
**GOVERNMENT NOTICE
GOEWERMENSKENNISGEWING**

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID**

No. R. 1174

7 November 2008

LABOUR RELATIONS ACT, 1995

**BUILDING BARGAINING COUNCIL NORTH AND WEST BOLAND:
EXTENSION OF AMENDMENT OF COLLECTIVE 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 **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 **10 November 2008** and for the period ending 31 December 2010.

**MMS MDLADLANA
MINISTER OF LABOUR**

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

Master Builders Association North Boland

Master Builders Association West Boland

(hereinafter referred to as the “employers” or the “employers’ organisation”), 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 No. R. 1011 of 26 October 2007 p0as extended by Government Notice No. R. 1012 of 26 October 2007.

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, Hopefield, Montagu, Moorreesburg, Piketberg, Robertson, Swellendam, Tulbagh, Vredenburg and Worcester.

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- (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 they are not inconsistent with the provisions of the Manpower Training Act, 1981, and the Skills Development Act, 1998, or any conditions fixed hereunder.
 - (c) labour-only contractors, working partners and working directors, principals and contractors.
3. Notwithstanding the provisions of subclause (1) (a), in 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 clause 1(1) (a) 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 be 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 2010.

2. CLAUSE 4: DEFINITIONS

“Delete the definition of a owner builder and the application thereof. The definition falls under that of an employer as in this agreement.”

3. CLAUSE 6: REGISTRATION OF EMPLOYERS

Substitute subclause (2) with the following:

“An employer shall register with the Council by furnishing the required particulars to the Council on the prescribed form with a administration fee of R250.00, and shall warrant thereon that application has been made for registration with the South African Revenue Services for employee tax and value-added tax (if applicable), registration with the Unemployment Insurance Fund and registration under the Compensation of Occupational Injuries and Diseases Act.”

4. CLAUSE 8: EMPLOYMENT STANDARDS

Substitute subclause (5)(a)(b) and (c) with the following:

“(5) Labour-only contractors

(a) ~~No labour-only contractor shall undertake work in the Building Industry in terms of a labour-only contract unless he is registered with the Council as an employer, or if he is not an employer and if he were an employer.~~

(b) Compliance by employers, subcontracting and use of temporary employment services:

(1) The Council shall keep a register of employers in good standing with the Council which shall be generally made known and be available to any person on request.

(2) An employer shall be in good standing with the Council for purposes of subclause (1) if the employer is registered with the Council in accordance with clause 6 and unless the employer has failed to comply with a compliance order

and/or pay a penalty imposed in terms of clause 25(7)(c) and clause 26 of this Agreement.

(3) No person shall enter into an agreement to subcontract Building Industry work to another person unless, at the time of entering into the agreement, both persons are employers in good standing with the Council: Provided that, where persons conclude an agreement to subcontract such work on an indefinite basis or for longer than 12 months, the parties to such agreement shall be in good standing with the Council each time shall be jointly and severally liable if the subcontractor, in respect of any of its employees, fails to meet any obligations that is has under this Agreement.

(4) No person shall enter into an agreement to utilize a temporary employment service for work in connection with the Building Industry unless, at the time of entering into the agreement, both the person and the temporary employment service are employers in good standing with the Council: Provided that, where persons conclude such an agreement on an indefinite basis or for longer than 12 months, the parties to such agreement shall be in good standing with the Council eacht time that the services of the temporary employment service are utilized under the agreement. The provisions of section 198 of the Act, shall apply to any person who enters an agreement to utilize a temporary employment service for work in connection with the Building Industry.

(c) Contractors must provide the necessary information of his/hers sub-contractor's on a prescribed form, that is available at the Council's offices."

5. CLAUSE 9: CONDITIONS OF SERVICE

Substitute subclause (6)(a) with the following:

“Every employee shall be entitled to annual leave during the building industry shut-down period, the date of which shall be determined by the Council not later than 30 June of every year.

(i) The 2008/2009 annual building industry shut-down period shall commence at 17:00 on 19 December 2008 and end at 08:00 on 12 January 2009.”

6. CLAUSE 10: REMUNERATION

(1) Substitute subclause (1) with the following:

“(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 hour	Per hour	Per hour	Per hour
(a) Cleaner	9,65	9,65	9,65	9,65
(b) (1) General worker (Beginners)	10,86	10,86	10,86	10,86
(2) General worker, manufacturing worker, dumper driver and hoist operator	12,07	12,07	12,07	12,07
	Per Week	Per Week	Per Week	Per Week

(3) Guard (fulltime)	506,94	506,94	506,94	506,94
	Per	Per	Per	Per
	hour	hour	hour	hour
(c) Builder worker Category 4	13,28	13,28	13,28	13,28
(d) Builder worker Category 3	14,80	14,80	14,80	14,80
(e) Builder worker Category 2	16,57	16,57	16,57	16,57
(f) Builder worker Category 1	18,47	18,47	18,47	18,47
(g) Artisan Category 3: Painter and Roofer	19,64	19,64	19,64	19,64
(h) (1) Artisan Category 2: Painter and roofer	21,95	21,95	21,95	21,95
(2) Artisan Category 3: In all other trades	21,95	21,95	21,95	21,95
(i) (1) Artisan Category 2: In all other trades	24,51	24,51	24,51	24,51
(2) Artisan Category 3A: Painter	21,95	21,95	21,95	21,95
(3) Artisan Category 1: Painter and roofer	24,51	24,51	24,51	24,51
(j) (1) Artisan Category 1A: In all other trades	25,63	25,63	25,63	25,63
(2) Artisan Category 1B: In all other trades	28,19	28,19	28,19	28,19

(3) Artisan Category 1C: In all other trades	31,01	31,01	31,01	31,01
(4) Artisan Category 1D: In all other trades	34,11	34,11	34,11	34,11
(5) Artisan Category 1E: In all other trades	37,52	37,52	37,52	37,52
	Per Week	Per Week	Per Week	Per Week
(k) Drivers of motor vehicles and operators of power driven plant which are required to be in possession of a-				
(1) Code B licence or Code 5-7 licence	506,94	506,94	506,94	506,94
(2) Code EB licence or Code 8 licence	557,76	557,76	557,76	557,76
(3) Code EB1 licence or Code 10 licence	621,60	621,60	621,60	621,60
(4) Code EC licence or Code 11-14 licence	695,94	695,94	695,94	695,94
	Per hour	Per hour	Per hour	Per hour
(l)(1) Apprentice in first year of training	14,80	14,80	14,80	14,80
(2) Apprentice in second year of training	16,57	16,57	16,57	16,57
(3) Apprentice in third year of training	18,47	18,47	18,47	18,47
(m)(1) Learner building worker category 4	13,28	13,28	13,28	13,28
(2) Learner building worker category 3	14,80	14,80	14,80	14,80

(3) Learner building worker category 2	16,57	16,57	16,57	16,57
(4) Learner building worker category 1	18,47	18,47	18,47	18,47:

Provided that the aforementioned wages shall not be less than those prescribed in terms of the Manpower 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.”

7. CLAUSE 14: HOLIDAY FUND

(1) Substitute subclause (2) with the following:

“(2) **Contributions by the employer:** (a) An employer shall contribute an amount to the holiday fund on behalf of an eligible employee for each week that the employee remains in his employ (“a contribution week”), 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'
Employees for whom wages are prescribed in-	R Per Week	R Per Week	R Per Week	R Per Week

(i) clause 10 (1) (a)	23,52	23,52	23,52	23,52
(ii) clause 10 (1) (b) (1)	26,46	26,46	26,46	26,46
(iii) clause 10 (1) (b) (2), (b) (3) and (k) (1)	28,98	28,98	28,98	28,98
(iv) clause 10 (1) (c), (m) (1) and (k) (2)	31,92	31,92	31,92	31,92
(v) clause 10 (1) (d), (m) (2), (k) (3) and (L) (1)	35,70	35,70	35,70	35,70
(vi) clause 10 (1) (e), (m) (3), (L) (2) and (k) (4)	39,90	39,90	39,90	39,90
(vii) clause 10 (1) (f), (m) (4) and (L) (3)	44,52	44,52	44,52	44,52
(viii) clause 10 (1) (g)	47,46	47,46	47,46	47,46
(ix) clause 10 (1) (h) (1), (h) (2) and (i) (2)	52,92	52,92	52,92	52,92
(x) clause 10 (1) (i) (1) and (i) (3)	59,22	59,22	59,22	59,22
(xi) clause 10 (1) (j) (1)	61,74	61,74	61,74	61,74
(xii) clause 10 (1) (j) (2)	68,04	68,04	68,04	68,04
(xiii) clause 10 (j) (3)	74,76	74,76	74,76	74,76
(xiv) clause 10 (j) (4)	81,90	81,90	81,90	81,90
(xv) clause 10 (j) (5)	90,30	90,30	90,30	90,30".

