third six months of experience, become entitled to this wage rate;		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
<b>(3) GENERAL WORKERS</b>		
General workers.....	465,99	512,59
<b>(4) RATIO</b>		
For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed not more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof: Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed.		
<b>(5) DIFFERENTIAL WORKING</b>		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
<b>CLAUSE 4: 'PLATNATE' AND 'DOPPERS'</b>		
<i>Note: 'Platnate' and 'doppers' mean footwear wholly or mainly stitched by hand with riempies or pitch thread.</i>		
Qualified employees on:		
(i) Clicking .....	523,52	575,87
(ii) Machining by power .....	469,00	515,90
Machining other than by power .....	469,00	515,90
Other Closing Department operations.....	469,00	515,90
(iii) Sole cutting by power .....	619,44	681,39
Sole cutting other than by power.....	465,99	512,59
(iv) Pulling over by hand and/or hand-lasting.....	465,99	512,59
Stitching by hand.....	465,99	512,59
(v) Edge trimming by power.....	528,37	581,21
Edge trimming other than by power .....	465,99	512,59
(vi) Paring and/or size marking.....	465,99	512,59
(vii) Any operation other than those specified in (i) to (vi) hereof.....	465,99	512,59
<b>(2) LEARNERS</b>		
According to experience:		
First six months.....	290,43	319,48
Second six months .....	327,23	359,95
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged;		
Provided further than an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
<b>(3) GENERAL WORKERS</b>		
General workers.....	465,99	512,59
<b>(4) RATIO</b>		
For every three employees receiving not less than R385,73 per week there may be employed not more than one employee at a wage of less than R385,73 per week.		

**(5) DIFFERENTIAL WORKING**

A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations.

Signed by the parties at Durban on this the 17th day of May 2002.

**D. J. F. LINDE**

Member of the Council

**M. A. MAHOMED**

Member of the Council

**M. PAULSEN**

Member of the Council

**W. VAN DE RHEEDE**

Member of the Council

**L. M. VAN LOGGERENBERG**

General Secretary of the Council

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**No. R. 1130**

**30 August 2002**

LABOUR RELATIONS ACT, 1995

**METAL AND ENGINEERING INDUSTRY BARGAINING COUNCIL: EXTENSION OF PERIOD OF OPERATION OF DISPUTE RESOLUTION COLLECTIVE AGREEMENT**

I, Thembinkosi Mkalipi, Director: Collective Bargaining, duly authorised thereto by the Minister of Labour, hereby, in terms of section 32 (6) (a) (i) of the Labour Relations Act, 1995, extend the periods fixed in Government Notices Nos. R. 406 of 31 March 1998 and R. 381 of 11 May 2001 for a further period ending 5 September 2007.

**T. MKALIPI**

Director: Collective Bargaining

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**No. R. 1130**

**30 Augustus 2002**

WET OP ARBEIDSVERHOUDINGE, 1995

**METAAL- EN INGENIEURSNYWERHEDE BEDINGINGSRAAD: VERLENGING VAN GESKILBESLEGTINGS KOLLEKTIEWE OOREENKOMS**

Ek, Thembinkosi Mkalipi, Direkteur: Arbeidsverhoudinge, behoortlik daartoe gemagtig deur die Minister van Arbeid, verleng hierby, kragtens artikel 32 (6) (a) (i) van die Wet op Arbeidsverhoudinge, 1995, die tydperke vasgestel in Goewerments-kenningsgewings Nos. R. 406 van 31 Maart 1998 en R. 381 van 11 Mei 2001 met 'n verdere tydperk wat op 5 September 2007 eindig.

**T. MKALIPI**

Direkteur: Kollektiewe Bedinging

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