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CONTENTS • INHOUD

No.

*Page
No. Gazette
 No.*

GOVERNMENT NOTICE

Labour, Department of

Government Notice

R. 201 Basic Conditions of Employment Act (75/1997): Sectoral Determination 2: Civil Engineering Sector, South Africa 3 26049

GOVERNMENT NOTICE

**DEPARTMENT OF LABOUR
DEPARTEMENT VAN ARBEID****No. R. 201****18 February 2004**

NO 75 OF 1997: BASIC CONDITIONS OF EMPLOYMENT ACT, 1997

SECTORAL DETERMINATION 2: CIVIL ENGINEERING SECTOR, SOUTH AFRICA

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 56(1) of the Basic Conditions of Employment Act, 1997, amend the Sectoral Determination 2: Civil Engineering Sector, South Africa published under Government Notice No. R204 of 2 March 2001, in accordance with the schedule hereto and fix the second Monday after the date of publication of this notice as the date from which the said amendment shall be binding upon all employers and employees in the Sector.

M M S MDLADLANA, MP
Minister of Labour

SCHEDULE

1. Amend Clause 2(3) to read:

The provisions of Clauses 8, 9, 10, 11, 12 and 16 shall not apply to an employee whose earnings exceed an amount as determined by the Minister of Labour in terms of section 6(3) read with section 59(2)(c) of the Basic Conditions of Employment Act, 1997.

2. Amendment of Clause 3(1)

Delete Clause 3(1).

3. Amendment of Clause 3(2)

Replace the wage table on page 9 and 10, *Table 1: Minimum wages for all employees in the Civil Engineering Sector*, with the following wage table, *Table 2: Minimum wages for all employees in the Civil Engineering Sector* as reflected hereunder:

Table 2 : Minimum wages for all employees in the Civil Engineering Sector

PROVINCE	AREA	First 12 months after coming into effect	Second 12 months after coming into effect	Third 12 months after coming into effect	Thereafter
		Cents per hour	Cents per hour	Cents per hour	Cents per hour
Gauteng	The whole province	797	902	1027	-
North West	The magisterial district of Klerksdorp and Potchefstroom	797	902	1027	-
	The remainder of the North West	645	740	845	1027

Mpumalanga	The Magisterial Districts of Balfour, Bethal, Highveld Ridge, Middleburg, Standerton and Witbank.	797	902	1027	-
	The remainder of the Mpumalanga.	645	740	845	1027
Limpopo	The whole of Limpopo	645	740	845	1027
Free State	The magisterial district of Bloemfontein, Odendaalsrus, Sasolburg, Virginia and Welkom.	797	902	1027	-
	The remainder of Free State	645	740	845	1027
Western Cape	The whole province	797	902	1027	-
Eastern Cape	The whole province	797	902	1027	-
Northern Cape	The whole province	645	740	845	1027
KwaZulu Natal	The whole province	788	900	1027	-

4. Amend Clause 3(3)(a) to read as follows:

- (a) Every employee employed in the Civil Engineering Sector on the date on which this determination comes into operation shall be entitled to an increase of 10% on the wage currently paid to that employee.

5. Amendment of clause 3(3)(a)(ii) :

Replace the date **31 August 1998** with **31 August 2003**.

6. Amend Clause 3(3)(b) to read:

- (b) Every employee in the Civil Engineering Sector on the first Monday of September 2004 and the first Monday of September 2005, shall be entitled to an increase on each of the dates of the CPIX plus 2% or 7.5%, whichever is higher. The CPIX will be at the Index rate as published by the Statistics South Africa for the year on year percentage increase in the Consumer Price Index for all income groups for the period ending May 2004 and May 2005, respectively.

7. Amendment of Clause 3(4)(a) to read:

- (4) **Year-end bonus:** subject to the provisions of this subclause, employers shall –
- (a) pay their employees in December 2004 a bonus equal to 12 working days's pay and in every subsequent December a bonus equal to 13 working days' pay.
-

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