(2) Substitute subclause (3) with the following:

"(3) **Contributions by the employee:** (a) Every employer may on each pay day deduct from the wages due every week to each eligible employee that has worked 25 hours or more but less than 42 hours during the contribution week concerned, the contribution specified below multiplied by the difference between the hours actually worked and 42 hours, as the employee's contribution to the holiday fund:

Category of employee	From the date of commencement of this Agreement.
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	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	c	c	c	c
	Per Hour	Per Hour	Per Hour	Per Hour
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	56	56	56	56
(ii) clause 10 (1) (b) (1)	63	63	63	63
(iii) clause 10 (1) (b) (2), (b) (3) and (k) (1)	69	69	69	69
(iv) clause 10 (1) (c), (m) (1) and (k) (2)	76	76	76	76
(v) clause 10 (1) (d), (m) (2), (k) (3) and (L) (1)	85	85	85	85
(vi) clause 10 (1) (e), (m) (3), (L) (2) and (k) (4)	95	95	95	95
(vii) clause 10 (1) (f), (m) (4) and (L) (3)	106	106	106	106
(viii) clause 10 (1) (g)	113	113	113	113
(ix) clause 10 (1) (h) (1), (h) (2) and (i) (2)	126	126	126	126
(x) clause 10 (1) (i) (1) and (i) (3)	141	141	141	141
(xi) clause 10 (1) (j) (1)	147	147	147	147
(xii) clause 10 (1) (j) (2)	162	162	162	162
(xiii) clause 10 (j) (3)	178	178	178	178
(xiv) clause 10 (j) (4)	195	195	195	195
(xv) clause 10 (j) (5)	215	215	215	215".

8. CLAUSE 15: RETIREMENT FUNDS

- (1) Substitute subclause (4)(a) with the following:

“(4) **Contributions by employer:** (a) Every employer shall contribute an amount to the Retirement Funds on behalf of each eligible employee in respect of each contribution week that the employee remains in its 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	Per	Per	Per
	Week	Week	Week	Week
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	60,90	60,90	60,90	60,90
(ii) clause 10 (1) (b) (1)	68,46	68,46	68,46	68,46
(iii) clause 10 (1) (b) (2), (b) (3) and (k) (1)	76,44	76,44	76,44	76,44
(iv) clause 10 (1) (c), (m) (1) and (k) (2)	84,00	84,00	84,00	84,00
(v) clause 10 (1) (d), (m) (2), (k) (3) and (L) (1)	93,24	93,24	93,24	93,24
(vi) clause 10 (1) (e), (m) (3), (L) (2) and (k) (4)	104,58	104,58	104,58	104,58
(vii) clause 10 (1) (f), (m) (4) and (L) (3)	116,76	116,76	116,76	116,76
(viii) clause 10 (1) (g)	123,90	123,90	123,90	123,90
(ix) clause 10 (1) (h) (1), (h) (2) and (i) (2)	138,60	138,60	138,60	138,60
(x) clause 10 (1) (i) (1) and (i) (3)	154,56	154,56	154,56	154,56

(xi) clause 10 (1) (j) (1)	161,70	161,70	161,70	161,70
(xii) clause 10 (1) (j) (2)	177,66	177,66	177,66	177,66
(xiii) clause 10 (j) (3)	195,72	195,72	195,72	195,72
(xiv) clause 10 (j) (4)	215,04	215,04	215,04	215,04
(xv) clause 10 (j) (5)	236,46	236,46	236,46	236,46".

(2) Substitute subclause (5)(a) with the following:

"(5) **Contribution by the employee:** (a) Every employer may on each pay day deduct from the wages due every week to each eligible employer that has worked 25 hours or more but less than 42 hours during the contribution week concerned, the amounts specified below multiplied by the difference between the hours actually worked and 42 hours, as the employee's contribution to the Retirement Funds-

Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	c	c	c	c
	Per Hour	Per Hour	Per Hour	Per Hour
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	145	145	145	145
(ii) clause 10 (1) (b) (1)	163	163	163	163

(iii) clause 10 (1) (b) (2), (b) (3) and (k) (1)	182	182	182	182
(iv) clause 10 (1) (c), (m) (1) and (k) (2)	200	200	200	200
(v) clause 10 (1) (d), (m) (2), (k) (3) and (L) (1)	222	222	222	222
(vi) clause 10 (1) (e), (m) (3), (L) (2) and (k) (4)	249	249	249	249
(vii) clause 10 (1) (f), (m) (4) and (L) (3)	278	278	278	278
(viii) clause 10 (1) (g)	295	295	295	295
(ix) clause 10 (1) (h) (1), (h) (2) and (i) (2)	330	330	330	330
(x) clause 10 (1) (i) (1) and (i) (3)	368	368	368	368
(xi) clause 10 (1) (j) (1)	385	385	385	385
(xii) clause 10 (1) (j) (2)	423	423	423	423
(xiii) clause 10 (j) (3)	466	466	466	466
(xiv) clause 10 (j) (4)	512	512	512	512
(xv) clause 10 (j) (5)	563	563	563	563".

9. CLAUSE 16: SICK LEAVE AND FAMILY RESPONSIBILITY LEAVE

BENEFIT FUND FOR THE BUILDING INDUSTRY

(1) Substitute subclause (3) with the following:

"(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 week for which the employee remains in its employ, which shall be calculated as follows-

Category of employee	From the date of commencement of this Agreement.
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	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	R	R	R	R
	Per Week	Per Week	Per Week	Per Week
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	6,30	6,30	6,30	6,30
(ii) clause 10 (1) (b) (1)	7,14	7,14	7,14	7,14
(iii) clause 10 (1) (b) (2), (b) (3) and (k) (1)	7,95	7,95	7,95	7,95
(iv) clause 10 (1) (c), (m) (1) and (k) (2)	8,40	8,40	8,40	8,40
(v) clause 10 (1) (d), (m) (2), (k) (3) and (L) (1)	9,66	9,66	9,66	9,66
(vi) clause 10 (1) (e), (m) (3), (L) (2) and (k) (4)	10,50	10,50	10,50	10,50
(vii) clause 10 (1) (f), (m) (4) and (L) (3)	11,76	11,76	11,76	11,76
(viii) clause 10 (1) (g)	12,60	12,60	12,60	12,60
(ix) clause 10 (1) (h) (1), (h) (2) and (i) (2)	13,86	13,86	13,86	13,86
(x) clause 10 (1) (i) (1) and (i) (3)	15,54	15,54	15,54	15,54
(xi) clause 10 (1) (j) (1)	16,38	16,38	16,38	16,38
(xii) clause 10 (1) (j) (2)	18,06	18,06	18,06	18,06
(xiii) clause 10 (j) (3)	19,74	19,74	19,74	19,74
(xiv) clause 10 (j) (4)	21,84	21,84	21,84	21,84
(xv) clause 10 (j) (5)	23,94	23,94	23,94	23,94

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

(2) Substitute subclause (4) with the following:

“(4) **Contributions by the employee:** Every employer may on each pay day deduct from the wages due every week to each eligible employee that has worked 25 hours or more but less than 42 hours during the contribution week concerned, the amounts specified below multiplied by the difference between the hours actually worked and 42 hours, as the employee’s contribution to the Fund:

