

Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette	*No. 11713*	*Regulasiekoerant*
Vol. 708	**21 June / Junie 2024**	**No. 50841**

N.B. The Government Printing Works will not be held responsible for the quality of "Hard Copies" or "Electronic Files" submitted for publication purposes

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AIDS HELPLINE: 0800-0123-22 Prevention is the cure

IMPORTANT NOTICE:

THE GOVERNMENT PRINTING WORKS WILL NOT BE HELD RESPONSIBLE FOR ANY ERRORS THAT MIGHT OCCUR DUE TO THE SUBMISSION OF INCOMPLETE / INCORRECT / ILLEGIBLE COPY.

NO FUTURE QUERIES WILL BE HANDLED IN CONNECTION WITH THE ABOVE.

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government printing
Department:
Government Printing Works
REPUBLIC OF SOUTH AFRICA

HIGH ALERT: SCAM WARNING!!!

TO ALL SUPPLIERS AND SERVICE PROVIDERS OF THE GOVERNMENT PRINTING WORKS

It has come to the attention of the *GOVERNMENT PRINTING WORKS* that there are certain unscrupulous companies and individuals who are defrauding unsuspecting businesses disguised as representatives of the *Government Printing Works* (*GPW*).

The scam involves the fraudsters using the letterhead of *GPW* to send out fake tender bids to companies and requests to supply equipment and goods.

Although the contact person's name on the letter may be of an existing official, the contact details on the letter are not the same as the *Government Printing Works*'. When searching on the Internet for the address of the company that has sent the fake tender document, the address does not exist.

The banking details are in a private name and not company name. Government will never ask you to deposit any funds for any business transaction. *GPW* has alerted the relevant law enforcement authorities to investigate this scam to protect legitimate businesses as well as the name of the organisation.

Example of e-mails these fraudsters are using:

PROCUREMENT@GPW-GOV.ORG

Should you suspect that you are a victim of a scam, you must urgently contact the police and inform the *GPW*.

GPW has an official email with the domain as **@gpw.gov.za**

Government e-mails DO NOT have org in their e-mail addresses. All of these fraudsters also use the same or very similar telephone numbers. Although such number with an area code 012 looks like a landline, it is not fixed to any property.

GPW will never send you an e-mail asking you to supply equipment and goods without a purchase/order number. *GPW* does not procure goods for another level of Government. The organisation will not be liable for actions that result in companies or individuals being resultant victims of such a scam.

Government Printing Works gives businesses the opportunity to supply goods and services through RFQ / Tendering process. In order to be eligible to bid to provide goods and services, suppliers must be registered on the National Treasury's Central Supplier Database (CSD). To be registered, they must meet all current legislative requirements (e.g. have a valid tax clearance certificate and be in good standing with the South African Revenue Services - SARS).

The tender process is managed through the Supply Chain Management (SCM) system of the department. SCM is highly regulated to minimise the risk of fraud, and to meet objectives which include value for money, open and effective competition, equitability, accountability, fair dealing, transparency and an ethical approach. Relevant legislation, regulations, policies, guidelines and instructions can be found on the tender's website.

Fake Tenders

National Treasury's CSD has launched the Government Order Scam campaign to combat fraudulent requests for quotes (RFQs). Such fraudulent requests have resulted in innocent companies losing money. We work hard at preventing and fighting fraud, but criminal activity is always a risk.

How tender scams work

There are many types of tender scams. Here are some of the more frequent scenarios:

Fraudsters use what appears to be government department stationery with fictitious logos and contact details to send a fake RFQ to a company to invite it to urgently supply goods. Shortly after the company has submitted its quote, it receives notification that it has won the tender. The company delivers the goods to someone who poses as an official or at a fake site. The Department has no idea of this transaction made in its name. The company is then never paid and suffers a loss.

OR

Fraudsters use what appears to be government department stationery with fictitious logos and contact details to send a fake RFQ to Company A to invite it to urgently supply goods. Typically, the tender specification is so unique that only Company B (a fictitious company created by the fraudster) can supply the goods in question.

Shortly after Company A has submitted its quote it receives notification that it has won the tender. Company A orders the goods and pays a deposit to the fictitious Company B. Once Company B receives the money, it disappears. Company A's money is stolen in the process.

