IMPORTANT NOTICE

The Government Printing Works will not be held responsible for faxed documents not received due to errors on the fax machine or faxes received which are unclear or incomplete. Please be advised that an “OK” slip, received from a fax machine, will not be accepted as proof that documents were received by the GPW for printing. If documents are faxed to the GPW it will be the sender’s responsibility to phone and confirm that the documents were received in good order.

Furthermore the Government Printing Works will also not be held responsible for cancellations and amendments which have not been done on original documents received from clients.

CONTENTS • INHOUD

GOVERNMENT NOTICE

Labour, Department of

Government Notice

R. 990 Basic Conditions of Employment Act (75/1997): Amendment of Sectoral Determination 1: Contract Cleaning Sector, South Africa.................................................................................................................................................................... 3 34798
GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 990

28 November 2011

BASIC CONDITIONS OF EMPLOYMENT ACT, NO 75 OF 1997

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

I, Mildred Nelisiwe Oliphant, 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.1113 of 25 November 2009 in accordance with the schedule hereto and fix 01 December 2011 as the date on which this amendment shall become binding.

M .N. OLIPHANT, MP
MINISTER OF LABOUR
2011/11/22
ISAZISO SIKAHULUMENI
UMNYANGO WEZABASEBENZI

No. R. 990

Usuku: 28 November 2011

UMTHETHO WEZIMISELO EZIYISISEKELO EMISEBENZINI,
OKUNGUNOMBOLO 75 KA 1997

UKUCHIBIYELWA KOSHINTSHO KWESINQUMO ZOMKHAKHA
KUNOMBOLO 1: UMKHAKHA WEMBONI YOSIZO LOKUHLANZA,
ENINGIZIMU NE AFRIKA

Mina, Mildred Neliswe Oliphant, uNqongqoshe Wezabasebenzi, ngokwesigaba 56(1)
soMthetho Wezimiselo Eziyisisekelo Emisebenzini, kaNombolo 75 ka, 1997, ngazisa
ngokushicilelwwa koshintsho Emkhakheni ka Nombolo 1: Emkhakheni wemboni yosizo
lokuhlanza, eNingizimu Ne Afrika, eshicilelwwe ngaphansi kwesaziso slikahulumeni R 1113
ngomhlaka 25 kuLwezi 2009 ngokomgomo wezokulingiswa okhishwe ngomhlaka 01
kuZibandilela 2011 njengosuku elabekelwa ukuqala koshintsho.

M.N. OLIPHANT, MP
UNGQONGQOSHE WEZABASEBENZI
2011/11/22
SCHEDULE

1. Substitute clause 3 as reflect in Government Notice R. 1113 of 25 November 2009
   with the following wage table:

   Clause 3

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 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. Local Council: Emfuleni, Merafong, Mogale City, Metsimaholo, Randfontein, Stellenbosch, Westonaria</td>
<td>In KwaZulu-Natal excluding any area covered by a bargaining council</td>
<td>In the rest of the RSA</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Period</th>
<th>Rate per hour</th>
<th>Rate per hour</th>
<th>Period</th>
<th>Rate per hour</th>
</tr>
</thead>
<tbody>
<tr>
<td>01/12/2011 to 30/11/2012</td>
<td>R13.51</td>
<td>Same rates as prescribed by the bargaining council</td>
<td>01/12/2011 to 30/11/2012</td>
<td>R12.23</td>
</tr>
</tbody>
</table>

2. Substitute clause 3 (2) (a) (b) (c) (d) and (e) as reflected in Government Notice R. 1114 of 25 November 2009 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 an employee’s full monthly wage as from 1 December 2011.

(b) The prorated bonus will be equivalent to the number of full calendar months service divided by 12 and multiplied by four point three times the employee’s weekly wage.