Category of employee	From the date of commencement of this Agreement.			
	Area ‘A’	Area ‘B’	Area ‘C’	Area ‘D’
	c	c	c	c
	Per Hour	Per Hour	Per Hour	Per Hour
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	15	15	15	15
(ii) clause 10 (1) (b) (1)	17	17	17	17
(iii) clause 10 (1) (b) (2), (b) (3) and (k) (1)	19	19	19	19
(iv) clause 10 (1) (c), (m) (1) and (k) (2)	20	20	20	20
(v) clause 10 (1) (d), (m) (2), (k) (3) and (L) (1)	23	23	23	23
(vi) clause 10 (1) (e), (m) (3), (L) (2) and (k) (4)	25	25	25	25
(vii) clause 10 (1) (f), (m) (4) and (L) (3)	28	28	28	28

(viii) clause 10 (1) (g)	30	30	30	30
(ix) clause 10 (1) (h) (1), (h) (2) and (i) (2)	33	33	33	33
(x) clause 10 (1) (i) (1) and (i) (3)	37	37	37	37
(xi) clause 10 (1) (j) (1)	39	39	39	39
(xii) clause 10 (1) (j) (2)	43	43	43	43
(xiii) clause 10 (j) (3)	47	47	47	47
(xiv) clause 10 (j) (4)	52	52	52	52
(xv) clause 10 (j) (5)	57	57	57	57".

10. CLAUSE 17: STABILISATION FUND

Substitute subclause 17 (2) with the following:

"(2) **Contribution:** Every employer shall on each pay day deduct from the wages due every week to each eligible employee the contribution 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 Week	Per Week	Per Week	Per Week
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	8,00	8,00	8,00	8,00

(ii) clause 10 (1) (b) (1)	8,00	8,00	8,00	8,00
(iii) clause 10 (1) (b) (2), (b) (3) and (k) (1)	8,00	8,00	8,00	8,00
(iv) clause 10 (1) (c), (m) (1) and (k) (2)	8,00	8,00	8,00	8,00
(v) clause 10 (1) (d), (m) (2), (k) (3) and (L) (1)	8,00	8,00	8,00	8,00
(vi) clause 10 (1) (e), (m) (3), (L) (2) and (k) (4)	8,00	8,00	8,00	8,00
(vii) clause 10 (1) (f), (m) (4) and (L) (3)	8,00	8,00	8,00	8,00
(viii) clause 10 (1) (g)	8,00	8,00	8,00	8,00
(ix) clause 10 (1) (h) (1), (h) (2) and (i) (2)	8,00	8,00	8,00	8,00
(x) clause 10 (1) (i) (1) and (i) (3)	8,00	8,00	8,00	8,00
(xi) clause 10 (1) (j) (1)	8,00	8,00	8,00	8,00
(xii) clause 10 (1) (j) (2)	8,00	8,00	8,00	8,00
(xiii) clause 10 (j) (3)	8,00	8,00	8,00	8,00
(xiv) clause 10 (j) (4)	8,00	8,00	8,00	8,00
(xv) clause 10 (j) (5)	8,00	8,00	8,00	8,00".

11. CLAUSE 19: EXPENSES OF THE COUNCIL

(1) Substitute subclause (1) with the following:

"(1) **Contributions by the employer:** (a) Every employer shall contribute an amount to the Council in respect of each eligible employee for each contribution week that the employee remains in his 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
	Week	Week	Week	Week
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	9,24	9,24	9,24	9,24
(ii) clause 10 (1) (b) (1)	10,08	10,08	10,08	10,08
(iii) clause 10 (1) (b) (2), (b) (3) and (k) (1)	11,34	11,34	11,34	11,34
(iv) clause 10 (1) (c), (m) (1) and (k) (2)	12,60	12,60	12,60	12,60
(v) clause 10 (1) (d), (m) (2), (k) (3) and (L) (1)	13,86	13,86	13,86	13,86
(vi) clause 10 (1) (e), (m) (3), (L) (2) and (k) (4)	15,54	15,54	15,54	15,54
(vii) clause 10 (1) (f), (m) (4) and (L) (3)	17,64	17,64	17,64	17,64
(viii) clause 10 (1) (g)	18,48	18,48	18,48	18,48
(ix) clause 10 (1) (h) (1), (h) (2) and (i) (2)	21,00	21,00	21,00	21,00
(x) clause 10 (1) (i) (1) and (i) (3)	23,10	23,10	23,10	23,10
(xi) clause 10 (1) (j) (1)	24,36	24,36	24,36	24,36
(xii) clause 10 (1) (j) (2)	26,88	26,88	26,88	26,88
(xiii) clause 10 (j) (3)	29,40	29,40	29,40	29,40
(xiv) clause 10 (j) (4)	32,34	32,34	32,34	32,34
(xv) clause 10 (j) (5)	35,70	35,70	35,70	35,70

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

(2) Substitute the following for clause (2):

"(2) **Contribution by employee:** (a) Every employer may on each pay day deduct from the wages due every week to each eligible employee that has worked 25 hours or more but not less than 42 hours during the contribution week concerned the amounts specified below multiplied by the difference between the hours actually worked and 42 hours, as the employee's contribution to the expenses of the Council-

Category of employee	From the date of commencement of this Agreement.			
	Area 'A'	Area 'B'	Area 'C'	Area 'D'
	c	c	c	c
	Per Hour	Per Hour	Per Hour	Per Hour
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	22	22	22	22
(ii) clause 10 (1) (b) (1)	24	24	24	24
(iii) clause 10 (1) (b) (2), (b) (3) and (k) (1)	27	27	27	27
(iv) clause 10 (1) (c), (m) (1) and (k) (2)	30	30	30	30
(v) clause 10 (1) (d), (m) (2), (k) (3) and (L) (1)	33	33	33	33
(vi) clause 10 (1) (e), (m) (3), (L) (2) and (k) (4)	37	37	37	37
(vii) clause 10 (1) (f), (m) (4) and (L) (3)	42	42	42	42
(viii) clause 10 (1) (g)	44	44	44	44

(ix) clause 10 (1) (h) (1), (h) (2) and (i) (2)	50	50	50	50
(x) clause 10 (1) (i) (1) and (i) (3)	55	55	55	55
(xi) clause 10 (1) (j) (1)	58	58	58	58
(xii) clause 10 (1) (j) (2)	64	64	64	64
(xiii) clause 10 (j) (3)	70	70	70	70
(xiv) clause 10 (j) (4)	77	77	77	77
(xv) clause 10 (j) (5)	85	85	85	85".

Substitute the following for clause (3):

“(3) **Special levy by the employee:** (a) Every employer may on each pay day deduct from the wages due every week 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'
	R	R	R	R
	Per Week	Per Week	Per Week	Per Week
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	2,94	2,94	2,94	2,94
(ii) clause 10 (1) (b) (1)	3,36	3,36	3,36	3,36
(iii) clause 10 (1) (b) (2), (b) (3) and (k) (1)	3,78	3,78	3,78	3,78

(iv) clause 10 (1) (c), (m) (1) and (k) (2)	4,20	4,20	4,20	4,20
(v) clause 10 (1) (d), (m) (2), (k) (3) and (L) (1)	4,62	4,62	4,62	4,62
(vi) clause 10 (1) (e), (m) (3), (L) (2) and (k) (4)	5,04	5,04	5,04	5,04
(vii) clause 10 (1) (f), (m) (4) and (L) (3)	5,46	5,46	5,46	5,46
(viii) clause 10 (1) (g)	5,88	5,88	5,88	5,88
(ix) clause 10 (1) (h) (1), (h) (2) and (i) (2)	6,72	6,72	6,72	6,72
(x) clause 10 (1) (i) (1) and (i) (3)	7,14	7,14	7,14	7,14
(xi) clause 10 (1) (j) (1)	7,56	7,56	7,56	7,56
(xii) clause 10 (1) (j) (2)	8,40	8,40	8,40	8,40
(xiii) clause 10 (j) (3)	9,24	9,24	9,24	9,24
(xiv) clause 10 (j) (4)	10,08	10,08	10,08	10,08
(xv) clause 10 (j) (5)	10,92	10,92	10,92	10,92