Protect yourself from being scammed

- If you are registered on the supplier databases and you receive a request to tender or quote that seems to be from a government department, contact the department to confirm that the request is legitimate. Do not use the contact details on the tender document as these might be fraudulent.
- Compare tender details with those that appear in the Tender Bulletin, available online at **www.gpwonline.co.za**
- Make sure you familiarise yourself with how government procures goods and services. Visit the tender website for more information on how to tender.
- If you are uncomfortable about the request received, consider visiting the government department and/or the place of delivery and/or the service provider from whom you will be sourcing the goods.
- In the unlikely event that you are asked for a deposit to make a bid, contact the SCM unit of the department in question to ask whether this is in fact correct.

Any incidents of corruption, fraud, theft and misuse of government property in the *Government Printing Works* can be reported to:

Supply Chain Management: Ms. Anna Marie Du Toit, Tel. (012) 748 6292.
Email: **Annamarie.DuToit@gpw.gov.za**

Marketing and Stakeholder Relations: Ms Bonakele Mbhele, at Tel. (012) 748 6193.
Email: **Bonakele.Mbhele@gpw.gov.za**

Security Services: Mr Daniel Legoabe, at tel. (012) 748 6176.
Email: **Daniel.Legoabe@gpw.gov.za**

Closing times for **ORDINARY WEEKLY** *REGULATION GAZETTE* 2024

*The closing time is **15:00** sharp on the following days:*

- **28 December 2023,** Thursday for the issue of Friday **05 January 2024**
- **05 January,** Friday for the issue of Friday **12 January 2024**
- **12 January,** Friday for the issue of Friday **19 January 2024**
- **19 January,** Friday for the issue of Friday **26 January 2024**
- **26 January,** Friday for the issue of Friday **02 February 2024**
- **02 February,** Friday for the issue of Friday **09 February 2024**
- **09 February,** Friday for the issue of Friday **16 February 2024**
- **16 February,** Friday for the issue of Friday **23 February 2024**
- **23 February,** Friday for the issue of Friday **01 March 2024**
- **01 March,** Friday for the issue of Friday **08 March 2024**
- **08 March,** Friday for the issue of Friday **15 March 2024**
- **14 March,** Thursday for the issue of Friday **22 March 2024**
- **20 March,** Wednesday for the issue of Thursday **28 March 2024**
- **27 March,** Wednesday for the issue of Friday **05 April 2024**
- **05 April,** Friday for the issue of Friday **12 April 2024**
- **12 April,** Friday for the issue of Friday **19 April 2024**
- **19 April,** Friday for the issue of Friday **26 April 2024**
- **25 April,** Thursday for the issue of Friday **03 May 2024**
- **03 May,** Friday for the issue of Friday **10 May 2024**
- **10 May,** Friday for the issue of Friday **17 May 2024**
- **17 May,** Friday for the issue of Friday **24 May 2024**
- **24 May,** Friday for the issue of Friday **31 May 2024**
- **31 May ,** Friday for the issue of Friday **07 June 2024**
- **07 June,** Friday for the issue of Friday **14 June 2024**
- **13 June,** Thursday for the issue of Friday **21 June 2024**
- **21 June,** Friday for the issue of Friday **28 June 2024**
- **28 June,** Friday for the issue of Friday **05 July 2024**
- **05 July,** Friday for the issue of Friday **12 July 2024**
- **12 July,** Friday for the issue of Friday **19 July 2024**
- **19 July,** Friday for the issue of Friday **26 July 2024**
- **26 July,** Friday for the issue of Friday **02 August 2024**
- **01 August,** Thursday for the issue of Thursday **08 August 2024**
- **08 August,** Thursday for the issue of Friday **16 August 2024**
- **16 August,** Friday for the issue of Friday **23 August 2024**
- **23 August,** Friday for the issue of Friday **30 August 2024**
- **30 August,** Friday for the issue of Friday **06 September 2024**
- **06 September,** Friday for the issue of Friday **13 September 2024**
- **13 September,** Friday for the issue of Friday **20 September 2024**
- **19 September,** Thursday for the issue of Friday **27 September 2024**
- **27 September,** Friday for the issue of Friday **04 October 2024**
- **04 October,** Friday for the issue of Friday **11 October 2024**
- **11 October,** Friday for the issue of Friday **18 October 2024**
- **18 October,** Friday for the issue of Friday **25 October 2024**
- **25 October,** Friday for the issue of Friday **01 November 2024**
- **01 November,** Friday for the issue of Friday **08 November 2024**
- **08 November,** Friday for the issue of Friday **15 November 2024**
- **15 November,** Friday for the issue of Friday **22 November 2024**
- **22 November,** Friday for the issue of Friday **29 November 2024**
- **29 November,** Friday for the issue of Friday **06 December 2024**
- **06 December,** Friday for the issue of Friday **13 December 2024**
- **12 December,** Thursday for the issue of Friday **20 December 2024**
- **18 December,** Wednesday for the issue of Friday **27 December 2024**

