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**GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS**

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**Department of Employment and Labour**

NO. 2955

25 January 2023

**LABOUR RELATIONS ACT, 1995****APPLICATION FOR VARIATION OF REGISTERED SCOPE OF A BARGAINING COUNCIL**

I Mongwadi Mary Ngwetjana, Deputy Registrar of Labour Relations, hereby, in terms of section 58(1) of the Labour Relations Act, 1995, give notice that an application for the variation of its registered scope has been received from the **National Bargaining Council for the Road Freight and Logistics Industry (NBCRFLI)**

Particulars of the application are reflected in the subjoined table.

Any person may object to the application on any or all of the following grounds:

- (a) the application has not complied with the provisions of section 29 of the Act, read with the changes required by the context;
- (b) the sector and area in respect of which the application is made is not appropriate; and
- (c) the application is not sufficiently representative in the sector and area in respect of which the application is made.

Any person who objects must lodge his/her written objection with me, c/o the Department of Employment and Labour, Laboria House, 215 Francis Baard Street, Pretoria (postal address: Private Bag x117, Pretoria, 0001), email address [alfred.katane@labour.gov.za](mailto:alfred.katane@labour.gov.za); [mary.ngwetjana@labour.gov.za](mailto:mary.ngwetjana@labour.gov.za) within 30 days of the date of this notice. A copy of the objective must be served on the applicant within the said period and I must be satisfied that a copy of the objection has been served on the applicant.

The applicant may respond to the objection within 14 days of the expiry of the 30-day period mentioned above and must satisfy me that a copy of the response has been served on the person who objected within the 14-day period.

**TABLE**

**Name of the bargaining council:**

**National Bargaining Council for the Road Freight and Logistics Industry (NBCRFLI)**

**Address of the bargaining council:**

**National Bargaining Council for the Road Freight and Logistics Industry (NBCRFLI)**

8<sup>th</sup> Floor, Road Freight House

31 De Korte Street

BRAAMFONTEIN

2001

Private Bag X69

Braamfontein

2017

Tel: 011 703 7000

**Date on which application was lodged:**

12 January 2023

**Intention of the application**

The intention of the application is to increase the registered scope to add a new job category.

**Interest in respect of which the application is made:**

The Road Freight and Logistics Industry in the Republic of South Africa as defined hereunder, in the Republic of South Africa.

**“Road Freight and Logistics Industry”** or **“Industry”** means the industry in which employers and their employees, as defined in Paragraph A hereunder, are associated for carrying on one or more of the following activities for hire or reward:

- (i) the transportation of goods by means of motor transport
- (ii) The storage of goods, including the receiving, opening, unpacking, packing, dispatching and clearing or accounting for of goods where these activities are ancillary or incidental to paragraph (i); and
- (iii) The hiring out by temporary employment services of employees for activities or operations which ordinarily or naturally fall within the transportation or storage of goods as contemplated by paragraphs (i) and (ii) of this definition.

The **“transportation of goods”** does not include the undertakings, industries, trades or occupations in respect of which the following bargaining councils are registered:

- (i) Transnet Bargaining Council; and
- (ii) Motor Ferry Industry Bargaining Council of South Africa

For the purpose hereof –

**“Paragraph A”** means those employees in the Road Freight and Logistics Industry, as defined above, in the categories as mentioned hereunder:

**(a) Employees covered by the definition of the industry as defined above:**

- Basic rigger driver
- General workers
- Security guards, security officers, custodians, vehicle guards, team leaders
- Motor vehicle drivers
- Artisan assistants, semi-skilled artisans, repair shop workers
- Operators
- Dispatch clerks, checkers, packers/loaders
- Storeman
- Personal assistants, receptionists, clerks, administrators, data captures, chemical cleaners
- Junior controllers, branch administrators, driver trainers
- Box Room Marshals (Cash in Transit)
- Radio Controllers (Security Officer III) (Cash in Transit)
- Tactical Support officers / Team Leaders (Security Officer II) (Cash in Transit)
- Counting House Tellers (Cash in Transit)
- Box Staff (Cash in Transit)
- Key Marshalls (Cash in Transit)
- Cage Men (Cash in Transit)
- Client Liaison Officers (Cash in Transit)
- Training Officers (Cash in Transit)
- General Worker: Cleaners (Cash in Transit)
- Receptionist (Cash in Transit)

**Sector and area(s) in respect of which registration is held:**

The Road Freight and Logistics Industry in the Republic of South Africa.

“**Road Freight and Logistics Industry**” or “**Industry**” means the industry in which employers and their employees, as defined in Paragraph A hereunder, are associated for carrying on one or more of the following activities for hire or reward:

- (i) the transportation of goods by means of motor transport
- (ii) The storage of goods, including the receiving, opening, unpacking, packing, dispatching and clearing or accounting for of goods where these activities are ancillary or incidental to paragraph (i); and
- (iii) The hiring out by temporary employment services of employees for activities or operations which ordinarily or naturally fall within the transportation or storage of goods as contemplated by paragraphs (i) and (ii) of this definition.

The “**transportation of goods**” does not include the undertakings, industries, trades or occupations in respect of which the following bargaining councils are registered:

- (i) Transnet Bargaining Council; and
- (ii) Motor Ferry Industry Bargaining Council of South Africa

For the purpose hereof –

“**Paragraph A**” means those employees in the Road Freight and Logistics Industry, as defined above, in the categories as mentioned hereunder:

**(a) Employees covered by the definition of the industry as defined above:**

- General workers
- Security guards, security officers, custodians, vehicle guards, team leaders
- Motor vehicle drivers
- Artisan assistants, semi-skilled artisans, repair shop workers
- Operators

- Dispatch clerks, checkers, packers/loaders
- Storeman
- Personal assistants, receptionists, clerks, administrators, data captures, chemical cleaners
- Junior controllers, branch administrators, driver trainers
- Box Room Marshals (Cash in Transit)
- Radio Controllers (Security Officer III) (Cash in Transit)
- Tactical Support officers / Team Leaders (Security Officer II) (Cash in Transit)
- Counting House Tellers (Cash in Transit)
- Box Staff (Cash in Transit)
- Key Marshalls (Cash in Transit)
- Cage Men (Cash in Transit)
- Client Liaison Officers (Cash in Transit)
- Training Officers (Cash in Transit)
- General Worker: Cleaners (Cash in Transit)
- Receptionist (Cash in Transit)

**Representativeness of the Council:**

Total number of employees falling within the new scope of the Council and who belong to trade unions which are party to the Council:

**22 167**

Total number of employers falling within the new scope of the Council and who belong to the employers' organisations which are party to the Council:

**643**

Total number of employees employed within the new scope of the Council by the employers that belong to the employers' organisations which are party to the Council:

**60 555**

Total number of employers within the new scope of the Council:

**3 200**

Total number of employees employed within the new scope of the Council:

**108 673**



**DEPUTY REGISTRAR OF LABOUR RELATIONS**

DATE: 23 January 2023