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

12. CLAUSE 20: TRADE UNION DEDUCTIONS

(1) Substitute subclause 20(1)(a) and (b) with the following:

"(1) **Trade Union member subscriptions:** (a) Every employer shall on each pay day deduct from the wages due every week to each eligible employee who is a member of the trade union which is party to this Agreement, the amount 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
	Week	Week	Week	Week
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	8,00	8,00	8,00	8,00
(ii) clause 10 (1) (b) (1)	8,00	8,00	8,00	8,00
(iii) clause 10 (1) (b) (2), (b) (3) and (k) (1)	8,00	8,00	8,00	8,00
(iv) clause 10 (1) (c), (m) (1) and (k) (2)	8,00	8,00	8,00	8,00
(v) clause 10 (1) (d), (m) (2), (k) (3) and (L) (1)	8,00	8,00	8,00	8,00
(vi) clause 10 (1) (e), (m) (3), (L) (2) and (k) (4)	8,00	8,00	8,00	8,00
(vii) clause 10 (1) (f), (m) (4) and (L) (3)	8,00	8,00	8,00	8,00
(viii) clause 10 (1) (g)	8,00	8,00	8,00	8,00
(ix) clause 10 (1) (h) (1), (h) (2) and (i) (2)	8,00	8,00	8,00	8,00
(x) clause 10 (1) (i) (1) and (i) (3)	8,00	8,00	8,00	8,00
(xi) clause 10 (1) (j) (1)	8,00	8,00	8,00	8,00
(xii) clause 10 (1) (j) (2)	8,00	8,00	8,00	8,00
(xiii) clause 10 (j) (3)	8,00	8,00	8,00	8,00
(xiv) clause 10 (j) (4)	8,00	8,00	8,00	8,00
(xv) clause 10 (j) (5)	8,00	8,00	8,00	8,00

“(b) Every employer shall pay the amount referred to in subclause (1) (a) to the Council on the employee`s normal pay day.”

13. CLAUSE 21: SPECIAL MEMBERSHIP LEVY: EMPLOYERS

Substitute clause (21) (1) and (21) (2) with the following:

- “(1) Every employer who is a party to this Agreement, shall on each pay day pay to the Council an amount of R6.00 per week in respect of each eligible employee employed by him during that contribution week.
- (2) The Council shall each month, pay over to the employers` organisations all moneys paid to the Council in terms of subclause (1) above, less a collection fee which shall be determined from time to time by the Council on gross collections, which amount shall accrue to the general funds of the Council.”

14. CLAUSE 22: WESTERN PROVINCE BUILDING AND ALLIED TRADERS`

SICK FUND

Substitute subclause (1) (a) with the following:

- “(1) (a) Every employer shall on each pay deduct from the wages due every week to each eligible employee who is a member of the trade union which is a party to this Agreement, the amount 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
	Week	Week	Week	Week
Employees for whom wages are prescribed in-				
(i) clause 10 (1) (a)	-	-	-	-
(ii) clause 10 (1) (b) (1)	-	-	-	-
(iii) clause 10 (1) (b) (2), (b) (3) and (k) (1)	-	-	-	-
(iv) clause 10 (1) (c), (m) (1) and (k) (2)	4.50	4.50	4.50	4.50
(v) clause 10 (1) (d), (m) (2), (k) (3) and (L) (1)	4.50	4.50	4.50	4.50
(vi) clause 10 (1) (e), (m) (3), (L) (2) and (k) (4)	4.50	4.50	4.50	4.50
(vii) clause 10 (1) (f), (m) (4) and (L) (3)	4.50	4.50	4.50	4.50
(viii) clause 10 (1) (g)	5.00	5.00	5.00	5.00
(ix) clause 10 (1) (h) (1), (h) (2) and (i) (2)	5.00	5.00	5.00	5.00
(x) clause 10 (1) (i) (1) and (i) (3)	5.00	5.00	5.00	5.00
(xi) clause 10 (1) (j) (1)	5.00	5.00	5.00	5.00
(xii) clause 10 (1) (j) (2)	5.00	5.00	5.00	5.00
(xiii) clause 10 (j) (3)	5.00	5.00	5.00	5.00
(xiv) clause 10 (j) (4)	5.00	5.00	5.00	5.00
(xv) clause 10 (j) (5)	5.00	5.00	5.00	5.00".

15. CLAUSE 28: NOTICE BOARD

Delete the word "owner-builder in subclause (1) and subclause (2)".

16. CLAUSE 29: TRAINING FUND

Substitute subclause (1) with the following:

“(1) Every employer who is a party to this Agreement shall on each pay day pay to the Council an amount of R3.00 per week in respect of each eligible employee employed by him during that contribution week.”

SIGNED ON BEHALF OF THE PARTIES ON THIS 19th DAY OF AUGUST 2008.

D.J. PHILLIPS
CHAIRMAN

D.E. SIMMONS
VICE-CHAIRMAN

P.A. BOTHA
MBA WEST BOLAND

K.D. MARAIS
MBA NORTH BOLAND

R.C. DAMON
BUILDING WORKERS UNION

L. ONTONG
SECRETARY

BUILDING BARGAINING COUNCIL NORTH AND WEST BOLAND

No. R. 1174

7 November 2008

WET OP ARBEIDSVERHOUDINGE, 1995**BOUNYWERHEID BEDINGINGSRAAD NOORD- EN WES-BOLAND:
UITBREIDING VAN WYSIGING VAN KOLLEKTIEWE OOREENKOMS NA
NIE-PARTYE**

Ek, **MEMBATHISI MPHUMZI SHEPHERD MDLADLANA**, Minister van Arbeid, verklaar hierby kragtens artikel 32(2) van die Wet op Arbeidsverhoudinge, 1995, die kollektiewe ooreenkoms wat in die Bylae hiervan verskyn, en wat in die **Bounywerheid Bedingingsraad Noord- en Wes-Boland** aangegaan is en kragtens artikel 31 van die Wet op Arbeidsverhoudinge, 1995, bindend is op die partye wat die ooreenkoms aangegaan het, bindend vir die ander werkgewers en werknemers in daardie Nywerheid, met ingang van **10 November 2008** en vir die tydperk wat op 31 Desember 2010 eindig.

MMS MDLADLANA
MINISTER VAN ARBEID

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, Noord Boland**Meesterbouers-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 en verleng by Goewermentskennisgewing No. R. 1012 van 26 Oktober 2007.

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, Hopefield, Montagu, Moorreesburg, Piketberg, Robertson, Swellendam, Tulbagh, Vredenburg en Worcester.

- (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) 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 niepartye bindend word, of op die datum waarop die Minister weier om die Ooreenkoms to niepartye uit te brei, en bly van krag tot 31 Desember 2010.

2. KLOUSULE 4: WOORDOMSKRYWING

“Die definisie van **eienaar-bouer** en toepassing daarvan word geskrap, en val onder die definisie van ‘n werkgewer soos vervat in hierdie ooreenkoms.”

3. KLOUSULE 6: REGISTRASIE VAN WERKGEWERS

Vervang subklousule (2) met die volgende:

“n Werkgewer registreer by die Raad, teen ‘n administratiewe fooi van R250.00, deur die nodige inligting op die voorgeskrewe vorm aan die Raad te verskaf en moet daarin waarborg dat aansoek gedoen is om registrasie by die Suid-Afrikaanse Inkomstediens vir werknemersbelasting en belasting op toegevoegde waarde (indien van toepassing), registrasie by die Werkloosheidsversekeringsfonds en registrasie ingevolge die Wet op Vergoeding vir Beroepsbeserings en –siektes.”

