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IMPORTANT ANNOUNCEMENT**Closing times** **PRIOR TO PUBLIC HOLIDAYS** for**GOVERNMENT NOTICES, GENERAL NOTICES,
REGULATION NOTICES AND PROCLAMATIONS****2013***The closing time is 15:00 sharp on the following days:*

- ▶ **19 September**, Thursday, for the issue of Friday **27 September 2013**
- ▶ **12 December**, Thursday, for the issue of Friday **20 December 2013**
- ▶ **17 December**, Tuesday, for the issue of Friday **27 December 2013**
- ▶ **20 December**, Friday, for the issue of Friday **3 January 2014**

Late notices will be published in the subsequent issue, if under special circumstances, a late notice is accepted, a double tariff will be charged

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BELANGRIKE AANKONDIGING**Sluitingstye** **VOOR VAKANSIEDAE** vir**GOEWERMENTS-, ALGEMENE- & REGULASIE-
KENNISGEWINGS ASOOK PROKLAMASIES****2013***Die sluitingstyd is stiptelik 15:00 op die volgende dae:*

- ▶ **19 September**, Donderdag, vir die uitgawe van Vrydag **27 September 2013**
- ▶ **12 Desember**, Donderdag, vir die uitgawe van Vrydag **20 Desember 2013**
- ▶ **17 Desember**, Dinsdag, vir die uitgawe van Vrydag **27 Desember 2013**
- ▶ **20 Desember**, Vrydag, vir die uitgawe van Vrydag **3 Januarie 2014**

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

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

GOVERNMENT NOTICES

GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF HEALTH

DEPARTEMENT VAN GESONDHEID

No. R. 690

20 September 2013

MEDICINES AND RELATED SUBSTANCES ACT, 1965 (ACT 101 OF 1965)

SCHEDULES

The Minister of Health has, in terms of section 22A (2) of the Medicines and Related Substances Act, 1965 (Act 101 of 1965), on the recommendation of the Medicines Control Council, made and updated the Schedules in the Schedule.

This Schedule amends the Schedules as published in Government Notice R.227 (Medicines and Related Substances Act, 1965 (Act 101 of 1965): Schedules), Government Gazette 35149, 15 March 2012 using the following convention:

- Words in bold and in square brackets (e.g. **[Gamma benzene hexachloride]**), indicate omission from a Schedule
- Words underlined with a solid line (e.g. Gamma benzene hexachloride), indicate insertions in a Schedule.

SCHEDULE

In these Schedules, "the Act" means the Medicines and Related Substances Act, 1965 (Act 101 of 1965)

Note: Where an alternative schedule(s) is included in natural parentheses at any point of an inscription, this is provided to indicate one or more alternative scheduling designation/s. This is for information only and shall not be used in the interpretation of such inscription.

Schedule 1

SCHEDULE 1

- a. All substances referred to in this Schedule are excluded when specifically packed, labelled, sold and used for –
- (i) industrial purposes including the manufacture or compounding of consumer items or products which have no pharmacological action or medicinal purpose; and
 - (ii) analytical laboratory purposes.
- b. All preparations of substances or mixtures of such substances containing or purporting to contain any substance referred to in this Schedule and includes the following:
- (i) The salts and esters of such substances, where the existence of such salts and esters is possible; and
 - (ii) all preparations and mixtures of such substances where such preparations and mixtures are not expressly excluded.
- c. In terms of section 22A(4)(a)(v) of the Act, a practitioner, nurse or a person registered under the Health Professions Act, 1974 (Act 56 of 1974) other than a medical practitioner or dentist may prescribe and supply, only within his/her scope of practice and subject to the indication for use of such substances and medicines and to the conditions determined by the Medicines Control Council, to patients under his/her care, the Schedule 1 substances and medicines provided for in the Annexures to this Schedule published in the *Gazette* in terms of the Act.

Amethocaine - see Tetracaine.

Benzocaine.

- a. when intended for topical use;
- b. in oral preparations containing 2 % or less of benzocaine;
- c. in lozenges containing 30 mg or less of benzocaine, per dosage unit;
- d. except when intended for ophthalmic or parenteral use. (S4)

Collagenase clotridiopeptidase, when intended for application to the skin.

Ethyl chloride.

Lidocaine.

- a. when intended for topical use;
- b. in oral preparations containing 2 % or less of lidocaine, per dosage unit;
- c. except when intended for ophthalmic or parenteral use; (S4)

Schedule 1

- d. except when intended for the treatment of neuropathic pain associated with previous herpes zoster infection. (S4)

Lignocaine, - see Lidocaine.

Naproxen

- a. when contained in preparations intended for application to the skin; (S2, S3)
- b. when contained in oral medicinal preparations containing naproxen as the only active therapeutic substance intended for patients over 16 years of age, for the treatment of mild to moderate pain or fever of inflammatory origin at a maximum dose of 600 milligrams naproxen base (660 milligrams naproxen sodium) in a 24 hour period for a maximum treatment period of 5 days and supplied in a solid dose form as divided doses contained in packs not exceeding the stated maximum treatment period. (S2, S3)

Oxetacaine (Oxethazaine).

- a. in oral preparations containing an antacid;
- b. except when intended for ophthalmic or parenteral use. (S4)

Pramoxine.

Prilocaine.

- a. in topical preparations containing 10 % or less of prilocaine;
- b. except when intended for ophthalmic or parenteral use. (S4)

Tetracaine.

- a. when intended for topical use;
- b. in oral preparations containing 2 % or less of tetracaine, per dosage unit;
- c. except when contained in eye drops intended for the emergency treatment of "arc eyes"; (S2)
- d. except when intended for ophthalmic or parenteral use. (S4)

Schedule 2

SCHEDULE 2

- a. All substances referred to in this Schedule are excluded when specifically packed, labelled, sold and used for –
- (i) industrial purposes including the manufacture or compounding of consumer items or products which have no pharmacological action or medicinal purpose; and
 - (ii) analytical laboratory purposes.
- b. All preparations of substances or mixtures of such substances containing or purporting to contain any substance referred to in this Schedule and includes the following:
- (i) The salts and esters of such substances, where the existence of such salts and esters is possible; and
 - (ii) all preparations and mixtures of such substances where such preparations and mixtures are not expressly excluded.
- c. In terms of section 22A(5)(f) of the Act, a practitioner, nurse or a person registered under the Health Professions Act, 1974 (Act 56 of 1974) other than a medical practitioner or dentist may prescribe and supply, only within their scope of practice and subject to the indication for use of such substances and medicines and to the conditions determined by the Medicines Control Council, to patients under his/her care, the Schedule 2 substances and medicines provided for in the Annexures to this Schedule published in the *Gazette* in terms of the Act.

Amethocaine.- see Tetracaine.

Antazoline.

Ergotamine.

Influenza virus vaccine.

[Iopromide].

Ketotifen

Levonorgestrel.

- a. when intended for emergency post coital contraception;
- b. except when intended for oral contraception: (S3)
- c. except when administered via an Intra Uterine System. (S4)

Naproxen

- a. when intended for the treatment of acute gout attacks, for a maximum treatment period of 5 days in patients over 16 years of age; (S3)
- b. except when contained in preparations intended for application to the skin ;(S1) and
- c. except when contained in oral medicinal preparations containing naproxen as the only active therapeutic substance intended for patients over 16 years of age, for the treatment of mild to moderate pain or fever of inflammatory origin at a maximum dose of 600 milligrams naproxen base (660 milligrams naproxen sodium) in a 24 hour period for a maximum treatment period of 5 days and supplied in a solid dose form as divided doses contained in packs not exceeding the stated maximum treatment period. (S1, S3)

Rabeprazole, when intended for the temporary short term relief of heartburn and hyperacidity, subject to-

- a. maximum daily dose of 10 milligrams;
- b. maximum treatment period of 14 days. (S4)

Sul[ph]fadiazine.

Tetracaine,

- a. when contained in eye drops intended for the emergency treatment of "arc eyes"
- b. except when intended for topical use; (S1)
- c. except in oral preparations containing 2 % or less of tetracaine, per dosage unit: (S1)
- d. except when intended for ophthalmic or parenteral use.(S4)

Vitamin A and derivatives thereof and including retinol, retinal, retinoic acids and beta-carotene (but excluding isotretinoin) and not listed elsewhere in the Schedules, contained in preparations or mixtures containing more than 5 000 I.U (or 1 500 mg of the retinol equivalent or 3 000 mg of the beta-carotene equivalent) but not more than 10 000 I.U (or 3 000 mg of the retinol equivalent or 6 000 mg of the beta-carotene equivalent) of Vitamin A per recommended daily dose alone or in combination with other active pharmaceutical ingredients, except when registered in terms of the provisions of the Fertilizers, Farm Feeds, Agriculture Remedies and Stock Remedies Act, 1947 (Act 36 of 1947. (S0, S3)

Vitamin E and derivatives thereof, including *d*-alpha-tocopherol and not listed elsewhere in the Schedules, contained in preparations or mixtures containing more than 400 I.U. of Vitamin E per recommended daily dose.(S0)

Schedule 3

SCHEDULE 3

- a. All substances referred to in this Schedule are excluded when specifically packed, labelled, sold and used for –
- (i) industrial purposes including the manufacture or compounding of consumer items or products which have no pharmacological action or medicinal purpose; and
 - (ii) analytical laboratory purposes.
- b. All preparations of substances or mixtures of such substances containing or purporting to contain any substance referred to in this Schedule and includes the following:
- (i) The salts and esters of such substances, where the existence of such salts and esters is possible; and
 - (ii) all preparations and mixtures of such substances where such preparations and mixtures are not expressly excluded.
- c. In terms of section 22A(5)(f) of the Act, a practitioner, nurse or a person registered under the Health Professions Act, 1974 (Act 56 of 1974) other than a medical practitioner or dentist may prescribe and supply, only within his/her scope of practice and subject to the indication for use of such substances and medicines and to the conditions determined by the Medicines Control Council, to patients under his/her care, the Schedule 3 substances and medicines provided for in the Annexures to this Schedule published in the *Gazette* in terms of the Act.

