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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.

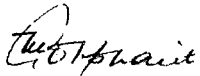


**M.N. OLIPHANT, MP
MINISTER OF LABOUR**

2011/11/22

ISAZISO SIKAHULUMENI**UMNYANGO WEZABASEBENZI****No. R. 990****Usuku: 28 November 2011****UMTHETHO WEZIMISELO EZIYISEKELO EMISEBENZINI,
OKUNGUNOMBOLO 75 KA 1997****UKUCHIBIYELWA KOSHINTSHO KWESINQUMO ZOMKHAKHA
KUNOMBOLO 1: UMKHAKHA WEMBONI YOSIZO LOKUHLANZA,
ENINGIZIMU NE AFRIKA**

Mina, Mildred Neliswe Oliphant, uNgqongqoshe Wezabasebenzi, ngokwesigaba 56(1) soMthetho Wezimiselo Eziyisisekelo Emisebenzini, kaNombolo 75 ka, 1997, ngazisa ngokushicilelwa koshintsho Emkhakheni ka Nombolo 1: Emkhakheni wemboni yosizo lokuhlanka, eNingizimu Ne Afrika, eshicilelwe ngaphansi kwesaziso sikhahulumeni R 1113 ngomhlaka 25 kuLwezi 2009 ngokomgomo wezokulingiswa okhishwe ngomhlaka 01 kuZibandlela 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:

Area A		Area B	Area C	
Metropolitan Councils: City of Cape Town, Greater East Rand Metro, City of Johannesburg, Tshwane and Nelson Mandela.		In KwaZulu-Natal excluding any area covered by a bargaining council	In the rest of the RSA	
Local Council: Emfuleni, Merafong, Mogale City, Metsimaholo, Randfontein, Stellenbosch, Westonaria				
Period	Rate per hour	Rate per hour	Period	Rate per hour
01/12/2011 to 30/11/2012	R13.51	Same rates as prescribed by the bargaining council	01/12/2011 to 30/11/2012	R12.23

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.
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