4. KLOUSULE 8: INDIENSNEMINGSTANDAARDE

Vervang subklousule (5)(a)(b) en (c) met die volgende:

“(5) **Slegs-arbeid-kontrakteurs**

(a) Geen slegs-arbeid-kontrakteur mag werk in die Bounywerheid kragtens ‘n slegs-arbeid-kontrak onderneem nie, tensy hy by die Raad geregistreer is as ‘n werkgewer of, indien hy nie ‘n werkgewer is nie, asof hy ‘n werkgewer is.

(b) Nakoming deur werkgewers, subkontraktering en gebruik van werkverskaffingsdienste vir tydelike werkers:

(1) Die Raad moet ‘n register hou van alle werkgewers van goeie aansien by die Raad.

Hierdie register moet algemeen bekend gemaak word en op versoek beskikbaar wees vir ander werkgewers.

(2) 'n Werkgewer het vir doeleindes van subklousule (1) goeie aansien by die Raad as die werkgewer ooreenkomstig klousule 6 by die Raad geregistreer is en nie versuim het om enige nakomingbevel na te kom en/of enige boete te betaal wat ingevolge klousule 25(7)(c) en klousule 26 van hierdie Ooreenkoms opgelê is nie.

(3) Geen persoon mag 'n ooreenkoms gemik op die subkontraktering van Bounywerheidswerk met 'n ander persoon aangaan nie, tensy beide persone werkgewers is wat ten tyde van die aangaan van die ooreenkoms goeie aansien by die Raad het: Met dien verstande dat waar persone ooreenkom om vir 'n onbepaalde tydperk of vir 'n tydperk langer as 12 maande werk te subkontraakteer, die partye by so 'n ooreenkoms goeie aansien by die Raad moet hê, elke keer as gesubkontraakteer word ingevolge die ooreenkoms. 'n Persoon wat, ten spyte van die voorgaande, Bounywerheidswerk aan 'n ander persoon subkontraakteer wat op die bepaalde tydstip nie goeie aansien by die Raad het nie, is gesamentlik en afsonderlik aanspreeklik indien die subkontraakteur, ten opsigte van enige van sy werknemers, versuim om enige van die verpligtinge ingevolge hierdie Ooreenkoms of 'n bindende arbitrasietoekening waarby diensvoorwaardes en –bedinge ooreenkomstig die Wet op Basiese Diensvoorwaardes, 1997, gereël word, na te kom.

(4) Geen persoon mag 'n ooreenkoms aangaan vir die gebruik van 'n werkverskaffingsdiens vir tydelike werkers met betrekking tot Bounywerheidswerk nie, tensy beide die persoon en die werkverskaffingsdiens tydens die aangaan daarvan werkgewers met goeie aansien by die Raad is: met dien verstande dat waar persone so 'n ooreenkoms vir 'n onbepaalde tydperk of vir 'n tydperk langer as 12 maande aangaan, die partye by so 'n ooreenkoms goeie aansien by die Raad moet hê by elke geleentheid wat die diens van die werkverskaffingsdiens benut word kragtens die ooreenkoms. Die bepalinge van die artikel 198 van die WAV 66/95, is van toepassing op enige persoon wat

’n ooreenkoms aangaan om ’n werkverskaffingsdiens vir tydelike werkers te benut vir werk in die Bounywerheid.

(c) Hoofkontrakteurs moet die nodige inligting van die subkontraakteur op ’n voorgeskrewe vorm, wat beskikbaar is by die Raad se kantore, invul en besorg aan die naaste Bedingingsraad kantore.”

5. KLOUSULE 9 : DIENSVoorwaardes

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

“(i) Die 2008/2009 jaarlikse sluitingstydperk van die bounywerheid begin om 17:00 op 19 Desember 2008 en eindig om 08:00 op 12 Januarie 2009.”

6. 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	9,65	9,65	9,65	9,65
(b) (1) Algemene werkers (Beginners)	10,86	10,86	10,86	10,86
(2) Algemene werkers, vervaardiging werkers, stortwa-bestuurder en				

hystoesteloperateurs	12,07	12,07	12,07	12,07
	per	per	per	per
	week	week	week	week
(3) Wagte (voltyds)	506,94	506,94	506,94	506,94
	per	per	per	per
	uur	uur	uur	uur
(c) Bouwerker Kategorie 4	13,28	13,28	13,28	13,28
(d) Bouwerker Kategorie 3	14,80	14,80	14,80	14,80
(e) Bouwerker Kategorie 2	16,57	16,57	16,57	16,57
(f) Bouwerker Kategorie 1	18,47	18,47	18,47	18,47
(g) Ambagsman Kategorie 3: Dakwerker en verwer	19,64	19,64	19,64	19,64
(h) (1) Ambagsman Kategorie 2: Dakwerker en verwer	21,95	21,95	21,95	21,95
(2) Ambagsman Kategorie 3: In alle ander ambagte	21,95	21,95	21,95	21,95
(i) (1) Ambagsman Kategorie 2: In alle ander ambagte	24,51	24,51	24,51	24,51
(2) Ambagsman Kategorie 3A: Verwer	21,95	21,95	21,95	21,95
(3) Ambagsman Kategorie 1: Dakwerker en verwer	24,51	24,51	24,51	24,51

(j) (1) Ambagsman Kategorie 1A: In alle ander ambagte	25,63	25,63	25,63	25,63
(2) Ambagsman Kategorie 1B: In alle ander ambagte	28,19	28,19	28,19	28,19
(3) Ambagsman Kategorie 1C: In alle ander ambagte	31,01	31,01	31,01	31,01
(4) Ambagsman Kategorie 1D: In alle ander ambagte	34,11	34,11	34,11	34,11
(5) Ambagsman Kategorie 1E: In alle ander ambagte	37,52	37,52	37,52	37,52
	per week	per week	per week	per week
(k) Voertuigbestuurders en operateurs van kragaangedrewe masjinerie wat in besit moet wees van 'n-:				
(1) Kode 5-7 of B lisensie	506,94	506,94	506,94	506,94
(2) Kode 8 of EB lisensie	557,76	557,76	557,76	557,76

(3) Kode 10 of EB1 lisensie	621,60	621,60	621,60	621,60
(4) Kode 11 – 14 of EC lisensie	695,94	695,94	695,94	695,94
	per	per	per	per
	uur	uur	uur	uur
(l) (1) Vakleerling in eerste jaar van opleiding	14,80	14,80	14,80	14,80
(2) Vakleerling in tweede jaar van opleiding	16,57	16,57	16,57	16,57
(3) Vakleerling in derde jaar van opleiding	18,47	18,47	18,47	18,47
(m) (1) Kwekelingbouwerker Kategorie 4	13,28	13,28	13,28	13,28
(2) Kwekelingbouwerker Kategorie 3	14,80	14,80	14,80	14,80
(3) Kwekelingbouwerker Kategorie 2	16,57	16,57	16,57	16,57
(4) Kwekelingbouwerker Kategorie 1	18,47	18,47	18,47	18,47

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/masjienbedieners betaalbaar is indien sodanige werknemers 42 gewone werksure, in enige week gewerk het. Indien sodanige werknemers egter minder as 42 gewone werksure 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 werksure gewerk."