LIST OF TARIFF RATES

FOR PUBLICATION OF NOTICES

COMMENCEMENT: 1 APRIL 2018

NATIONAL AND PROVINCIAL

Notice sizes for National, Provincial & Tender gazettes 1/4, 2/4, 3/4, 4/4 per page. Notices submitted will be charged at R1008.80 per full page, pro-rated based on the above categories.

Pricing for National, Provincial - Variable Priced Notices		
Notice Type	**Page Space**	**New Price (R)**
Ordinary National, Provincial	1/4 - Quarter Page	252.20
Ordinary National, Provincial	2/4 - Half Page	504.40
Ordinary National, Provincial	3/4 - Three Quarter Page	756.60
Ordinary National, Provincial	4/4 - Full Page	1008.80

EXTRA-ORDINARY

All Extra-ordinary National and Provincial gazette notices are non-standard notices and attract a variable price based on the number of pages submitted.

The pricing structure for National and Provincial notices which are submitted as **Extra ordinary submissions** will be charged at R**3026.32** per page.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

The **Government Printing Works** (**GPW**) has established rules for submitting notices in line with its electronic notice processing system, which requires the use of electronic *Adobe* Forms. Please ensure that you adhere to these guidelines when completing and submitting your notice submission.

Closing Times for Acceptance of Notices

1. The *Government Gazette* and *Government Tender Bulletin* are weekly publications that are published on Fridays and the closing time for the acceptance of notices is strictly applied according to the scheduled time for each gazette.

2. Please refer to the Submission Notice Deadline schedule in the table below. This schedule is also published online on the Government Printing works website www.gpwonline.co.za

   All re-submissions will be subject to the standard cut-off times.
   All notices received after the closing time will be rejected.

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
National Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Regulation Gazette	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Petrol Price Gazette	Monthly	Tuesday before 1st Wednesday of the month	One day before publication	1 working day prior to publication
Road Carrier Permits	Weekly	Friday	Thursday 15h00 for next Friday	3 working days prior to publication
Unclaimed Monies (Justice, Labour or Lawyers)	January / September 2 per year	Last Friday	One week before publication	3 working days prior to publication
Parliament (Acts, White Paper, Green Paper)	As required	Any day of the week	None	3 working days prior to publication
Manuals	Bi- Monthly	2nd and last Thursday of the month	One week before publication	3 working days prior to publication
State of Budget (National Treasury)	Monthly	30th or last Friday of the month	One week before publication	3 working days prior to publication
Extraordinary Gazettes	As required	Any day of the week	*Before 10h00 on publication date*	*Before 10h00 on publication date*
Legal Gazettes A, B and C	Weekly	Friday	One week before publication	Tuesday, 15h00 - 3 working days prior to publication
Tender Bulletin	Weekly	Friday	Friday 15h00 for next Friday	Tuesday, 15h00 - 3 working days prior to publication
Gauteng	Weekly	Wednesday	Two weeks before publication	3 days **after** submission deadline
Eastern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
Northern Cape	Weekly	Monday	One week before publication	3 working days prior to publication
North West	Weekly	Tuesday	One week before publication	3 working days prior to publication
KwaZulu-Natal	Weekly	Thursday	One week before publication	3 working days prior to publication
Limpopo	Weekly	Friday	One week before publication	3 working days prior to publication
Mpumalanga	Weekly	Friday	One week before publication	3 working days prior to publication

GOVERNMENT PRINTING WORKS - BUSINESS RULES

Government Gazette Type	Publication Frequency	Publication Date	Submission Deadline	Cancellations Deadline
Gauteng Liquor License Gazette	Monthly	Wednesday before the First Friday of the month	Two weeks before publication	3 working days **after** submission deadline
Northern Cape Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days **after** submission deadline
National Liquor License Gazette	Monthly	First Friday of the month	Two weeks before publication	3 working days **after** submission deadline
Mpumalanga Liquor License Gazette	Bi-Monthly	Second & Fourth Friday	One week before publication	3 working days prior to publication

Extraordinary Gazettes

3. *Extraordinary Gazettes* can have only one publication date. If multiple publications of an *Extraordinary Gazette* are required, a separate Z95/Z95Prov *Adobe* Forms for each publication date must be submitted.

