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GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

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## DEPARTMENT OF LABOUR

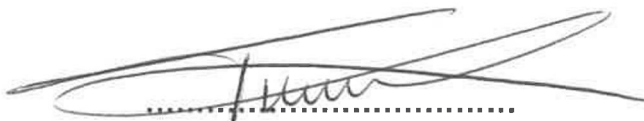
NO. R. 1144

06 SEPTEMBER 2019

## LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR THE MEAT TRADE, GAUTENG: EXTENSION OF  
AMENDMENT OF MAIN COLLECTIVE AGREEMENT TO NON-PARTIES**

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the provisions of the Collective Agreement which appears in the Schedule hereto, which was concluded in the **Bargaining Council for the Meat Trade, Gauteng**, 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 the second Monday after the date of publication of this Notice and for the period ending 30 June 2020.



TW NXESI, MP

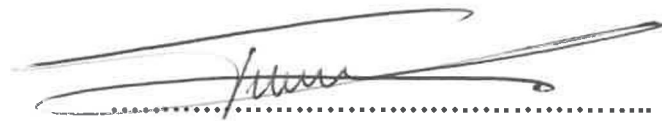
MINISTER OF EMPLOYMENT AND LABOUR

DATE: 19/08/2019

**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**

**UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI BEMBONI YOKUHWABA NGENYAMA: UKWELULWA KWESIVUMELWANO ESICHIBIYELAYO ESIYINGQIKITHI SABAQASHI NABASEBENZI, SELULELWA KULABO ABANGEYONA INGXEYENYE YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, onguNgqongqoshe Wezemisebenzi Nezabasebenzi, 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 Yokuhweba ngeNyama**, futhi ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi, ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi keleyoMboni, kusukela ngomSombuluko wesibili emva kokushicilelwa kwalesisaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlangulana 2020.



**TW NXESI, MP**

**UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI**

**USUKU:** 19/08/2019

**SCHEDULE**  
**BARGAINING COUNCIL FOR THE MEAT TRADE GAUTENG**  
**COLLECTIVE AGREEMENT**

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

**Meat Traders Association Gauteng**

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

**Meat and Allied Workers Union**

**Gauteng Meat Traders Employees’ Union**

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

being the parties to the Bargaining Council for the Meat Trade Gauteng to amend the agreement published under Government Notice R643 of 07 July 2017.

**1. SCOPE OF APPLICATION OF AGREEMENT**

- (1) The terms of this Agreement shall be observed in the Meat Trade in the following Magisterial Districts:
- Alberton, Boksburg, Brakpan, Germiston, Kempton Park, Johannesburg, Randburg, Roodepoort, Benoni, Krugersdorp, Randfontein, Springs, Westonaria and the area within a 25 km radius of Church Square, Pretoria -
- (a) by all employers who are members of the employers’ organization and by all
- (b) employees who are members of the trade unions, and who are engaged or employed in the Meat Trade.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in this Agreement.
- (3) The provisions of clauses 1(1)(a) and (b), and 1A of this Agreement shall not be binding on non-parties.

**1A. PERIOD OF OPERATION**

This Agreement shall come into operation on such a date fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, as amended, and shall remain in force until 30 June 2020.

**2. CLAUSE 3: REMUNERATION**

Substitute the following for clause 3:

**"3. REMUNERATION**

- "(1) As from the date of coming into operation of this Agreement, no employer shall pay and no employee shall accept wages lower than the following: -

	Per month
Admin/Office Assistant .....	6541.77
Cashier .....	4349.64
Butchery Assistant .....	4349.64
Shop Assistant .....	4177.31
Manager .....	10 744.01
Master meat cutting technician, grade IA.....	9938.79
Meat cutting technician, grade IB.....	8655.35
Meat cutting technician, II .....	5230.86
Driver .....	4455.93
Security Officer .....	4455.93
Area Manager .....	17 486.23

- (2) Differential rates - An employer who requires or permits an employee of one category to perform the duties of a higher paid category for longer than one hour in any one day, either in addition to his own work or in substitution thereof, shall pay such employee in respect of that day, not less than one sixth of the higher weekly wage prescribed in subclause (1)."

**3. CLAUSE 23: SICK BENEFIT FUND**

- (4) Substitute the schedule in clause 23 with the following schedule:

**“SCHEDULE**

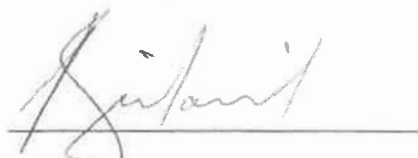
<b><u>MEMBERSHIP CATEGORY</u></b>	<b>Medical</b>	<b>Hospital</b>	<b>Total</b>
SINGLE MEMBER	R 550.00	R 1902.00	R 2452.00
MEMBER + 1 ADULT DEPENDANT	R 780.00	R 3468.00	R 4248.00
MEMBER + 1 CHILD DEPENDANT	R 780.00	R 2478.00	R 3258.00
MEMBER + 1 ADULT + 1 CHILD DEPENDANT	R 805.00	R 4044.00	R 4849.00
MEMBER + 2 CHILD DEPENDANTS	R 805.00	R 3054.00	R 3859.00
MEMBER + 1 ADULT + 2 CHILD DEPENDANTS	R 830.00	R 4620.00	R 5450.00
MEMBER + 3 CHILD DEPENDANTS	R 830.00	R 3054.00	R 3884.00
MEMBER + 1 ADULT + 3 CHILD DEPENDANTS	R 860.00	R 4620.00	R 5480.00
MEMBER + 4 CHILD DEPENDANTS	R 860.00	R 3054.00	R 3914.00
MEMBER + 1 ADULT + 4 CHILD DEPENDANTS	R 885.00	R 4620.00	R 5505.00
SINGLE PENSIONER	R 540.00	R 1902.00	R 2442.00
PENSIONER + 1 ADULT DEPENDANT	R 765.00	R 3468.00	R 4233.00
PENSIONER + MORE THAN 1 DEPENDANT	on request		

**4. CLAUSE 27: EXEMPTIONS**

Substitute subclause (5), subclause (6) and subclause (7) with the following:

- “(5) In terms of section 32 of the Act, the Council hereby establishes an Independent Body, which shall consist of one(1) Commissioner, accredited in accordance with the provisions of Section 128 of the Labour Relations Act, as amended, to hear and decide, as soon as possible, an appeal brought against-
- (i) the Council’s refusal of an application for exemption from the provisions of this Agreement;
  - (ii) the withdrawal of such an exemption by the Council.
- (6) The Secretary of the Council shall then provide the Independent Body with details of all the appeals brought against the Council’s refusal of an exemption.
- (7) The Independent Body shall hear and decide, within 30 days, any appeal brought against the Council’s refusal of an exemption.”

THUS DONE AND SIGNED AT JOHANNESBURG ON THIS 20<sup>TH</sup> DAY OF FEBRUARY 2019.



EMP BIELOVICH

Chairman of the Council



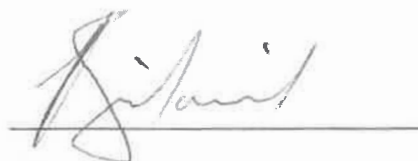
GS KOK

Vice Chairman of the Council



C VAN RENSBURG

Secretary of the Council



EMP BIELOVICH

Chairman of the Meat Traders  
Association (Gauteng)



BOY MNGOMEZULU

Secretary of the Meat and Allied  
Workers Union



GS KOK

Secretary of the Gauteng Meat  
Traders Employees Union