7. KLOUSULE 14: VAKANSIEFONDS

(1) Vervang subklousule (2) deur die volgende:

"(2) **Bydraes deur die werkgewer:** (a) 'n Werkgewer moet namens 'n geskikte werknemer 'n bedrag tot die vakansiefonds bydra ten opsigte van elke week wat daardie werknemer in sy diens is ('n bydraeweek), 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 week	per week	per week	per week
Werknemers vir wie lone voorgeskryf word in-				
(i) klousule 10 (1) (a)	23,52	23,52	23,52	23,52
(ii) klousule 10 (1) (b) (1)	26,46	26,46	26,46	26,46
(iii) klousule 10 (1) (b) (2), (b) (3) en (k) (1)	28,98	28,98	28,98	28,98
(iv) klousule 10 (1) (c), (m) (1) en (k) (2)	31,92	31,92	31,92	31,92
(v) klousule 10 (1) (d), (m) (2), (k) (3) en (L) (1)	35,70	35,70	35,70	35,70
(vi) klousule 10 (1) (e), (m) (3), (L) (2) en (k) (4)	39,90	39,90	39,90	39,90

(vii) klousule 10 (1) (f), (m) (4) en (L) (3)	44,52	44,52	44,52	44,52
(viii) klousule 10 (1) (g)	47,46	47,46	47,46	47,46
(ix) klousule 10 (1) (h) (1), (h) (2) en (i) (2)	52,92	52,92	52,92	52,92
(x) klousule 10 (1) (i) (1) en (i) (3)	59,22	59,22	59,22	59,22
(xi) klousule 10 (1) (j) (1)	61,74	61,74	61,74	61,74
(xii) klousule 10 (1) (j) (2)	68,04	68,04	68,04	68,04
(xiii) klousule 10 (j) (3)	74,76	74,76	74,76	74,76
(xiv) klousule 10 (j) (4)	81,90	81,90	81,90	81,90
(xv) klousule 10 (j) (5)	90,30	90,30	90,30	90,30

(2) Vervang subklousule (3) deur die volgende:

“(3) **Bydrae deur die werknemer:** (a) Elke werkgewer mag, op elke betaaldag, van die loon elke week verskuldig aan elke geskikte werknemer wat 25 uur of meer, maar minder as 42 uur gedurende die besondere bydraeweek gewerk het, die bedrae hieronder gespesifiseer, vermenigvuldig met die verskil tussen die ure werklik gewerk en 42 uur, aftrek as die werknemer se bydrae tot die vakansiefonds:

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

	per uur	per uur	per uur	per uur
Werknemers vir wie lone voorgeskryf word in-				
(i) klousule 10 (1) (a)	56	56	56	56
(ii) klousule 10 (1) (b) (1)	63	63	63	63
(iii) klousule 10 (1) (b) (2), (b) (3) en (k) (1)	69	69	69	69
(iv) klousule 10 (1) (c), (m) (1) en (k) (2)	76	76	76	76
(v) klousule 10 (1) (d), (m) (2), (k) (3) en (L) (1)	85	85	85	85
(vi) klousule 10 (1) (e), (m) (3), (L) (2) en (k) (4)	95	95	95	95
(vii) klousule 10 (1) (f), (m) (4) en (L) (3)	106	106	106	106
(viii) klousule 10 (1) (g)	113	113	113	113
(ix) klousule 10 (1) (h) (1), (h) (2) en (i) (2)	126	126	126	126
(x) klousule 10 (1) (i) (1) en (i) (3)	141	141	141	141
(xi) klousule 10 (1) (j) (1)	147	147	147	147
(xii) klousule 10 (1) (j) (2)	162	162	162	162
(xiii) klousule 10 (j) (3)	178	178	178	178
(xiv) klousule 10 (j) (4)	195	195	195	195
(xv) klousule 10 (j) (5)	215	215	215	215".

8. KLOUSULE 15: AFTREEFONDSE

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

“(4) **Bydraes deur die werkgewer:** (a) Elke werkgewer moet ’n bedrag tot die Aftreefondse bydra namens elke geskikte werknemer ten opsigte van elke bydraeweek wat daardie werknemer in sy 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
	week	week	week	week
Werknemers vir wie lone voorgeskryf word in-				
(i) klousule 10 (1) (a)	60,90	60,90	60,90	60,90
(ii) klousule 10 (1) (b) (1)	68,46	68,46	68,46	68,46
(iii) klousule 10 (1) (b) (2), (b) (3) en (k) (1)	76,44	76,44	76,44	76,44
(iv) klousule 10 (1) (c), (m) (1) en (k) (2)	84,00	84,00	84,00	84,00
(v) klousule 10 (1) (d), (m) (2), (k) (3) en (L) (1)	93,24	93,24	93,24	93,24
(vi) klousule 10 (1) (e), (m) (3), (L) (2) en (k) (4)	104,58	104,58	104,58	104,58
(vii) klousule 10 (1) (f), (m) (4) en (L) (3)	116,76	116,76	116,76	116,76
(viii) klousule 10 (1) (g)	123,90	123,90	123,90	123,90
(ix) klousule 10 (1) (h) (1), (h) (2) en (i) (2)	138,60	138,60	138,60	138,60

(x) klousule 10 (1) (i) (1) en (i) (3)	154,56	154,56	154,56	154,56
(xi) klousule 10 (1) (j) (1)	161,70	161,70	161,70	161,70
(xii) klousule 10 (1) (j) (2)	177,66	177,66	177,66	177,66
(xiii) klousule 10 (j) (3)	195,72	195,72	195,72	195,72
(xiv) klousule 10 (j) (4)	215,04	215,04	215,04	215,04
(xv) klousule 10 (j) (5)	236,46	236,46	236,46	236,46".

(2) Vervang subklousule (5)(a) deur die volgende-

"(5) **Bydrae deur die werknemer:** (a) Elke werkgever mag op elke betaaldag van die loon elke week verskuldig aan elke geskikte werknemer wat 25 uur of meer maar minder as 42 uur gedurende die besondere bydraeweek gewerk het, die bedrae hieronder gespesifiseer, vermenigvuldig met die verskil tussen die ure werklik gewerk en 42 uur, aftrek as die werknemer se bydrae tot die Aftreefondse:

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

Werknemers vir wie lone voorgeskryf word in-				
(i) klousule 10 (1) (a)	145	145	145	145
(ii) klousule 10 (1) (b) (1)	163	163	163	163
(iii) klousule 10 (1) (b) (2), (b) (3) en (k) (1)	182	182	182	182
(iv) klousule 10 (1) (c), (m) (1) en (k) (2)	200	200	200	200
(v) klousule 10 (1) (d), (m) (2), (k) (3) en (L) (1)	222	222	222	222
(vi) klousule 10 (1) (e), (m) (3), (L) (2) en (k) (4)	249	249	249	249
(vii) klousule 10 (1) (f), (m) (4) en (L) (3)	278	278	278	278
(viii) klousule 10 (1) (g)	295	295	295	295
(ix) klousule 10 (1) (h) (1), (h) (2) en (i) (2)	330	330	330	330
(x) klousule 10 (1) (i) (1) en (i) (3)	368	368	368	368
(xi) klousule 10 (1) (j) (1)	385	385	385	385
(xii) klousule 10 (1) (j) (2)	423	423	423	423
(xiii) klousule 10 (j) (3)	466	466	466	466
(xiv) klousule 10 (j) (4)	512	512	512	512
(xv) klousule 10 (j) (5)	563	563	563	563".

9. KLOUSULE 16: BYSTANDSFONDS VIR SIEKTE EN

GESINSVERANTWOORDELIKHEIDSVARLOF VIR DIE BOUNYWERHEID

(1) Vervang subklousule (3) 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

bydraeweek wat daardie werknemer in 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	per	per	per
	week	week	week	week
Werknemers vir wie lone voorgeskryf word in-				
(i) klousule 10 (1) (a)	6,30	6,30	6,30	6,30
(ii) klousule 10 (1) (b) (1)	7,14	7,14	7,14	7,14
(iii) klousule 10 (1) (b) (2), (b) (3) en (k) (1)	7,98	7,98	7,98	7,98
(iv) klousule 10 (1) (c), (m) (1) en (k) (2)	8,40	8,40	8,40	8,40
(v) klousule 10 (1) (d), (m) (2), (k) (3) en (L) (1)	9,66	9,66	9,66	9,66
(vi) klousule 10 (1) (e), (m) (3), (L) (2) en (k) (4)	10,50	10,50	10,50	10,50
(vii) klousule 10 (1) (f), (m) (4) en (L) (3)	11,76	11,76	11,76	11,76
(viii) klousule 10 (1) (g)	12,60	12,60	12,60	12,60
(ix) klousule 10 (1) (h) (1), (h) (2) en (i) (2)	13,86	13,86	13,86	13,86
(x) klousule 10 (1) (i) (1) en (i) (3)	15,54	15,54	15,54	15,54
(xi) klousule 10 (1) (j) (1)	16,38	16,38	16,38	16,38
(xii) klousule 10 (1) (j) (2)	18,06	18,06	18,06	18,06
(xiii) klousule 10 (j) (3)	19,74	19,74	19,74	19,74
(xiv) klousule 10 (j) (4)	21,84	21,84	21,84	21,84

(xv) klousule 10 (j) (5)	23,94	23,94	23,94	23,94".
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- (b) Elke werkgever moet die gespesifiseerde bydrae op die werknemer se gewone betaaldag aan die Raad betaal."