Bowel cleansers, preparations intended for the management of faecal impaction, or for the purpose of bowel cleansing prior to surgical or diagnostic procedures, unless listed elsewhere in the Schedules. (S0)

Cholecalciferol, - see Vitamin D.

Drospirenone,

- a. when intended for oral contraception;
- b. except when intended for hormone replacement therapy. (S4)

Estradiol.

- a. when intended for oral contraception;
- b. except when intended for hormone replacement therapy. (S4)

Gestodene.

[Influenza virus vaccine]

Ketorolac [**trometamol**] when intended for ophthalmic use. S4)

Linagliptin.Liothyronine sodium.Levonorgestrel.

- a. when intended for oral contraception
- b. except when intended for emergency post coital contraception; (S2)
- c. except when administered via an Intra Uterine System. (S4)

Naproxen, except

- a. when contained in preparations intended for application to the skin; (S1, S2)
- b. when contained in oral medicinal preparations containing naproxen as the only active therapeutic substance intended for patients over 16 years of age, for the treatment of mild to moderate pain or fever of inflammatory origin at a maximum dose of 600 milligrams naproxen base (660 milligrams naproxen sodium) in a 24 hour period for a maximum treatment period of 5 days and supplied in a solid dose form as divided doses contained in packs not exceeding the stated maximum treatment period. (S1, S2)
- c. when intended for the treatment of acute gout attacks, for a maximum treatment period of 5 days in patients over 16 years of age. (S1, S2)

Noradrenaline theophylline – see Theodrenaline.Norelgestromin.Norethisterone.

- a. when intended for oral contraception;
- b. except when intended for parenteral use as a contraceptive; (S4)
- c. except when intended for hormone replacement therapy. (S4)

Norgestrel.

- a. when intended for oral contraception;
- b. except when intended for hormone replacement therapy. (S4)

Sitagliptin phosphate.

Sodium phosphate, in preparations intended for the management of faecal impaction or for bowel cleansing prior to surgical and diagnostic procedures. (S0)

Sodium picosulphate, in preparations intended for the management of faecal impaction or for bowel cleansing prior to surgical and diagnostic procedures. (S0)

Silimarin – see Silymarin.

Schedule 3

Silylimarin - see (Silimarin).

Theodrenaline – see Noradrenaline theophylline.

Vildagliptin.

[Vitamin A; preparations thereof for injection and oral preparations and mixtures thereof containing more than 10 000 I.U. per recommended daily dose, except when registered in terms of the provisions of the Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act, 1947 (Act 36 of 1947)].

Vitamin A and derivatives thereof and including retinol, retinal, retinoic acids and beta-carotene (but excluding isotretinoin) and not listed elsewhere in the Schedules, contained in preparations or mixtures containing more than 10 000 I.U (or 3 000 mg of the retinol equivalent or 6 000 mg of the beta-carotene equivalent) of Vitamin A per recommended daily dose alone or in combination with other active pharmaceutical ingredients, except when registered in terms of the provisions of the Fertilizers, Farm Feeds, Agriculture Remedies and Stock Remedies Act, 1947 (Act 36 of 1947. (S0, S2)

Vitamin K and derivatives thereof for injection (S0)

SCHEDULE 4

- a. All substances referred to in this Schedule are excluded when specifically packed, labelled, sold and used for –
- (i) industrial purposes including the manufacture or compounding of consumer items or products which have no pharmacological action or medicinal purpose; and
 - (ii) analytical laboratory purposes.
- b. All preparations of substances or mixtures of such substances containing or purporting to contain any substance referred to in this Schedule and includes the following:
- (i) The salts and esters of such substances, where the existence of such salts and esters is possible; and
 - (ii) all preparations and mixtures of such substances where such preparations and mixtures are not expressly excluded.
- c. In terms of section 22A(5)(f) of the Act, a practitioner, nurse or a person registered under the Health Professions Act, 1974 (Act 56 of 1974) other than a medical practitioner or dentist may prescribe and supply, only within his/her scope of practice and subject to the indication for use of such substances and medicines and to the conditions determined by the Medicines Control Council, to patients under his/her care, the Schedule 4 substances and medicines provided for in the Annexures to this Schedule published in the *Gazette* in terms of the Act.

Abciximab.

Albigalsidase Alfa.

Amethocaine. - see Tetracaine.

Bendamustine.

Bedaquiline.

Benzocaine.

- a. when intended for ophthalmic or parenteral use;
- b. except in lozenges containing 30 mg or less of benzocaine, per dosage unit; (S1)
- c. except when intended for topical use; (S1)
- d. except in preparations containing 2 % or less of benzocaine. (S1)

[Blood collection bags, when intended for the collection and preservation of blood for subsequent use].

Botulinum toxin.

Bupivacaine.

[Colecalciferol see Vitamin D]

Denosumab.

Desmopressin.

Dexamethasone.

Doripenem.

Drospirenone.

- a. when intended for hormone replacement therapy;
- b. except when intended for oral contraception. (S3)

Dydrogesterone.

Eptifibatide.

Ergometrine maleate.

Eribulin.

Estradiol.

- a. when intended for hormone replacement therapy;
- b. except when intended for oral contraception; (S3)

Exemestane.

Fludrocortisone acetate.

Fluorometholone.

Human fibrinogen, when indicated for use as a haemostatic.

Human thrombin, when indicated for use as a haemostatic.

Ifosfamide.

Ipilimumab.

[Ketorolac tromethamine].

Ketorolac [**trometamol**], excepted when intended for ophthalmic use. (S3)

Laropiprant.

Leuprolide acetate.

Levonorgestrel.

- a. when administered via an Intra Uterine System;
- b. except when intended for oral contraception; (S3)

- c. except when intended for emergency post coital contraception. (S2)

Lidocaine.

- a. when intended for ophthalmic or parenteral use;
b. when intended for the treatment of neuropathic pain associated with previous herpes zoster infection;
c. except when intended for topical use; (S1)
d. except in oral preparations containing 2 % or less of lidocaine per dosage form. (S1)

Lignocaine, *see* Lidocaine.

[Linagliptin].

Mavacoxib.

Medroxyprogesterone.

Mepivacaine.

Nilotinib.

Norethisterone.

- a. when intended for parenteral use as a contraceptive;
b. when intended for hormone replacement therapy;
c. except when intended for oral contraception. (S3)

Norgestrel.

- a. when intended for hormone replacement therapy;
b. except when intended for oral contraception. (S3)

Ornipressin.

Oxetacaine (Oxethazaine).

- a. when intended for ophthalmic or parenteral use;
b. except in oral preparations containing an antacid. (S1)

Oxybuprocaine.

- a. when intended for ophthalmic or parenteral use;
b. except when contained in eye drops intended for the emergency treatment of "arc eyes". (S2)

Oxytocin.

Prilocaine.

- a. when intended for ophthalmic or parenteral use; (S4)

Schedule 4

- b. except in topical preparations containing 10 % or less of prilocaine. (S1)

Progesterone.

Quinagolide.

Rabeprazole, except when intended for the temporary short term relief of heartburn and hyperacidity, subject to-

- a. maximum daily dose of 10 milligrams;
b. maximum treatment period of 14 days. (S2)

Regorafenib.

Rilpivirine.

Ropivacaine.

Sevelamer.

[Sitagliptin phosphate].

Sulfasalazine.

Tetracaine.

- a. when intended for ophthalmic or parenteral use;
b. except when intended for topical use; (S1)
c. except in oral preparations containing 2 % or less of Tetracaine; (S1)
d. except when contained in eye drops intended for the emergency treatment of "arc eyes". (S2)

Tetracosactrin (Tetracosactide).

Vemurafenib.

[Vildagliptin].

Ziv-aflibercept.

SCHEDULE 5 AND SPECIFIED SCHEDULE 5

- a. All preparations or mixtures of such substances containing or purporting to contain substances that is chemically related and incorporates a structural fragment into its structure that is similar to the structure of a listed substance and /or exhibits pharmacodynamic properties similar to the listed substance referred to in this Schedule include the following:
- (i) The salts and esters of such substances, where the existence of such salts and esters is possible; and
 - (ii) all preparations and mixtures of such substances where such preparations and mixtures are not expressly excluded.
 - (iii) all homologues of listed substances (being any chemically related substances that incorporate a structural fragment into their structures that is similar to the structure of a listed substance and/or exhibit pharmacodynamic properties similar to the listed substance in the schedules), unless listed separately in the Schedules.
- b. In terms of Section 22A(5)(f) of the Act, a practitioner, nurse or a person registered under the Health Professions Act, 1974, other than a medical practitioner or dentist, may prescribe and apply, only within his/her scope of practice and subject to the indication for use of such substances and medicines and to the conditions determined by the Medicines Control Council, to patients under his/her care, the Schedule 5 and Specified Schedule 5 substances and medicines provided for in the Annexures to this Schedule published in the *Gazette* in terms of the Act.
- c. Specified Schedule 5 substances listed in this schedule are subject to additional control in terms of section 22A of the Act as required under the provisions of the 1971 Convention on Psychotropic Substances and are denoted by **

Chlorpromazine.

