

**54. CODES OF GOOD PRACTICE**

- 54.1 The parties recognise that there are a number of regulated Codes of Good Practice as issued by the Minister of Labour. These Codes including amendments and future regulated Codes which may be issued from time to time by the Minister of Labour will be accessible to each workplace and will be available on the NTBC website.
- 54.2 The Codes of Good Practice which are currently regulated are as follows:
- 54.2.1 Amended Code of Good Practice of 2005: The Handling of Sexual Harassment Cases
  - 54.2.2 Code of Good Practice: Collective Bargaining, Industrial Action and Picketing
  - 54.2.3 Code of Good Practice: Who is an Employee?
  - 54.2.4 Code of Good Practice: Dismissal
  - 54.2.5 Code of Good Practice: Dismissal based on Operational Requirements
  - 54.2.6 Code of Good Practice: Key aspects of HIV/AIDS and Employment
  - 54.2.7 Code of Good Practice: Pregnancy
  - 54.2.8 Code of Good Practice: Disability in the workplace
  - 54.2.9 Code of Good Practice: Key aspects on the Employment of People with Disabilities
  - 54.2.10 Code of Good Practice: Arrangement of Working Time
  - 54.2.11 Code of Good Practice: Employment Equity Plans

**ANNEXURE A  
DEFINITIONS**

In this Agreement, unless otherwise specified in the relevant Annexures in Part 2 of this Agreement—

**"The Act"** means the Labour Relations Act, 1995 (Act No. 66 of 1995) [as amended];

**"adoption order"** means an adoption order as envisaged in the Children's Act, 2005 (Act No. 38 of 2005) [as amended];

**"adoptive parent"** has the meaning assigned to it in section 1 of the Children's Act, 2005 (Act No. 38 of 2005) [as amended];

**"Agreement"** includes a Collective Agreement;

**"bargaining council"** means the National Textile Bargaining Council as described in its constitution;

**"bargaining unit"** means all employees whose wages and conditions of employment are prescribed in the Agreement;

**"CCMA"** means the Commission for Conciliation, Mediation and Arbitration, established in terms of section 112 of the Labour Relations Act [as amended];

**"chairperson"** means the Chairperson of the Council who, by virtue of that office, is also the Chairperson of the Executive Committee;

**"Code of Good Practice"** means the various Codes of Good Practices issued by the Minister from time to time, in terms of the Labour Relations Act [as amended].

**"council"** means the Council of the Bargaining Council established in terms of clause 7 of the National Textile Bargaining Council constitution;