(2) Vervang subklousule (4) met die volgende-

- "(4) **Bydrae deur die werknemer:** Elke werkgever kan op elke betaaldag van die loon elke week verskuldig aan elke geskikte werknemer wat 25 uur of meer maar minder as 42 uur gedurende die besondere bydraeweek gewerk het, die bedrae hieronder gespesifiseer, vermenigvuldig met die verskil tussen die ure werklik gewerk en 42 uur, aftrek as werknemer se bydrae tot die Fonds:

Kategorie van werknemer	Vanaf die datum van inwerkingtreeding van hierdie Ooreenkoms.			
	Gebied	Gebied	Gebied	Gebied
	'A'	'B'	'C'	'D'
Werknemers vir wie lone voorgeskryf word in-	c	c	c	c
	per	per	per	per
	uur	uur	uur	uur

(i) klousule 10 (1) (a)	15	15	15	15
(ii) klousule 10 (1) (b) (1)	17	17	17	17
(iii) klousule 10 (1) (b) (2), (b) (3) en (k) (1)	19	19	19	19
(iv) klousule 10 (1) (c), (m) (1) en (k) (2)	20	20	20	20
(v) klousule 10 (1) (d), (m) (2), (k) (3) en (L) (1)	23	23	23	23
(vi) klousule 10 (1) (e), (m) (3), (L) (2) en (k) (4)	25	25	25	25
(vii) klousule 10 (1) (f), (m) (4) en (L) (3)	28	28	28	28
(viii) klousule 10 (1) (g)	30	30	30	30
(ix) klousule 10 (1) (h) (1), (h) (2) en (i) (2)	33	33	33	33
(x) klousule 10 (1) (i) (1) en (i) (3)	37	37	37	37
(xi) klousule 10 (1) (j) (1)	39	39	39	39
(xii) klousule 10 (1) (j) (2)	43	43	43	43
(xiii) klousule 10 (j) (3)	47	47	47	47
(xiv) klousule 10 (j) (4)	52	52	52	52
(xv) klousule 10 (j) (5)	57	57	57	57".

10. KLOUSULE 17: STABILISASIEFONDS

Vervang klousule 17 (2) deur die volgende:

“(2) **Bydraes:** Elke werkgewer moet op elke betaaldag van die loon elke week aan elke geskikte werknemer verskuldig, `n bydrae aftrek wat as 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	Per	per	per
	week	Week	week	week
Werknemers vir wie lone voorgeskryf word in-				
(i) klousule 10 (1) (a)	8,00	8,00	8,00	8,00
(ii) klousule 10 (1) (b) (1)	8,00	8,00	8,00	8,00
(iii) klousule 10 (1) (b) (2), (b) (3) en (k) (1)	8,00	8,00	8,00	8,00
(iv) klousule 10 (1) (c), (m) (1) en (k) (2)	8,00	8,00	8,00	8,00
(v) klousule 10 (1) (d), (m) (2), (k) (3) en (L) (1)	8,00	8,00	8,00	8,00
(vi) klousule 10 (1) (e), (m) (3), (L) (2) en (k) (4)	8,00	8,00	8,00	8,00
(vii) klousule 10 (1) (f), (m) (4) en (L) (3)	8,00	8,00	8,00	8,00
(viii) klousule 10 (1) (g)	8,00	8,00	8,00	8,00
(ix) klousule 10 (1) (h) (1), (h) (2) en (i) (2)	8,00	8,00	8,00	8,00
(x) klousule 10 (1) (i) (1) en (i) (3)	8,00	8,00	8,00	8,00
(xi) klousule 10 (1) (j) (1)	8,00	8,00	8,00	8,00
(xii) klousule 10 (1) (j) (2)	8,00	8,00	8,00	8,00
(xiii) klousule 10 (j) (3)	8,00	8,00	8,00	8,00
(xiv) klousule 10 (j) (4)	8,00	8,00	8,00	8,00
(xv) klousule 10 (j) (5)	8,00	8,00	8,00	8,00".

11. KLOUSULE 19: UITGAWES VAN DIE RAAD

(1) Vervang subklousule (1) 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 bydraeweek wat daardie werknemer in sy 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 week	per week	per week	per week
Werknemers vir wie lone voorgeskryf word in-				
(i) klousule 10 (1) (a)	9,24	9,24	9,24	9,24
(ii) klousule 10 (1) (b) (1)	10,08	10,08	10,08	10,08
(iii) klousule 10 (1) (b) (2), (b) (3) en (k) (1)	11,34	11,34	11,34	11,34
(iv) klousule 10 (1) (c), (m) (1) en (k) (2)	12,60	12,60	12,60	12,60
(v) klousule 10 (1) (d), (m) (2), (k) (3) en (L) (1)	13,86	13,86	13,86	13,86
(vi) klousule 10 (1) (e), (m) (3), (L) (2) en (k) (4)	15,54	15,54	15,54	15,54
(vii) klousule 10 (1) (f), (m) (4) en (L) (3)	17,64	17,64	17,64	17,64
(viii) klousule 10 (1) (g)	18,48	18,48	18,48	18,48
(ix) klousule 10 (1) (h) (1), (h) (2) en (i) (2)	21,00	21,00	21,00	21,00
(x) klousule 10 (1) (i) (1) en (i) (3)	23,10	23,10	23,10	23,10
(xi) klousule 10 (1) (j) (1)	24,36	24,36	24,36	24,36
(xii) klousule 10 (1) (j) (2)	26,88	26,88	26,88	26,88

(xiii) klousule 10 (j) (3)	29,40	29,40	29,40	29,40
(xiv) klousule 10 (j) (4)	32,34	32,34	32,34	32,34
(xv) klousule 10 (j) (5)	35,70	35,70	35,70	35,70

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

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

“(2) **Bydrae deur die werknemer:** Elke werkgewer kan op elke betaaldag van die loon elke week verskuldig aan elke geskikte werknemer wat 25 uur of meer maar minder as 42 uur gedurende die besondere bydraeweek gewerk het, die bedrae hieronder gespesifiseer, vermenigvuldig met die verskil tussen die ure werklik gewerk en 42 uur, aftrek as die werknemer se bydrae tot die uitgawes van die Raad.

Kategorie van werknemer	Vanaf die datum van inwerkingtreeding van hierdie Ooreenkoms.			
	Gebied	Gebied	Gebied	Gebied
	'A'	'B'	'C'	'D'
Werknemers vir wie lone voorgeskryf word in-	c	c	c	c
	per	per	per	per
	uur	uur	uur	uur

(i) klousule 10 (1) (a)	22	22	22	22
(ii) klousule 10 (1) (b) (1)	24	24	24	24
(iii) klousule 10 (1) (b) (2), (b) (3) en (k) (1)	27	27	27	27
(iv) klousule 10 (1) (c), (m) (1) en (k) (2)	30	30	30	30
(v) klousule 10 (1) (d), (m) (2), (k) (3) en (L) (1)	33	33	33	33
(vi) klousule 10 (1) (e), (m) (3), (L) (2) en (k) (4)	37	37	37	37
(vii) klousule 10 (1) (f), (m) (4) en (L) (3)	42	42	42	42
(viii) klousule 10 (1) (g)	44	44	44	44
(ix) klousule 10 (1) (h) (1), (h) (2) en (i) (2)	50	50	50	50
(x) klousule 10 (1) (i) (1) en (i) (3)	55	55	55	55
(xi) klousule 10 (1) (j) (1)	58	58	58	58
(xii) klousule 10 (1) (j) (2)	64	64	64	64
(xiii) klousule 10 (j) (3)	70	70	70	70
(xiv) klousule 10 (j) (4)	77	77	77	77
(xv) klousule 10 (j) (5)	85	85	85	85".