Fluphenazine.

Mirtazapine.

Prochlorperazine maleate.

Sulp[**y**]iride.

Trifluoroperazine.

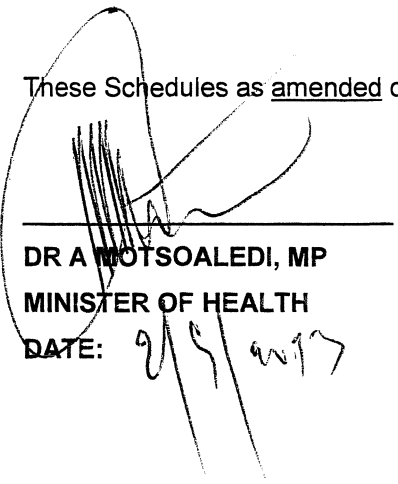
SCHEDULE 7

All preparations or mixture of such substances containing or purporting to contain substances referred to in this Schedule include the following (unless expressly excluded or unless listed in another Schedule):

- (i) the isomers of such substances, where the existence of such isomers is possible within the chemical designation;
- (ii) the esters and ethers of such substances and of the isomers referred to in (i), as well as the isomers of such esters and ethers, where the existence of isomers of such esters, or ethers is possible;
- (iii) the salts of such substances and of the isomers referred to in (i), as well as the salts of the esters, ethers and isomers referred to in (ii), where the existence of such salts is possible;
- (iv) the isomers of any of the salts referred to in (iii), where the existence of such isomers is possible;
- (v) all preparations and mixtures of any of the above.
- (vi) all homologues of listed substances (being any chemically related substances that incorporate a structural fragment into their structures that is similar to the structure of a listed substance and/or exhibit pharmacodynamic properties similar to the listed substance in the schedules), unless listed separately in the Schedules.

1,3 Dimethylamylamine *also known as* (1,3 DMAA/ 1,3 dimethylpentylamine/ 2-amino-4-methylhexane/ 2-hexanamine/ 4-methylhexane-2-amine/ 4-methyl-2-hexanamine/ 4-methyl-2-hexylamine/ 4-methyl-(9CI)/ dimethylamylamine/ geranamine/ methylhexaneamine/ methylhexaneamine)

These Schedules as amended come into operation on the date of publication in the Government Gazette.



DR A MOTSOLEDI, MP
MINISTER OF HEALTH

DATE: 2/9/2013

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 691

20 September 2013

LABOUR RELATIONS ACT, 1995

**BUILDING BARGAINING COUNCIL NORTH AND WEST BOLAND:
EXTENSION OF AMENDMENT OF MAIN COLLECTIVE AGREEMENT TO
NON-PARTIES**

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the **Building Bargaining Council North and West Boland** 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 30 September 2013 and for the period ending 31 December 2015.

**M N OLIPHANT
MINISTER OF LABOUR**

UMNYANGO WEZABASEBENZI**No. R. 691****Usuku: 20-09-2013****UMTHETHO WOBUDLELWENO KWEZABASEBENZI KA-1995**

**UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI
NABASEBENZI EMBONINI YEZOKWAKHA KUNYAKATHO KANYE
NAKUNTSIONALANGA YEBOLAND:**

**UKWELULELWA KWESIVUMELWANO SABAQASHI NABASEBENZI
ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXENYE
YASO**

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe WezabaSebenzi, ngokwesigaba 32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Wokuxoxisana Phakathi Kwabaqashi Nabasebenzi Embonini Yezokwakha KuNyakatho kanye nakuNtsonalanga yeBoland**, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni, kusukela mhlaka 30 kuMandulo 2013 kuze kube mhlaka 31 kuZibandlela 2015.

**M N OLIPHANT
UNGQONGQOSHE WEZABASEBENZI**

SCHEDULE

BUILDING BARGAINING COUNCIL NORTH AND WEST BOLAND

COLLECTIVE AGREEMENT

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

Meesterbouers Assosiasie Groter Boland (MBA Groter Boland)

Bou Industrie Assosiasie Wes-Boland

(hereinafter referred to as the “employers” or the “employers’ organisations”), of the one part, and the

Building Workers Union

(hereinafter referred tot as the “employees” or the “trade union”) of the other part, being the parties to the Building Bargaining Council North and West Boland, to amend the Collective Agreement, extended to non-parties, published under Government Notice R. 1011 of 26 October 2007 as further amended, extended, renewed and re-enacted by Government Notices Nos R. 1012 of 26 October 2007, R. 1174 of 7 November 2008, R. 1083 of 13 November 2009, R. 844 and R. 845 of 1 October 2010, R. 624 of 5 August 2011, R. 133 of 24 February 2012 and R. 957 of 23 November 2012.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed-
 - (a) by all employers and by all employees engaged or employed in the Building Industry who are members of the employers’ organisations and the trade union, respectively;
 - (b) in the Magisterial Districts of Ceres, Montagu, Robertson, Tulbagh and Worcester;

-
- (c) Overberg District Municipality excluding Overstrand Local Municipality (which includes Gansbaai, Hangklip, Kleinmond, Hermanus and Stanford);
 - (d) Central Karoo District Municipality (excluding the Magisterial District of Beaufort-West); and
 - (e) West Coast District Municipality (excluding the Magisterial District of Malmesbury).
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply to-
- (a) only those classes of employees for whom wages are described in this Agreement;
 - (b) apprentices and learners only in so far as the provisions are not inconsistent with the provisions of the Manpower Training Act, 1981, and the Skills Development Act, 1998, or any conditions fixed there under.
 - (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 construction surveyors and other such persons doing practical work in the completion of their academic training;
 - (c) foremen or general foremen;
 - (d) non-parties in respect of clauses 1(1) (a) and 1A of this Agreement.

1A. PERIOD OF OPERATION

This agreement shall come into operation on the date fixed by the Minister of Labour as the effective date on which the Agreement shall extended to become binding on non-parties, or the date on which the Minister of Labour declines to extend the Agreement to non-parties, and the Agreement shall remain in force until 31 December 2015.

2. CLAUSE 4: DEFINITIONS

- (1) Substitute “General Workers (Category 2)” with “Labourers.”
- (2) Substitute “General Workers (Category 1)” with “General Workers.”
- (3) Add the following new definition after “general worker (beginner)”:

“Prefabricated Concrete wall Labourer” means an employee, who shall perform the same duties as a general worker with the erecting of prefabricated concrete wall.”

3. CLAUSE 9: CONDITION OF SERVICE

Substitute the following for subclause (6)(a)(i):

“(i) The 2013/2014 closing period of the building industry starts at 17:00 on Friday, December 13, 2013 and will re-open at 8:00 on Friday, January 10, 2014. If building work is required, employers will be allowed to make prior arrangements with the Council in order to work, during the official period of leave. If there are employees working during this period, employees will be paid at normal pay rates, except Saturdays and Sundays who will be paid as prescribed by the Basic Conditions of Employment Act of 1997. No building work will be allowed between 16:00 on the 24th December 2013 until 08:00 on 6th January 2014.”

4. CLAUSE 10: REMUNERATION

Substitute the following for subclause (1):

“(1) **Basic wage:**

The basic wage in the Industry shall be as follows:

Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	per	per	per	per
	hour	hour	hour	hour
(a) Cleaner	13,57	13,57	9,68	12,92
(b) Beginner Labourer/Prefabricated concrete wall Labourer	13,57	13,57	9,68	12,92
(c) Labourer	14,93	14,93	10,90	14,22
(d) General worker	16,42	16,42	12,11	15,64
(e) Builder worker & Learner Category 4	18,06	18,06	13,57	17,20
(f) Builder worker & Learner Category 3	19,87	19,87	15,13	18,92
(g) Builder worker & Learner Category 2	21,85	21,85	16,94	20,81
(h) Builder worker & Learner Category 1	24,04	24,04	18,89	22,90
(i) Artisan: Carpet/Floor layer, Crane operator, Painter, and Waterproofer	26,44	26,44	20,34	25,18
(j)(1) Artisan in all other trades	29,09	29,09	26,44	27,70
(2) Artisan in all other trades	32,00	32,00	29,09	30,47

(3) Artisan in all other trades	35,20	35,20	32,00	33,52
(4) Artisan in all other trades	38,72	38,72	35,20	36,87
(5) Artisan in all other trades	42,59	42,59	38,72	40,56
(6) Artisan in all other trades	46,85	46,85	42,59	44,62
(7) Artisan in all other trades	51,53	51,53	46,85	49,08
(8) Artisan in all other trades	56,69	56,69	51,53	53,99
	per day	per day	per day	per day
(k) Guards (full time) Per day (9 hours)	134,34	134,34	122,11	127,95
	per day	per day	per day	per day
(l) Drivers of motor vehicles and operators which are required to be in possession of a code: Per day (9 hours)				
(1) B licence	162,56	162,56	136,15	154,81
(2) C1 licence	178,81	178,81	152,49	170,30
(3) C or EB or EC1 licence	196,69	196,69	170,03	187,33
(4) EC licence	238,00	238,00	206,06	226,66

Provided that the aforementioned wages shall not be less than those prescribed in terms of the Manpower Training Act, 1981, or the Skills Development Act, 1998: Provided further that the wages specified above for drivers/plant operators shall be payable if such employees have worked 42 hours in any week. If such employees have, however, worked less than 42 normal hours in any week, their wages for that

week shall be calculated as follows: The above specified wages divided by 42 hours, multiplied by the actual number of normal working hours worked.”