Notice Submission Process

4. Download the latest *Adobe* form, for the relevant notice to be placed, from the **Government Printing Works** website www.gpwonline.co.za.

5. The *Adobe* form needs to be completed electronically using *Adobe Acrobat* / *Acrobat Reader*. Only electronically completed *Adobe* forms will be accepted. No printed, handwritten and/or scanned *Adobe* forms will be accepted.

6. The completed electronic *Adobe* form has to be submitted via email to submit.egazette@gpw.gov.za. The form needs to be submitted in its original electronic *Adobe* format to enable the system to extract the completed information from the form for placement in the publication.

7. Every notice submitted **must** be accompanied by an official **GPW** quotation. This must be obtained from the *eGazette* Contact Centre.

8. Each notice submission should be sent as a single email. The email **must** contain **all documentation relating to a particular notice submission**.

   8.1. Each of the following documents must be attached to the email as a separate attachment:

      8.1.1. An electronically completed *Adobe* form, specific to the type of notice that is to be placed.

         8.1.1.1. For National *Government Gazette* or *Provincial Gazette* notices, the notices must be accompanied by an electronic Z95 or Z95Prov *Adobe* form

         8.1.1.2. The notice content (body copy) **MUST** be a separate attachment.

      8.1.2. A copy of the official **Government Printing Works** quotation you received for your notice. *(Please see Quotation section below for further details)*

      8.1.3. A valid and legible Proof of Payment / Purchase Order: **Government Printing Works** account customer must include a copy of their Purchase Order**. Non-Government Printing Works** account customer needs to submit the proof of payment for the notice

      8.1.4. Where separate notice content is applicable (Z95, Z95 Prov and TForm 3, it should **also** be attached as a separate attachment. *(Please see the Copy Section below, for the specifications)*.

      8.1.5. Any additional notice information if applicable.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

9. The electronic *Adobe* form will be taken as the primary source for the notice information to be published. Instructions that are on the email body or covering letter that contradicts the notice form content will not be considered. The information submitted on the electronic *Adobe* form will be published as-is.

10. To avoid duplicated publication of the same notice and double billing, Please submit your notice **ONLY ONCE.**

11. Notices brought to **GPW** by "walk-in" customers on electronic media can only be submitted in *Adobe* electronic form format. All "walk-in" customers with notices that are not on electronic *Adobe* forms will be routed to the Contact Centre where they will be assisted to complete the forms in the required format.

12. Should a customer submit a bulk submission of hard copy notices delivered by a messenger on behalf of any organisation e.g. newspaper publisher, the messenger will be referred back to the sender as the submission does not adhere to the submission rules.

QUOTATIONS

13. Quotations are valid until the next tariff change.

    13.1. ***Take note:*** **GPW**'s annual tariff increase takes place on ***1 April*** therefore any quotations issued, accepted and submitted for publication up to ***31 March*** will keep the old tariff. For notices to be published from 1 April, a quotation must be obtained from **GPW** with the new tariffs. Where a tariff increase is implemented during the year, **GPW** endeavours to provide customers with 30 days' notice of such changes.

14. Each quotation has a unique number.

15. Form Content notices must be emailed to the *eGazette* Contact Centre for a quotation.

    15.1. The *Adobe* form supplied is uploaded by the Contact Centre Agent and the system automatically calculates the cost of your notice based on the layout/format of the content supplied.

    15.2. It is critical that these *Adobe* Forms are completed correctly and adhere to the guidelines as stipulated by **GPW**.

16. **APPLICABLE ONLY TO GPW ACCOUNT HOLDERS**:

    16.1. **GPW** Account Customers must provide a valid **GPW** account number to obtain a quotation.

    16.2. Accounts for **GPW** account customers **must** be active with sufficient credit to transact with **GPW** to submit notices.

        16.2.1. If you are unsure about or need to resolve the status of your account, please contact the **GPW** Finance Department prior to submitting your notices. (If the account status is not resolved prior to submission of your notice, the notice will be failed during the process).

17. **APPLICABLE ONLY TO CASH CUSTOMERS:**

    17.1. Cash customers doing **bulk payments** must use a **single email address** in order to use the **same proof of payment** for submitting multiple notices.

18. The responsibility lies with you, the customer, to ensure that the payment made for your notice(s) to be published is sufficient to cover the cost of the notice(s).