Vervang subklousule (3) deur die volgende:

“(3) **Spesiale heffing deur die werknemer:** (a) Elke werkgewer kan op elke betaaldag van die loon elke week 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
	week	week	week	week
Werknemers vir wie lone voorgeskryf word in-				
(i) klousule 10 (1) (a)	2,94	2,94	2,94	2,94
(ii) klousule 10 (1) (b) (1)	3,36	3,36	3,36	3,36
(iii) klousule 10 (1) (b) (2), (b) (3) en (k) (1)	3,78	3,78	3,78	3,78
(iv) klousule 10 (1) (c), (m) (1) en (k) (2)	4,20	4,20	4,20	4,20
(v) klousule 10 (1) (d), (m) (2), (k) (3) en (L) (1)	4,62	4,62	4,62	4,62
(vi) klousule 10 (1) (e), (m) (3), (L) (2) en (k) (4)	5,04	5,04	5,04	5,04
(vii) klousule 10 (1) (f), (m) (4) en (L) (3)	5,46	5,46	5,46	5,46
(viii) klousule 10 (1) (g)	5,88	5,88	5,88	5,88
(ix) klousule 10 (1) (h) (1), (h) (2) en (i) (2)	6,72	6,72	6,72	6,72
(x) klousule 10 (1) (i) (1) en (i) (3)	7,14	7,14	7,14	7,14
(xi) klousule 10 (1) (j) (1)	7,56	7,56	7,56	7,56
(xii) klousule 10 (1) (j) (2)	8,40	8,40	8,40	8,40
(xiii) klousule 10 (j) (3)	9,24	9,24	9,24	9,24
(xiv) klousule 10 (j) (4)	10,08	10,08	10,08	10,08
(xv) klousule 10 (j) (5)	10,92	10,92	10,92	10,92

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

12. KLOUSULE 20: VAKBONDAFTREKKINGS

(1) Vervang klousule (20) (1) (a) en (b) deur die volgende:

“(1) **Vakbondledegeld:** (a) Elke werkgewer moet op elke betaaldag van die loon elke week verskuldig aan elke geskikte werknemer wat lid is van die vakbond wat 'n party by hierdie Ooreenkoms is, die bedrag hieronder uiteengesit, aftrek:

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
	week	week	week	week
Werknemers vir wie lone voorgeskryf word in-				
(i) klousule 10 (1) (a)	8,00	8,00	8,00	8,00
(ii) klousule 10 (1) (b) (1)	8,00	8,00	8,00	8,00
(iii) klousule 10 (1) (b) (2), (b) (3) en (k) (1)	8,00	8,00	8,00	8,00
(iv) klousule 10 (1) (c), (m) (1) en (k) (2)	8,00	8,00	8,00	8,00
(v) klousule 10 (1) (d), (m) (2), (k) (3) en (L) (1)	8,00	8,00	8,00	8,00
(vi) klousule 10 (1) (e), (m) (3), (L) (2) en (k) (4)	8,00	8,00	8,00	8,00
(vii) klousule 10 (1) (f), (m) (4) en (L) (3)	8,00	8,00	8,00	8,00
(viii) klousule 10 (1) (g)	8,00	8,00	8,00	8,00
(ix) klousule 10 (1) (h) (1), (h) (2) en (i) (2)	8,00	8,00	8,00	8,00

(x) klousule 10 (1) (i) (1) en (i) (3)	8,00	8,00	8,00	8,00
(xi) klousule 10 (1) (j) (1)	8,00	8,00	8,00	8,00
(xii) klousule 10 (1) (j) (2)	8,00	8,00	8,00	8,00
(xiii) klousule 10 (j) (3)	8,00	8,00	8,00	8,00
(xiv) klousule 10 (j) (4)	8,00	8,00	8,00	8,00
(xv) klousule 10 (j) (5)	8,00	8,00	8,00	8,00

- (b) Elke werkgewer moet die bedrag bedoel in subklousule (1) (a) op die werknemere gewone betaaldag aan die Raad betaal.”

13. KLOUSULE 21: SPESIALE LIDMAATSKAPHEFFING: WERKGEWERS

Vervang klousule (21) (1) en (21) (2) deur die volgende:

- “(1) Elke werkgewer wat ‘n party by hierdie Ooreenkoms is, moet op elke betaaldag ten opsigte van elke geskikte werknemer tydens daardie bydraeweek in sy diens, die bedrag van R6.00 per week aan die Raad oorbetaal.
- (2) Elke maand moet die Raad alle gelde wat ingevolge subklousule (1) hierbo aan die Raad betaal is, aan die werkgewersorganisasies oorbetaal, min ‘n administrasiefooi op bruto ontvangste, wat van tyd tot tyd deur die Raad bepaal word, welke bedrag in die algemene fondse van die Raad gestort moet word.”

14. KLOUSULE 22: SIEKEFONDS VIR DIE WESTELIKE PROVINSIE BOU- EN

VERWANTE AMBAGTE

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

“(1) (a) Elke werkgewer moet op elke betaaldag van die loon elke week verskuldig aan elke geskikte werknemer wat lid is van die vakbond wat 'n party by hierdie Ooreenkoms is, die bedrag hieronder uiteengesit, aftrek:

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
	week	week	week	week
Werknemers vir wie lone voorgeskryf word in-	-	-	-	-
(i) klousule 10 (1) (a)	-	-	-	-
(ii) klousule 10 (1) (b) (1)	-	-	-	-
(iii) klousule 10 (1) (b) (2), (b) (3) en (k) (1)	4,50	4,50	4,50	4,50
(iv) klousule 10 (1) (c), (m) (1) en (k) (2)	4,50	4,50	4,50	4,50
(v) klousule 10 (1) (d), (m) (2), (k) (3) en (L) (1)	4,50	4,50	4,50	4,50
(vi) klousule 10 (1) (e), (m) (3), (L) (2) en (k) (4)	4,50	4,50	4,50	4,50
(vii) klousule 10 (1) (f), (m) (4) en (L) (3)	5,00	5,00	5,00	5,00
(viii) klousule 10 (1) (g)	5,00	5,00	5,00	5,00
(ix) klousule 10 (1) (h) (1), (h) (2) en (i) (2)	5,00	5,00	5,00	5,00
(x) klousule 10 (1) (i) (1) en (i) (3)	5,00	5,00	5,00	5,00
(xi) klousule 10 (1) (j) (1)	5,00	5,00	5,00	5,00
(xii) klousule 10 (1) (j) (2)	5,00	5,00	5,00	5,00
(xiii) klousule 10 (j) (3)	5,00	5,00	5,00	5,00

(xiv) klousule 10 (j) (4)	5,00	5,00	5,00	5,00
(xv) klousule 10 (j) (5)	5,00	5,00	5,00	5,00".

15. KLOUSULE: 28: KENNISGEWINGBORD

Haal volgende woord "eienaar-bouer uit subklousule (1) en subklousule (2)".

16. KLOUSULE 29: OPLEIDINGSFONDS VAN DIE WERKGEWERSORGANISASIES

Vervang subklousule (1) met die volgende:

- "(1) Elke werkgewer wat `n party by hierdie Ooreenkoms is, moet op elke betaaldag ten opsigte van elke geskikte werknemer tydens daardie bydraeweek in sy diens, die bedrag van R3.00 per week aan die Raad oorbetaal."

GETEKEN NAMENS DIE PARTYE OP HIERDIE 19 de DAG VAN AUGUSTUS 2008.

D.J. PHILLIPS
VOORSITTER

D.E. SIMMONS
VISE-VOORSITTER

K.D. MARAIS
MBA NOORD BOLAND

P.A BOTHA
MBA WEST BOLAND

R.C DAMON
BOUWERKERS UNIE

L. ONTONG
SEKRETARIS

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