Substitute the following for subclause (7):

“(7) Accommodation

- (a) An employee who, in the performance of his duties, is required to work away from his ordinary place of residence at a place of work so situated that such employee is unable to return to his normal place of residence, shall in respect of every night he spends away from his ordinary place of residence, be afforded suitable sleeping facilities, suitable bath facilities, separate toilet facilities, cooking facilities and hot water. The place of residence should be well ventilated with windows and doors, and should have a solid floor (not a soil floor). It should be free of charge to the employee. All transport required shall be provided free of charge by the employer.
- (b) In respect of each night that such an employee spends away from his usual place of residence a living away allowance will be paid to the employee of R22.50 per night.”

5. CLAUSE 14: HOLIDAY FUND

Substitute the following for subclauses (1), (2), (3) and (4):

- “(1) The Holiday Fund is hereby continued and shall be continued to be administered by the Council for the purposes of providing eligible employees with leave pay for the period of annual leave in terms of clause 9(6) of the Agreement. Holiday Fund payout at the end of the year shall be for fifteen

(15) working days. Moneys contributed to the Fund by employers shall be invested as provided for in terms of section 53(5) of the Act.

- (2) **Contributions by the employer:** (a) An employer shall contribute an amount to the holiday fund on behalf of an eligible employee for each day that the employee remains in his/her employ (a contribution day), which amount shall be calculated as follows:

Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	6,98	6,98	4,98	6,64
(ii) clause 10 (1) (b)	6,98	6,98	4,98	6,64
(iii) clause 10 (1) (c)	7,68	7,68	5,61	7,31
(iv) clause 10 (1) (d)	8,44	8,44	6,23	8,04
(v) clause 10 (1) (e)	9,29	9,29	6,98	8,85
(vi) clause 10 (1) (f)	10,22	10,22	7,78	9,73
(vii) clause 10 (1) (g)	11,24	11,24	8,71	10,70
(viii) clause 10 (1) (h)	12,36	12,36	9,72	11,78
(ix) clause 10 (1) (i)	13,60	13,60	10,46	12,95
(x) clause 10 (1) (j) (1)	14,96	14,96	13,60	14,25

(xi) clause 10 (1) (j) (2)	16,46	16,46	14,96	15,67
(xii) clause 10 (1) (j) (3)	18,10	18,10	16,46	17,24
(xiii) clause 10 (1) (j) (4)	19,91	19,91	18,10	18,96
(xiv) clause 10 (1) (j) (5)	21,90	21,90	19,91	20,86
(xv) clause 10 (1) (j) (6)	24,09	24,09	21,90	22,95
(xvi) clause 10 (1) (j) (7)	26,50	26,50	24,09	25,24
(xvii) clause 10 (1) (j) (8)	29,15	29,15	26,50	27,77
(xviii) clause 10 (1) (k)	7,68	7,68	6,98	7,31
(xix) clause 10 (1) (l) (1)	9,29	9,29	7,78	8,85
(xx) clause 10 (1) (l) (2)	10,22	10,22	8,71	9,73
(xxi) clause 10 (1) (l) (3)	11,24	11,24	9,72	10,70
(xxii) clause 10 (1) (l) (4)	13,60	13,60	11,77	12,95

(b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the specified fringe benefits indicating the amount of the contribution made.

(3) Public holidays as proclaimed under the Public Holidays Act, 1994, will be pro-rata included into the holiday fund. Moneys contributed to the Fund by employers shall be invested as provided for in terms of section 53(5) of the Act. The following paid holidays will be pro-rata included into the fringe benefits system:

1. 16 December 2013

Day of Reconciliation

2.	25 December 2013	-	Christmas Day
3.	26 December 2013	-	Day of Goodwill
4.	1 January 2014	-	New Year's Day
5.	21 March 2014	-	Human Rights Day
6.	18 April 2014	-	Good Friday
7.	21 April 2014	-	Family Day
8.	28 April 2014	-	Freedom Day
8.	1 May 2014	-	Workers Day
10.	16 June 2014	-	Youth Day
11.	24 September 2014	-	Heritage Day

(a) Employers **are obliged** to pay their employees for each public holiday that fall in the work period, as defined by the Basic Conditions of Employment Act no. 75 of 1997, unless the employees decide to have their public holidays paid with their holiday fund payout at the end of the year. Employers should inform the council in writing with their employees' preference at least 10 days before the holiday.

(b) Employers can only claim the funds back from the Building Bargaining Council, if their employee's benefits are up to date and sufficient. **If an employer's benefits are not up to date, and not sufficient, the employer will be held responsible to pay their employees for each public holiday.** The Council will only deal with claims from employers.

(c) Employers **are obliged** to purchase a benefit for each employee on each public holiday, except on the following public holidays, 16 December 2013, 25 December 2013, 26 December 2013 and 1 January 2014. These public holidays fall under the annual holiday fund.

(4) **Contributions by the employer:** (a) An employer shall contribute an amount to the holiday fund for the public holidays on behalf of an eligible employee for each day that the employee remains in his/her employ (a contribution day), which amount shall be calculated as follows:

Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	5,12	5,12	3,65	4,87
(ii) clause 10 (1) (b)	5,12	5,12	3,65	4,87
(iii) clause 10 (1) (c)	5,63	5,63	4,11	5,36
(iv) clause 10 (1) (d)	6,19	6,19	4,57	5,90
(v) clause 10 (1) (e)	6,81	6,81	5,12	6,49
(vi) clause 10 (1) (f)	7,49	7,49	5,71	7,14
(vii) clause 10 (1) (g)	8,24	8,24	6,39	7,85

(viii) clause 10 (1) (h)	9,07	9,07	7,13	8,64
(ix) clause 10 (1) (i)	9,97	9,97	7,67	9,50
(x) clause 10 (1) (j) (1)	10,97	10,97	9,97	10,45
(xi) clause 10 (1) (j) (2)	12,07	12,07	10,97	11,49
(xii) clause 10 (1) (j) (3)	13,28	13,28	12,07	12,64
(xiii) clause 10 (1) (j) (4)	14,60	14,60	13,28	13,91
(xiv) clause 10 (1) (j) (5)	16,06	16,06	14,60	15,30
(xv) clause 10 (1) (j) (6)	17,67	17,67	16,06	16,83
(xvi) clause 10 (1) (j) (7)	19,43	19,43	17,67	18,51
(xvii) clause 10 (1) (j) (8)	21,38	21,38	19,43	20,36
(xviii) clause 10 (1) (k)	5,63	5,63	5,12	5,36
(xix) clause 10 (1) (l) (1)	6,81	6,81	5,71	6,49
(xx) clause 10 (1) (l) (2)	7,49	7,49	6,39	7,14
(xxi) clause 10 (1) (l) (3)	8,24	8,24	7,13	7,85
(xxii) clause 10 (1) (l) (4)	9,97	9,97	8,63	9,50

(b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the specified fringe benefits indicating the amount of the contribution made."

6. CLAUSE 15: RETIREMENT FUNDS

Substitute the following for subclauses (4)(a) and (b):

"(4) ***Contributions by the employer:***

- (a) Every employer shall contribute an amount to the Retirement Fund on behalf of each eligible employee in respect of each contribution day that the employee remains in his/her employ, which shall be calculated as follows:

Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	per day	per day	per day	per day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	17,10	17,10	12,20	16,28
(ii) clause 10 (1) (b)	17,10	17,10	12,20	16,28
(iii) clause 10 (1) (c)	18,81	18,81	13,74	17,92
(iv) clause 10 (1) (d)	20,69	20,69	15,26	19,71
(v) clause 10 (1) (e)	22,76	22,76	17,10	21,67
(vi) clause 10 (1) (f)	25,04	25,04	19,06	23,84
(vii) clause 10 (1) (g)	27,54	27,54	21,35	26,23
(viii) clause 10 (1) (h)	30,29	30,29	23,80	28,85
(ix) clause 10 (1) (i)	33,32	33,32	25,63	31,73
(x) clause 10 (1) (j) (1)	36,65	36,65	33,32	34,90
(xi) clause 10 (1) (j) (2)	40,32	40,32	36,65	38,39

(xii) clause 10 (1) (j) (3)	44,35	44,35	40,32	42,42
(xiii) clause 10 (1) (j) (4)	48,79	48,79	44,35	46,46
(xiv) clause 10 (1) (j) (5)	53,66	53,66	48,79	51,11
(xv) clause 10 (1) (j) (6)	59,03	59,03	53,66	56,22
(xvi) clause 10 (1) (j) (7)	64,93	64,93	59,03	61,84
(xvii) clause 10 (1) (j) (8)	71,43	71,43	64,93	68,03
(xviii) clause 10 (1) (k)	18,81	18,81	17,10	17,92
(xix) clause 10 (1) (l) (1)	22,76	22,76	19,06	21,67
(xx) clause 10 (1) (l) (2)	25,04	25,04	21,35	23,84
(xxi) clause 10 (1) (l) (3)	27,54	27,54	23,80	26,23
(xxii) clause 10 (1) (l) (4)	33,32	33,32	28,85	31,73

- (b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day, and shall on that day endorse and issue the employee with the Council's fringe benefits indicating the amount of the contribution made."