19. Each quotation will be associated with one proof of payment / purchase order / cash receipt.

    19.1. This means that **the quotation number can only be used once to make a payment.**

GOVERNMENT PRINTING WORKS - BUSINESS RULES

COPY (SEPARATE NOTICE CONTENT DOCUMENT)

20. Where the copy is part of a separate attachment document for Z95, Z95Prov and TForm03

20.1. Copy of notices must be supplied in a separate document and may not constitute part of any covering letter, purchase order, proof of payment or other attached documents.

The content document should contain only one notice. (You may include the different translations of the same notice in the same document).

20.2. The notice should be set on an A4 page, with margins and fonts set as follows:

Page size = A4 Portrait with page margins: Top = 40mm, LH/RH = 16mm, Bottom = 40mm; Use font size: Arial or Helvetica 10pt with 11pt line spacing;

Page size = A4 Landscape with page margins: Top = 16mm, LH/RH = 40mm, Bottom = 16mm; Use font size: Arial or Helvetica 10pt with 11pt line spacing;

CANCELLATIONS

21. Cancellation of notice submissions are accepted by **GPW** according to the deadlines stated in the table above in point 2. Non-compliance to these deadlines will result in your request being failed. Please pay special attention to the different deadlines for each gazette. Please note that any notices cancelled after the cancellation deadline will be published and charged at full cost.

22. Requests for cancellation must be sent by the original sender of the notice and must accompanied by the relevant notice reference number (N-) in the email body.

AMENDMENTS TO NOTICES

23. With effect from 01 October 2015, **GPW** will not longer accept amendments to notices. The cancellation process will need to be followed according to the deadline and a new notice submitted thereafter for the next available publication date.

REJECTIONS

24. All notices not meeting the submission rules will be rejected to the customer to be corrected and resubmitted. Assistance will be available through the Contact Centre should help be required when completing the forms. (012-748 6200 or email info.egazette@gpw.gov.za). Reasons for rejections include the following:

24.1. Incorrectly completed forms and notices submitted in the wrong format, will be rejected.

24.2. Any notice submissions not on the correct *Adobe* electronic form, will be rejected.

24.3. Any notice submissions not accompanied by the proof of payment / purchase order will be rejected and the notice will not be processed.

24.4. Any submissions or re-submissions that miss the submission cut-off times will be rejected to the customer. The Notice needs to be re-submitted with a new publication date.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

APPROVAL OF NOTICES

25. Any notices other than legal notices are subject to the approval of the Government Printer, who may refuse acceptance or further publication of any notice.

26. No amendments will be accepted in respect to separate notice content that was sent with a Z95 or Z95Prov notice submissions. The copy of notice in layout format (previously known as proof-out) is only provided where requested, for Advertiser to see the notice in final Gazette layout. Should they find that the information submitted was incorrect, they should request for a notice cancellation and resubmit the corrected notice, subject to standard submission deadlines. The cancellation is also subject to the stages in the publishing process, i.e. If cancellation is received when production (printing process) has commenced, then the notice cannot be cancelled.

GOVERNMENT PRINTER INDEMNIFIED AGAINST LIABILITY

27. The Government Printer will assume no liability in respect of—

27.1. any delay in the publication of a notice or publication of such notice on any date other than that stipulated by the advertiser;

27.2. erroneous classification of a notice, or the placement of such notice in any section or under any heading other than the section or heading stipulated by the advertiser;

27.3. any editing, revision, omission, typographical errors or errors resulting from faint or indistinct copy.

LIABILITY OF ADVERTISER

28. Advertisers will be held liable for any compensation and costs arising from any action which may be instituted against the Government Printer in consequence of the publication of any notice.

CUSTOMER INQUIRIES

Many of our customers request immediate feedback/confirmation of notice placement in the gazette from our Contact Centre once they have submitted their notice – While **GPW** deems it one of their highest priorities and responsibilities to provide customers with this requested feedback and the best service at all times, we are only able to do so once we have started processing your notice submission.
GPW has a 2-working day turnaround time for processing notices received according to the business rules and deadline submissions.
Please keep this in mind when making inquiries about your notice submission at the Contact Centre.

29. Requests for information, quotations and inquiries must be sent to the Contact Centre ONLY.

30. Requests for Quotations (RFQs) should be received by the Contact Centre at least **2 working days** before the submission deadline for that specific publication.

