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## GOVERNMENT NOTICE

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### DEPARTMENT OF LABOUR

No. R. 757

27 August 2010

#### **BASIC CONDITIONS OF EMPLOYMENT ACT, NO 75 OF 1997**

#### **AMENDMENT OF SECTORAL DETERMINATION 2: CIVIL ENGINEERING 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 2: Civil Engineering Sector, South Africa, published under Government Gazette No.22103 of 2 March 2001, Government Gazette No.26049 of 18 February 2004, Government Gazette No.29635 of 16 February 2007 and Government Gazette No.32525 of 25 August 2009 in accordance with the schedule hereto and determine the 1st September 2010 as the date from which the provisions of the said Sectoral Determination shall become binding.

**M. M. S. MDLADLANA, MP  
MINISTER OF LABOUR**

**SCHEDULE**

1. Replace table 1 in sub-clause 3(2) as reflected in Government Notice R. 204 of 02 March 2001 , Government Notice R. 201 of 18 February 2004, Government Notice R.133 of 16 February 2007 and Government Notice R. 872 of 25 August 2009 with the following:

**Table 1: Minimum wages for all employees in the Civil Engineering Sector**

<b>Task Grade</b>	<b>Current Rates</b>	<b>01/09/2010 - 31/08/2011</b>	<b>01/09/2011 - 31/08/2012</b>	<b>01/09/2012 - 31/08/2013</b>
<b>Task 1</b>	<b>15.68</b>	<b>17.43</b>	<b>18.97</b>	<b>20.50</b>
<b>Task 2</b>	<b>16.13</b>	<b>17.66</b>	<b>Previous year rate + CPI (eoe) + 3% or 8% (whichever is greater)</b>	<b>Wage increases to be negotiated</b>
<b>Task 3</b>	<b>16.58</b>	<b>18.15</b>		
<b>Task 4</b>	<b>17.14</b>	<b>18.77</b>		
<b>Task 5</b>	<b>20.50</b>	<b>22.45</b>		
<b>Task 6</b>	<b>23.30</b>	<b>25.50</b>		
<b>Task 7</b>	<b>26.66</b>	<b>29.20</b>		
<b>Task 8</b>	<b>29.90</b>	<b>32.74</b>		
<b>Task 9</b>	<b>33.77</b>	<b>37.00</b>		

2. Replace sub-clause 17(1) as reflected in Government Notice No.R. 204 of 2 March 2001 and insert 17 (1) (a) to reflect as:
- 17 (1) (a) An employer shall grant an employee annual leave on full pay for each completed period of 12 months as follows:
- (i) 16 working day leave for 2010.
  - (ii) 17 working days leave for 2011.
  - (iii) 18 working days leave for 2012.

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(b) Subject to clause 17(1) (a), 10 days shall be taken consecutively by an employee, normally during the Civil Engineering Sector shut-down period, and the remaining days shall be granted, subject sub-clause 4, at a time agreed to by the employee and his or her employer.

3. Replace sub-clause 17 (2) as reflected in Government Notice No.R. 204 of 2 March 2001 to read:

17(2) An employer shall grant an employee who has been in employment for less than 12 months paid annual leave as follows:

- a) 1.34 days per month during the first year of this determination
- b) 1.42 days per month during the second year of this determination
- c) 1.5 days per month during the third year of this determination

4. Insert sub-clause 19(1) (a) as reflected in Government Notice No. R.204 of 2 March 2001 to read:

Subject to sub-clause 19(1), an employee must receive 20% of her normal weekly wage, provided she has been continuously in service for two years before the expected date of birth and must remain in service for 1 year after birth.

5. Amend clause 20(2) as reflected in Government Notice No. R.204 of 2 March 2001 to read as follows:

An employer must grant an employee, during each annual leave cycle, at the request of an employee, four day's paid leave, which the employee is entitled to take:

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