7. CLAUSE 16: SICK LEAVE AND FAMILY RESPONSIBILITY LEAVE

BENEFIT FUND FOR THE BUILDING INDUSTRY

Substitute the following for subclauses (3)(a) and (b):

"(3) Contributions by the employer:

- (a) Every employer shall contribute an amount to the Fund on behalf of each eligible employee in respect of each contribution day for which the

employee remains in his/her employ, which amount shall be calculated
as follows:

Category of employee	From the date of commencement of this Agreement.			
	Area	Area	Area	Area
	'A'	'B'	'C'	'D'
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	1,71	1,71	1,22	1,63
(ii) clause 10 (1) (b)	1,71	1,71	1,22	1,63
(iii) clause 10 (1) (c)	1,88	1,88	1,37	1,79
(iv) clause 10 (1) (d)	2,07	2,07	1,53	1,97
(v) clause 10 (1) (e)	2,28	2,28	1,71	2,17
(vi) clause 10 (1) (f)	2,50	2,50	1,91	2,38
(vii) clause 10 (1) (g)	2,75	2,75	2,13	2,62
(viii) clause 10 (1) (h)	3,03	3,03	2,38	2,89
(ix) clause 10 (1) (i)	3,33	3,33	2,56	3,17
(x) clause 10 (1) (j) (1)	3,67	3,67	3,33	3,49
(xi) clause 10 (1) (j) (2)	4,03	4,03	3,67	3,84
(xii) clause 10 (1) (j) (3)	4,44	4,44	4,03	4,22

(xiii) clause 10 (1) (j) (4)	4,88	4,88	4,44	4,65
(xiv) clause 10 (1) (j) (5)	5,37	5,37	4,88	5,11
(xv) clause 10 (1) (j) (6)	5,90	5,90	5,37	5,62
(xvi) clause 10 (1) (j) (7)	6,49	6,49	5,90	6,18
(xvii) clause 10 (1) (j) (8)	7,14	7,14	6,49	6,80
(xviii) clause 10 (1) (k)	1,88	1,88	1,71	1,79
(xix) clause 10 (1) (l) (1)	2,28	2,28	1,91	2,17
(xx) clause 10 (1) (l) (2)	2,50	2,50	2,13	2,38
(xxi) clause 10 (1) (l) (3)	2,75	2,75	2,38	2,62
(xxii) clause 10 (1) (l) (4)	3,33	3,33	2,88	3,17

- (b) Every employer shall pay the specified contribution to the Council on the employee's normal pay day."

8. CLAUSE 19: EXPENSES OF THE COUNCIL

Substitute the following for subclauses (1)(a) and (b):

"(1) **Contributions by the employer:**

- (a) Every employer shall contribute an amount to the Council in respect of each eligible employee for each contribution day that the employee remains in his/her employ, which amount shall be calculated as follows:

Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	per	per	per	per
	day	day	day	day
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	1,69	1,69	1,21	1,61
(ii) clause 10 (1) (b)	1,69	1,69	1,21	1,61
(iii) clause 10 (1) (c)	1,86	1,86	1,36	1,77
(iv) clause 10 (1) (d)	2,04	2,04	1,51	1,95
(v) clause 10 (1) (e)	2,25	2,25	1,69	2,14
(vi) clause 10 (1) (f)	2,47	2,47	1,88	2,36
(vii) clause 10 (1) (g)	2,72	2,72	2,11	2,59
(viii) clause 10 (1) (h)	2,99	2,99	2,35	2,85
(ix) clause 10 (1) (i)	3,29	3,29	2,53	3,14
(x) clause 10 (1) (j) (1)	3,62	3,62	3,29	3,45
(xi) clause 10 (1) (j) (2)	3,98	3,98	3,62	3,79
(xii) clause 10 (1) (j) (3)	4,38	4,38	3,98	4,17
(xiii) clause 10 (1) (j) (4)	4,82	4,82	4,38	4,59
(xiv) clause 10 (1) (j) (5)	5,30	5,30	4,82	5,05
(xv) clause 10 (1) (j) (6)	5,83	5,83	5,30	5,55
(xvi) clause 10 (1) (j) (7)	6,41	6,41	5,83	6,11

(xvii) clause 10 (1) (j) (8)	7,06	7,06	6,41	6,72
(xviii) clause 10 (1) (k)	1,86	1,86	1,69	1,77
(xix) clause 10 (1) (l) (1)	2,25	2,25	1,88	2,14
(xx) clause 10 (1) (l) (2)	2,47	2,47	2,11	2,36
(xxi) clause 10 (1) (l) (3)	2,72	2,72	2,35	2,59
(xxii) clause 10 (1) (l) (4)	3,29	3,29	2,85	3,14

- (b) Every employer shall pay the specified amount to the Council on the employee's normal pay day."

Substitute the following for subclauses (2)(a) and (b):

"(2) *Special levy by the employee:*

- (a) Every employer may on each pay day deduct from the wages due every day to each eligible employee the amount that is specified below:


Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
Employees for whom wages are prescribed in-	R	R	R	R
	per	per	per	per
	day	day	day	day
(i) clause 10 (1) (a)	1,69	1,69	1,21	1,61
(ii) clause 10 (1) (b)	1,69	1,69	1,21	1,61


(iii) clause 10 (1) (c)	1,86	1,86	1,36	1,77
(iv) clause 10 (1) (d)	2,04	2,04	1,51	1,95
(v) clause 10 (1) (e)	2,25	2,25	1,69	2,14
(vi) clause 10 (1) (f)	2,47	2,47	1,88	2,36
(vii) clause 10 (1) (g)	2,72	2,72	2,11	2,59
(viii) clause 10 (1) (h)	2,99	2,99	2,35	2,85
(ix) clause 10 (1) (i)	3,29	3,29	2,53	3,14
(x) clause 10 (1) (j) (1)	3,62	3,62	3,29	3,45
(xi) clause 10 (1) (j) (2)	3,98	3,98	3,62	3,79
(xii) clause 10 (1) (j) (3)	4,38	4,38	3,98	4,17
(xiii) clause 10 (1) (j) (4)	4,82	4,82	4,38	4,59
(xiv) clause 10 (1) (j) (5)	5,30	5,30	4,82	5,05
(xv) clause 10 (1) (j) (6)	5,83	5,83	5,30	5,55
(xvi) clause 10 (1) (j) (7)	6,41	6,41	5,83	6,11
(xvii) clause 10 (1) (j) (8)	7,06	7,06	6,41	6,72
(xviii) clause 10 (1) (k)	1,86	1,86	1,69	1,77
(xix) clause 10 (1) (l) (1)	2,25	2,25	1,88	2,14
(xx) clause 10 (1) (l) (2)	2,47	2,47	2,11	2,36
(xxi) clause 10 (1) (l) (3)	2,72	2,72	2,35	2,59
(xxii) clause 10 (1) (l) (4)	3,29	3,29	2,85	3,14

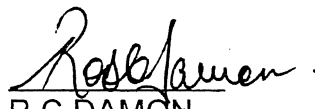
- (b) Every employer shall pay the specified amounts to the Council as prescribed in subclause (1) hereof.”

SIGNED ON BEHALF OF THE PARTIES ON THIS 22 ND DAY OF MAY 2013.


C.J. MOUTON
CHAIRMAN


P.A. BOTHA
MBA WEST BOLAND
Bou Industrieë Assosiasie Wes-Boland


D.J. PHILLIPS
MBA GREATER BOLAND
Meesterboers Assosiasie Groter Boland (MBA Groter Boland)


R.C. DAMON
BUILDING WORKERS UNION


L. ONTONG
SECRETARY

BUILDING BARGAINING COUNCIL NORTH AND WEST-BOLAND

BYLAE**BOUBEDINGINGSRAAD NOORD EN WES BOLAND****KOLLEKTIEWE OOREENKOMS**

Ooreenkomstig die Wet op Arbeidsverhoudinge, Wet No. 66 van 1995, gesluit deur en aangegaan tussen die

Meesterbouers Assosiasie, Groter Boland (MBA Groter Boland)**Bou Industrie Assosiasie Wes-Boland**

(hierna die “werkgewers” of die “werkgewersorganisasies” genoem), aan die een kant en die

Bouwerkers Unie

(hierna die “werknemers” of die “vakbond” genoem), aan die ander kant, wat die partye is by die Boubedingingsraad Noord- en Wes-Boland, tot die wysiging van die Kollektiewe Ooreenkoms, uitgebrei na nie-partye, gepubliseer by Goewermentskennisgewing No. R. 1011 van 26 Oktober 2007, soos verder gewysig, verleng, hernieu en heringestel deur Goewermentskennisgewings Nos. R 1012 van 26 Oktober 2007, R. 1174 van 7 November 2008, R. 1083 van 13 November 2009, R. 844 en R. 845 van 1 Oktober 2010, R. 624 van 5 Augustus 2011, R. 133 van 24 Februarie 2012 en R. 957 van 23 November 2012.

