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**GOVERNMENT NOTICE**

Labour, Department of

**Government Notice**

R. 1113  Basic Conditions of Employment Act (75/1997): Amendment of Sectoral Determination 1: Contract Cleaning Sector, South Africa................................................................. 3 32741
GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 1113

25 November 2009

BASIC CONDITIONS OF EMPLOYMENT ACT, NO 75 OF 1997

AMMENDMENT OF SECTORAL DETERMINATION 1: CONTRACT CLEANING SECTOR, SOUTH AFRICA

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, in terms of section 56 (1) of the Basic Conditions of Employment Act, No 75 of 1997, hereby amend Sectoral Determination 1: Contract Cleaning Sector, South Africa, published under Government Gazette R.1139 of 14 November 2006 in accordance with the schedule hereto and fix 01 December 2009 as the date on which this amendment shall become binding.

M M S MDLADLANA, MP
MINISTER OF LABOUR
SCHEDULE

1. Substitute clause 3 as reflected in Government Notice R. 1139 of 14 November 2006 with the following:

3 Remuneration

(1) An employer shall pay an employee in respect of each hour or part thereof (excluding overtime) worked by an employee on any day other than a paid public holiday or a Sunday, not less than the hourly rate in the schedule below:

<table>
<thead>
<tr>
<th>Area A</th>
<th>Area B</th>
<th>Area C</th>
</tr>
</thead>
<tbody>
<tr>
<td>Metropolitan Councils: City of Cape Town, Greater East Rand Metro, City of Johannesburg, Tshwane and Nelson Mandela</td>
<td>In KwaZulu-Natal excluding any area covered by a bargaining council agreement.</td>
<td>In the rest of the RSA</td>
</tr>
<tr>
<td>Local Council: Emfuleni, Merafong, Mogale City, Metsimaholo, Randfontein, Stellenbosch, Westonaria</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Period</th>
<th>R/ph</th>
<th>Rate per hour</th>
<th>Period</th>
<th>R/ph</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/12/2009 to 30/11/2010</td>
<td>R12.10</td>
<td>Same rates as prescribed by the bargaining council</td>
<td>01/12/2009 to 30/11/2010</td>
<td>R10.90</td>
</tr>
<tr>
<td>01/12/2010 to 30/11/2011</td>
<td>Previous year wage + CPI¹</td>
<td>Same rates as prescribed by the bargaining council</td>
<td>01/12/2010 to 30/11/2011</td>
<td>Previous year wage + CPI</td>
</tr>
</tbody>
</table>

¹ Defined by Statistics South Africa as the Consumer Price Index excluding owners equivalent rent
2. Substitute clause 3(2) (a) (b) (c) (d) and (e) as reflected in Government Notice R1139 of 14 November 2006 with the following:

3(2) An annual bonus will be paid to all employees, during the month of December each year or on termination of employment. This bonus will be calculated as follows-

(a) An employee shall receive a bonus equivalent to four weeks of the employee’s weekly wage as from 1 December 2009.
(b) The prorated bonus will be equivalent to the number of full calendar months service divided by 12 and multiplied by four times the employee’s weekly wage.
Wetlands are wonderlands!

Department of Environmental Affairs and Tourism
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