1. TOEPASSINGSBESTEK

- (1) Hierdie Ooreenkoms moet nagekom word-
 - (a) deur alle werkgewers en alle werknemers wat by die Bounywerheid betrokke of daarin werksaam is en wat lede is van onderskeidelik die werkgewersorganisasie en die vakbond;
 - (b) in die landdrostdistrikte Ceres, Montagu, Robertson, Tulbagh en Worcester;

- (c) Overberg Distriksmunisipaliteit uitgesluit Overstrand Plaaslike Munisipaliteit (wat Gansbaai, Hangklip, Kleinmond, Hermanus en Stanford insluit);
 - (d) Sentraal Karoo Distriksmunisipaliteit (uitgesluit die landdrosdistrik van Beaufort-wes); en
 - (e) Weskus Distriksmunisipaliteit (uitgesluit die landdrosdistrik van Malmesbury).
- (2) Ondanks die bepalings van subklousule (1), is hierdie Ooreenkoms van toepassing op-
- (a) slegs die klasse werknemers vir wie lone in die Ooreenkoms voorgeskryf word;
 - (b) vakleerlinge en leerlinge slegs vir sover die bepalings nie onbestaanbaar is nie met die Wet op Mannekrageopleiding, 1981, en die Wet op Vaardigheidsontwikkeling, 1998, of met enige voorwaardes wat daarkragtens gestel is;
 - (c) slegs-arbeid-kontrakteurs, werkende vennote en werkende direkteurs, prinsipale en aannemers.
- (3) Ondanks die bepalings van subklousule (1)(a), is hierdie Ooreenkoms nie van toepassing nie op-
- (a) klerke en administratiewe personeel;
 - (b) universiteitstudente en gegradueerdes in die bouwetenskap en konstruksie-opmeters en sodanige ander persone wat besig is met praktiese werk ter voltooiing van hul akademiese opleiding;
 - (c) voormanne of algemene voormanne;
 - (d) nie-partye ten opsigte van klousule 1(1) (a) en 1(A) van hierdie Ooreenkoms.

1A. GELDIGHEIDSDUUR VAN OOREENKOMS

Hierdie Ooreenkoms tree in werking op die datum wat die Minister van Arbeid vasstel as die effektiewe datum waarop die Ooreenkoms vir nie-partye bindend word, of op die datum waarop die Minister van Arbeid weier om die Ooreenkoms tot nie-partye uit te brei, en bly van krag tot 31 Desember 2015.

2. KLOUSULE 4: WOORDOMSKRYWING

(1) Die term **“Algemene Werkers (Kategorie 2)”** word vervang deur **“Arbeider.”**

(2) Die term **“Algemene Werkers (Kategorie 1)”** word vervang deur **“Algemene Werker.”**

(3) Voeg die volgende nuwe woordoms krywing by na die **“algemene werker (beginner)”**:

“Voorafvervaardigde betonmuur arbeider” is `n werknemer wat dieselfde werksaamhede as die van `n algemene werker verrig met die oprigting van voorafvervaardigde betonmure.”

3. KLOUSULE 9: DIENSVoorWAARDES

Vervang subklousule (6)(a)(i) met die volgende:

“(i) Die 2013/2014 jaarlikse sluitingstydperk van die bounywerheid begin om 17:00 op Vrydag 13 Desember 2013 en heropen om 08:00 op Vrydag 10 Januarie 2014. Indien operasioneel vereis word, sal werkgewers toegelaat word om vooraf reëlings met die Raad te tref om gedurende die amptelike tydperk van verlof te kan werk. Indien daar wel werknemers werk gedurende dié tydperk sal dit teen normale loon tariewe wees, behalwe Saterdag en Sondag wat betaal word soos voorgeskryf deur die Wet op Basiese Diensvoorwaardes van 1997.

Geen werk sal toegelaat word tussen 16:00 die 24ste Desember 2013 tot en met 08:00 die 6de Januarie 2014.”

4. KLOUSULE 10: BESOLDIGING

Vervang subklousule (1) met die volgende:

“(1) **Basiese loon:** Die basiese loon in die Nywerheid is soos volg:

Kategorie van werknemer	Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms.			
	Gebied 'A'	Gebied 'B'	Gebied 'C'	Gebied 'D'
	R	R	R	R
	per	per	per	per
	uur	uur	uur	uur
(a) Skoonmaker	13,57	13,57	9,68	12,92
(b) Beginner Arbeider/Voorafvervaardigde- Betonmuur Arbeider	13,57	13,57	9,68	12,92
(c) Arbeider	14,93	14,93	10,90	14,22
(d) Algemene werker	16,42	16,42	12,11	15,64
(e) Bouwerker & Leerling Kategorie 4	18,06	18,06	13,57	17,20
(f) Bouwerker & Leerling Kategorie 3	19,87	19,87	15,13	18,92
(g) Bouwerker & Leerling Kategorie 2	21,85	21,85	16,94	20,81
(h) Bouwerker & Leerling Kategorie 1	24,04	24,04	18,89	22,90
(i) Ambagsman: Hyskraanoperateurs, Mat/Vloerlêers, Verwer, en Waterdigter	26,44	26,44	20,34	25,18

(j) (1) Ambagsman in alle ander ambagte	29,09	29,09	26,44	27,70
(2) Ambagsman in alle ander ambagte	32,00	32,00	29,09	30,47
(3) Ambagsman in alle ander ambagte	35,20	35,20	32,00	33,52
(4) Ambagsman in alle ander ambagte	38,72	38,72	35,20	36,87
(5) Ambagsman in alle ander ambagte	42,59	42,59	38,72	40,56
(6) Ambagsman in alle ander ambagte	46,85	46,85	42,59	44,62
(7) Ambagsman in alle ander ambagte	51,53	51,53	46,85	49,08
(8) Ambagsman in alle ander ambagte	56,69	56,69	51,53	53,99
	per dag	per dag	per dag	per dag
(k) Wagte (voltyds): Per dag 9 ure	134,34	134,34	122,11	127,95
	per dag	per dag	per dag	per dag
(l) Voertuigbestuurders en operateurs van kragaangedrewe masjinerie wat in besit moet wees van 'n kode: Per dag 9 ure				
(1) B lisensie	162,56	162,56	136,15	154,81
(2) C1 lisensie	178,81	178,81	152,49	170,30
(3) C of EB of EC1 lisensie	196,69	196,69	170,03	187,33
(4) EC lisensie	238,00	238,00	206,06	226,66

Met dien verstande dat voormelde lone nie minder mag wees nie as die voorgeskrewe lone ingevolge die Wet op Mannekragopleiding, 1981 of die Wet op Vaardigheidsontwikkeling,

1998.: Met dien verstande voorts dat die lone hierbo gespesifiseer vir drywer/masjienoperateurs betaalbaar is indien sodanige werknemers 42 gewone werkure, in enige week gewerk het. Indien sodanige werknemers egter minder as 42 gewone werkure in enige week gewerk het, moet hul loon vir die spesifieke week soos volg bereken word: Bogenoemde gespesifiseerde lone gedeel deur 42 uur, vermenigvuldig met die werklike getal gewone werkure gewerk.”

Vervang subklousule (7) met die volgende:

“(7) Akkommodasie

- (a) Aan ’n werknemer van wie daar vereis word om in die uitvoering van sy pligte weg van sy gewone woonplek af te werk, by ’n werkplek wat so geleë is dat sodanige werknemer nie in staat is om daaglik na sy gewone woonplek terug te keer nie, moet ten opsigte van elke nag wat sodanige werknemer weg van sy gewone woonplek af deurbring, goeie aanvaarbare slaapgeriewe, wasgeriewe, afsonderlike toilet geriewe, kookgeriewe en warm water voorsien word. Die woonplek moet ook goed geventileer wees met deure en vensters, en moet ’n vaste vloer hê (nie ’n grondvloer). Genoemde verblyf moet gratis aan die werknemer beskikbaar gestel word. Alle tersaaklike vervoer moet ook gratis deur die werkgewer verskaf word.
- (b) Ten opsigte van elke nag wat sodanige werknemer weg van sy gewone woonplek af deurbring sal daar ’n uitslaap tarief aan die werknemer betaal word van R22.50 per nag.”

5. KLOUSULE 14: VAKANSIEFONDS

Vervang subklousules (1), (2), (3) en (4) deur die volgende:

- “(1) Die Vakansiefonds word hierby voortgesit en gaan voort om deur die Raad geadministreer te word met die doel om geskikte werknemers te voorsien van verlofbetaling vir die tydperk van die jaarlikse verloftydperk ingevolge klousule 9(6) van die Ooreenkoms. Die vakansiefonds uitbetaling aan die einde van die jaar, sal vir vyftien (15) werksdae wees. Gelde deur die werkgewers bygedra tot die Fonds, moet belê word soos bepaal ingevolge artikel 53 (5) van die Wet.
- (2) **Bydraes deur die werkgewer:** (a) ‘n Werkgewer moet namens ‘n geskikte werknemer ‘n bedrag tot die vakansiefonds bydra ten opsigte van elke normale werkdag wat daardie werknemer in sy/haar diens is, welke bedrag soos volg bereken moet word:

Kategorie van werknemer	Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms.			
	Gebied	Gebied	Gebied	Gebied
	‘A’	‘B’	‘C’	‘D’
	R	R	R	R
	per	per	per	per
	dag	dag	dag	dag
Werknemers vir wie lone voorgeskryf word in-				
(i) klousule 10 (1) (a)	6,98	6,98	4,98	6,64
(ii) klousule 10 (1) (b)	6,98	6,98	4,98	6,64
(iii) klousule 10 (1) (c)	7,68	7,68	5,61	7,31
(iv) klousule 10 (1) (d)	8,44	8,44	6,23	8,04
(v) klousule 10 (1) (e)	9,29	9,29	6,98	8,85

(vi) klousule 10 (1) (f)	10,22	10,22	7,78	9,73
(vii) klousule 10 (1) (g)	11,24	11,24	8,71	10,70
(viii) klousule 10 (1) (h)	12,36	12,36	9,72	11,78
(ix) klousule 10 (1) (i)	13,60	13,60	10,46	12,95
(x) klousule 10 (1) (j) (1)	14,96	14,96	13,60	14,25
(xi) klousule 10 (1) (j) (2)	16,46	16,46	14,96	15,67
(xii) klousule 10 (1) (j) (3)	18,10	18,10	16,46	17,24
(xiii) klousule 10 (1) (j) (4)	19,91	19,91	18,10	18,96
(xiv) klousule 10 (1) (j) (5)	21,90	21,90	19,91	20,86
(xv) klousule 10 (1) (j) (6)	24,09	24,09	21,90	22,95
(xvi) klousule 10 (1) (j) (7)	26,50	26,50	24,09	25,24
(xvii) klousule 10 (1) (j) (8)	29,15	29,15	26,50	27,77
(xviii) klousule 10 (1) (k)	7,68	7,68	6,98	7,31
(xix) klousule 10 (1) (l) (1)	9,29	9,29	7,78	8,85
(xx) klousule 10 (1) (l) (2)	10,22	10,22	8,71	9,73
(xxi) klousule 10 (1) (l) (3)	11,24	11,24	9,72	10,70
(xxii) klousule 10 (1) (l) (4)	13,60	13,60	11,77	12,95

- (b) Elke werkgewer moet die gespesifiseerde bydrae aan die Raad betaal op die werknemer se gewone betaaldag, en moet op daardie dag die gespesifiseerde byvoordele, ter waarde van die bydrae gemaak, aan die werknemer uitreik.

- (3) Openbare vakansiedae soos geproklameer ingevolge die Wet op Openbare Vakansiedae, 1994, word pro-rata by die vakansiefonds ingesluit. Gelde deur die werkgewers bygedra tot die Fonds, moet belê word soos bepaal ingevolge artikel 53 (5) van die Wet.

Die volgende betaalde openbare vakansiedae sal pro-rata by voordele stelsel ingesluit word:

1. 16 Desember 2013 - Versoeningsdag
2. 25 Desember 2013 - Kersdag
3. 26 Desember 2013 - Welwillendheidsdag
4. 1 Januarie 2014 - Nuwejaarsdag
5. 21 Maart 2014 - Menseregtedag
6. 18 April 2014 - Goeie Vrydag
7. 21 April 2014 - Gesinsdag
8. 28 April 2014 - Vryheidsdag
9. 1 Mei 2014 - Werkersdag
10. 16 Junie 2014 - Jeugdag
11. 24 September 2014 - Erfenisdag

- (a) Werkgewers **is verplig** om hul werknemers te betaal vir elke openbare vakansiedag soos bepaal word deur die Wet op Basiese Diensvoorwaardes no. 75 van 1997, tensy die werknemers die keuse uitoefen om hul openbare vakansiedae fondse saam met hul Desember vakansiefonds uitbetaling aan die einde van die jaar te ontvang. Werkgewers moet die Raad skriftelik verwittig van

die keuse wat hulle werknemers uitoefen ten minste, 10 werksdae voor die vakansiedag.

(b) Werkgewers kan slegs van die fonds terug eis, indien hul werknemers se byvoordele op datum en voldoende is. **Indien 'n werkgewer se byvoordele nie op datum en voldoende is nie, sal so 'n werkgewer verantwoordelik gehou word om hul werknemers uit te betaal vir elke openbare vakansiedag.** Eise sal slegs hanteer word wat deur werkgewers ingestuur word.

(c) Werkgewers **is verplig** om 'n byvoordeel aan te koop vir elke werknemer op elke Openbare Vakansiedag behalwe die volgende openbare vakansiedae, 16 Desember 2013, 25 Desember 2013, 26 Desember 2013 en 1 Januarie 2014. Die openbare vakansiedae val in die jaarlikse verlofdae.

(4) **Bydraes deur die werkgewer:** (a) 'n Werkgewer moet namens 'n geskikte werknemer 'n bedrag tot die vakansiefonds vir die openbare vakansiedae bydra ten opsigte van bogenoemde vakansiedae wat daardie werknemer in sy/haar diens is, welke bedrag soos volg bereken moet word:

Kategorie van werknemer	Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms.
-------------------------	--

	Gebied 'A'	Gebied 'B'	Gebied 'C'	Gebied 'D'
	R	R	R	R
	per	per	per	per
	dag	dag	dag	dag
Werknemers vir wie lone voorgeskryf word in-				
(i) klousule 10 (1) (a)	5,12	5,12	3,65	4,87
(ii) klousule 10 (1) (b)	5,12	5,12	3,65	4,87
(iii) klousule 10 (1) (c)	5,63	5,63	4,11	5,36
(iv) klousule 10 (1) (d)	6,19	6,19	4,57	5,90
(v) klousule 10 (1) (e)	6,81	6,81	5,12	6,49
(vi) klousule 10 (1) (f)	7,49	7,49	5,71	7,14
(vii) klousule 10 (1) (g)	8,24	8,24	6,39	7,85
(viii) klousule 10 (1) (h)	9,07	9,07	7,13	8,64
(ix) klousule 10 (1) (i)	9,97	9,97	7,67	9,50
(x) klousule 10 (1) (j) (1)	10,97	10,97	9,97	10,45
(xi) klousule 10 (1) (j) (2)	12,07	12,07	10,97	11,49
(xii) klousule 10 (1) (j) (3)	13,28	13,28	12,07	12,64
(xiii) klousule 10 (1) (j) (4)	14,60	14,60	13,28	13,91
(xiv) klousule 10 (1) (j) (5)	16,06	16,06	14,60	15,30
(xv) klousule 10 (1) (j) (6)	17,67	17,67	16,06	16,83
(xvi) klousule 10 (1) (j) (7)	19,43	19,43	17,67	18,51
(xvii) klousule 10 (1) (j) (8)	21,38	21,38	19,43	20,36
(xviii) klousule 10 (1) (k)	5,63	5,63	5,12	5,36

(xix) klousule 10 (1) (l) (1)	6,81	6,81	5,71	6,49
(xx) klousule 10 (1) (l) (2)	7,49	7,49	6,39	7,14
(xxi) klousule 10 (1) (l) (3)	8,24	8,24	7,13	7,85
(xxii) klousule 10 (1) (l) (4)	9,97	9,97	8,63	9,50

- (b) Elke werkgewer moet die gespesifiseerde bydrae aan die Raad betaal op die werknemer se gewone betaaldag, en moet op daardie dag die gespesifiseerde byvoordele, ter waarde van die bydrae gemaak, aan die werknemer uitreik.”

6. KLOUSULE 15: AFTREEFONDSE

Vervang subklousule (4)(a)(b) deur die volgende:

“(4) **Bydraes deur die werkgewer:**

- (a) Elke werkgewer moet `n bedrag tot die Aftreefonds bydra namens elke geskikte werknemer ten opsigte van elke normale werkdag wat daardie werknemer in sy/haar diens is, welke bedrag soos volg bereken moet word:

Kategorie van werknemer	Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms.			
	Gebied	Gebied	Gebied	Gebied

	'A'	'B'	'C'	'D'
	R	R	R	R
	per	per	per	per
	dag	dag	dag	dag
Werknemers vir wie lone voorgeskryf word in-				
(i) klousule 10 (1) (a)	17,10	17,10	12,20	16,28
(ii) klousule 10 (1) (b)	17,10	17,10	12,20	16,28
(iii) klousule 10 (1) (c)	18,81	18,81	13,74	17,92
(iv) klousule 10 (1) (d)	20,69	20,69	15,26	19,71
(v) klousule 10 (1) (e)	22,76	22,76	17,10	21,67
(vi) klousule 10 (1) (f)	25,04	25,04	19,06	23,84
(vii) klousule 10 (1) (g)	27,54	27,54	21,35	26,23
(viii) klousule 10 (1) (h)	30,29	30,29	23,80	28,85
(ix) klousule 10 (1) (i)	33,32	33,32	25,63	31,73
(x) klousule 10 (1) (j) (1)	36,65	36,65	33,32	34,90
(xi) klousule 10 (1) (j) (2)	40,32	40,32	36,65	38,39
(xii) klousule 10 (1) (j) (3)	44,35	44,35	40,32	42,42
(xiii) klousule 10 (1) (j) (4)	48,79	48,79	44,35	46,46
(xiv) klousule 10 (1) (j) (5)	53,66	53,66	48,79	51,11
(xv) klousule 10 (1) (j) (6)	59,03	59,03	53,66	56,22
(xvi) klousule 10 (1) (j) (7)	64,93	64,93	59,03	61,84
(xvii) klousule 10 (1) (j) (8)	71,43	71,43	64,93	68,03
(xviii) klousule 10 (1) (k)	18,81	18,81	17,10	17,92
(xix) klousule 10 (1) (l) (1)	22,76	22,76	19,06	21,67

(xx) klousule 10 (1) (l) (2)	25,04	25,04	21,35	23,84
(xxi) klousule 10 (1) (l) (3)	27,54	27,54	23,80	26,23
(xxii) klousule 10 (1) (l) (4)	33,32	33,32	28,85	31,73

- (b) Elke werkgewer moet die gespesifiseerde bydrae aan die Raad betaal op die werknemer se gewone betaaldag, en moet op daardie dag die byvoordele ter waarde van die bydrae gemaak, uitreik.”

**7. KLOUSULE 16: BYSTANDSFONDS VIR SIEKTE EN
GESINSVERANTWOORDELIKHEIDSVARLOF VIR DIE BOUNYWERHEID**

Vervang subklousule (3)(a)(b) deur die volgende:

“(3) Bydraes deur die werkgewer:

- (a) Elke werkgewer moet namens elke geskikte werknemer 'n bedrag tot die Fonds bydrae ten opsigte van elke normale werkdag wat daardie werknemer in sy/haar diens is, welke bedrag soos volg bereken word:

Kategorie van werknemer	Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms.			
	Gebied 'A'	Gebied 'B'	Gebied 'C'	Gebied 'D'

	R	R	R	R
	per	per	per	per
	dag	dag	dag	dag
Werknemers vir wie lone voorgeskryf word in-				
(i) klousule 10 (1) (a)	1,71	1,71	1,22	1,63
(ii) klousule 10 (1) (b)	1,71	1,71	1,22	1,63
(iii) klousule 10 (1) (c)	1,88	1,88	1,37	1,79
(iv) klousule 10 (1) (d)	2,07	2,07	1,53	1,97
(v) klousule 10 (1) (e)	2,28	2,28	1,71	2,17
(vi) klousule 10 (1) (f)	2,50	2,50	1,91	2,38
(vii) klousule 10 (1) (g)	2,75	2,75	2,13	2,62
(viii) klousule 10 (1) (h)	3,03	3,03	2,38	2,89
(ix) klousule 10 (1) (i)	3,33	3,33	2,56	3,17
(x) klousule 10 (1) (j) (1)	3,67	3,67	3,33	3,49
(xi) klousule 10 (1) (j) (2)	4,03	4,03	3,67	3,84
(xii) klousule 10 (1) (j) (3)	4,44	4,44	4,03	4,22
(xiii) klousule 10 (1) (j) (4)	4,88	4,88	4,44	4,65
(xiv) klousule 10 (1) (j) (5)	5,37	5,37	4,88	5,11
(xv) klousule 10 (1) (j) (6)	5,90	5,90	5,37	5,62
(xvi) klousule 10 (1) (j) (7)	6,49	6,49	5,90	6,18
(xvii) klousule 10 (1) (j) (8)	7,14	7,14	6,49	6,80
(xviii) klousule 10 (1) (k)	1,88	1,88	1,71	1,79
(xix) klousule 10 (1) (l) (1)	2,28	2,28	1,91	2,17
(xx) klousule 10 (1) (l) (2)	2,50	2,50	2,13	2,38

(xxi) klousule 10 (1) (l) (3)	2,75	2,75	2,38	2,62
(xxii) klousule 10 (1) (l) (4)	3,33	3,33	2,88	3,17

- (b) Elke werkgewer moet die gespesifiseerde bydrae op die werknemer se gewone betaaldag aan die Raad betaal.”

8. KLOUSULE 19: UITGAWES VAN DIE RAAD

Vervang subklousule (1)(a)(b) deur die volgende:

“(1) **Bydraes deur die werkgewer:**

- (a) Elke werkgewer moet 'n geldelike bydrae tot die Raad maak ten opsigte van elke geskikte werknemer vir elke normale werkdag wat daardie werknemer in sy/haar diens is, welke bedrag soos volg bereken word:

Kategorie van werknemer	Vanaf die datum van inwerkingtreding van hierdie Ooreenkoms.			
	Gebied	Gebied	Gebied	Gebied
	'A'	'B'	'C'	'D'
	R	R	R	R
	per dag	per dag	per dag	per dag
Werknemers vir wie lone voorgeskryf word in-				
(i) klousule 10 (1) (a)	1,69	1,69	1,21	1,61
(ii) klousule 10 (1) (b)	1,69	1,69	1,21	1,61
(iii) klousule 10 (1) (c)	1,86	1,86	1,36	1,77

(iv) klousule 10 (1) (d)	2,04	2,04	1,51	1,95
(v) klousule 10 (1) (e)	2,25	2,25	1,69	2,14
(vi) klousule 10 (1) (f)	2,47	2,47	1,88	2,36
(vii) klousule 10 (1) (g)	2,72	2,72	2,11	2,59
(viii) klousule 10 (1) (h)	2,99	2,99	2,35	2,85
(ix) klousule 10 (1) (i)	3,29	3,29	2,53	3,14
(x) klousule 10 (1) (j) (1)	3,62	3,62	3,29	3,45
(xi) klousule 10 (1) (j) (2)	3,98	3,98	3,62	3,79
(xii) klousule 10 (1) (j) (3)	4,38	4,38	3,98	4,17
(xiii) klousule 10 (1) (j) (4)	4,82	4,82	4,38	4,59
(xiv) klousule 10 (1) (j) (5)	5,30	5,30	4,82	5,05
(xv) klousule 10 (1) (j) (6)	5,83	5,83	5,30	5,55
(xvi) klousule 10 (1) (j) (7)	6,41	6,41	5,83	6,11
(xvii) klousule 10 (1) (j) (8)	7,06	7,06	6,41	6,72
(xviii) klousule 10 (1) (k)	1,86	1,86	1,69	1,77
(xix) klousule 10 (1) (l) (1)	2,25	2,25	1,88	2,14
(xx) klousule 10 (1) (l) (2)	2,47	2,47	2,11	2,36
(xxi) klousule 10 (1) (l) (3)	2,72	2,72	2,35	2,59
(xxii) klousule 10 (1) (l) (4)	3,29	3,29	2,85	3,14

(b) Elke werkgewer moet die gespesifiseerde bydrae op die werknemer se gewone betaaldag aan die Raad betaal.”

Vervang subklousule (2)(a)(b) deur die volgende:

“(2) Spesiale heffing deur die werknemer:

- (a) Elke werkgewer kan op elke betaaldag van die loon elke dag aan elke geskikte werknemer verskuldig, die bedrae hieronder gespesifiseer aftrek:

Kategorie van werknemer	Vanaf die datum van inwerkingtreeding van hierdie Ooreenkoms.			
	Gebied	Gebied	Gebied	Gebied
	'A'	'B'	'C'	'D'
	R	R	R	R
	per	per	per	per
	dag	dag	dag	dag
Werknemers vir wie lone voorgeskryf word in-				
(i) klousule 10 (1) (a)	1,69	1,69	1,21	1,61
(ii) klousule 10 (1) (b)	1,69	1,69	1,21	1,61
(iii) klousule 10 (1) (c)	1,86	1,86	1,36	1,77
(iv) klousule 10 (1) (d)	2,04	2,04	1,51	1,95
(v) klousule 10 (1) (e)	2,25	2,25	1,69	2,14
(vi) klousule 10 (1) (f)	2,47	2,47	1,88	2,36
(vii) klousule 10 (1) (g)	2,72	2,72	2,11	2,59
(viii) klousule 10 (1) (h)	2,99	2,99	2,35	2,85
(ix) klousule 10 (1) (i)	3,29	3,29	2,53	3,14
(x) klousule 10 (1) (j) (1)	3,62	3,62	3,29	3,45
(xi) klousule 10 (1) (j) (2)	3,98	3,98	3,62	3,79

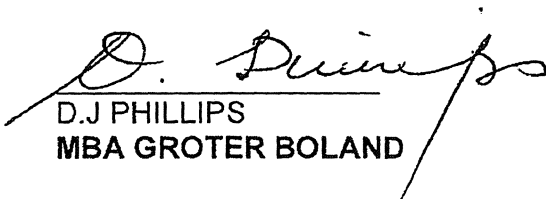
(xii) klousule 10 (1) (j) (3)	4,38	4,38	3,98	4,17
(xiii) klousule 10 (1) (j) (4)	4,82	4,82	4,38	4,59
(xiv) klousule 10 (1) (j) (5)	5,30	5,30	4,82	5,05
(xv) klousule 10 (1) (j) (6)	5,83	5,83	5,30	5,55
(xvi) klousule 10 (1) (j) (7)	6,41	6,41	5,83	6,11
(xvii) klousule 10 (1) (j) (8)	7,06	7,06	6,41	6,72
(xviii) klousule 10 (1) (k)	1,86	1,86	1,69	1,77
(xix) klousule 10 (1) (l) (1)	2,25	2,25	1,88	2,14
(xx) klousule 10 (1) (l) (2)	2,47	2,47	2,11	2,36
(xxi) klousule 10 (1) (l) (3)	2,72	2,72	2,35	2,59
(xxii) klousule 10 (1) (l) (4)	3,29	3,29	2,85	3,14

- (b) Elke werkgewer moet die gespesifiseerde bydraes aan die Raad oorbetaal soos voorgeskryf in subklousule (1) hierbo.”

GETEKEN NAMENS DIE PARTYE OP HIERDIE 22 STE DAG VAN MEI 2013.


C.J. MOUTON
VOORSITTER


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