GOVERNMENT PRINTING WORKS - BUSINESS RULES

Payment of cost

31. The Request for Quotation for placement of the notice should be sent to the Gazette Contact Centre as indicated above, prior to submission of notice for advertising.

32. Payment should then be made, or Purchase Order prepared based on the received quotation, prior to the submission of the notice for advertising as these documents i.e. proof of payment or Purchase order will be required as part of the notice submission, as indicated earlier.

33. Every proof of payment must have a valid **GPW** quotation number as a reference on the proof of payment document.

34. Where there is any doubt about the cost of publication of a notice, and in the case of copy, an enquiry, accompanied by the relevant copy, should be addressed to the Gazette Contact Centre, **Government Printing Works**, Private Bag X85, Pretoria, 0001 email: info.egazette@gpw.gov.za before publication.

35. Overpayment resulting from miscalculation on the part of the advertiser of the cost of publication of a notice will not be refunded, unless the advertiser furnishes adequate reasons why such miscalculation occurred. In the event of underpayments, the difference will be recovered from the advertiser, and future notice(s) will not be published until such time as the full cost of such publication has been duly paid in cash or electronic funds transfer into the **Government Printing Works** banking account.

36. In the event of a notice being cancelled, a refund will be made only if no cost regarding the placing of the notice has been incurred by the **Government Printing Works**.

37. The **Government Printing Works** reserves the right to levy an additional charge in cases where notices, the cost of which has been calculated in accordance with the List of Fixed Tariff Rates, are subsequently found to be excessively lengthy or to contain overmuch or complicated tabulation.

Proof of publication

38. Copies of any of the *Government Gazette* or *Provincial Gazette* can be downloaded from the **Government Printing Works** website www.gpwonline.co.za free of charge, should a proof of publication be required.

39. Printed copies may be ordered from the Publications department at the ruling price. The **Government Printing Works** will assume no liability for any failure to post or for any delay in despatching of such *Government Gazette*(s)

GOVERNMENT PRINTING WORKS CONTACT INFORMATION

Physical Address:	**Postal Address:**	**GPW Banking Details:**
Government Printing Works	Private Bag X85	**Bank:** ABSA Bosman Street
149 Bosman Street	Pretoria	**Account No.:** 405 7114 016
Pretoria	0001	**Branch Code:** 632-005

For Gazette and Notice submissions: Gazette Submissions:	**E-mail:** submit.egazette@gpw.gov.za
For queries and quotations, contact: Gazette Contact Centre:	**E-mail:** info.egazette@gpw.gov.za
	Tel: 012-748 6200
Contact person for subscribers: Mrs M. Toka:	**E-mail:** subscriptions@gpw.gov.za
	Tel: 012-748-6066 / 6060 / 6058
	Fax: 012-323-9574

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 4988 **21 June 2024**

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND LOGISTICS INDUSTRY: EXTENSION OF PERIOD OF OPERATION OF THE MAIN COLLECTIVE AGREEMENT

I, **TEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the period fixed in Government Notices Nos. R.726 of 28 May 2016, R.422 of 12 May 2017, R.426 of 15 March 2019, R.1364 of 25 October 2019, R.410 of 9 July 2021, R.549 of 14 September 2021, R. 831 of 11 February 2022, R. 1454 of 25 November 2022 and R.1692 of 23 March 2023, R. 3727 of 28 July 2023 by a further period ending 28 February 2027.

MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 13/06/2024

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

NATIONAL BARGAINING CONCIL FOR THE ROAD FREIGHT AND LOGISTICS INDUSTRY: UKWELULWA KWESIKHATHI SOKUSEBENZA KWESIVUMELWANO ESIYINGQIKITHI

Mina, **THEMBELANI WALTERMADE NXESI**, uNgqongqoshe Wezemisebenzi Nezabasebenzi, lapha ngokwesigaba 32(6)(a)(i) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngimemezela ukuthi isikhathi sokusebenza kwesivumelwano esinqunywe kwiSaziso sikaHulumeni esingunombolo R.726 womhlaka 28 kuNhlaba 2016, R.422 womhlaka 12 kuNhlaba 2017, R.426 womhlaka 15 kuNdasa 2019, R.1364 womhlaka 25 kuMfumfu 2019, R.410 womhlaka 9 kuNtulikazi 2021 kanye no R.549 womhlaka 14 kuMandulo 2021, R. 831 womhlaka 11 kuNhlolanja 2022, R. 1454 womhlaka 25 kuLwezi 2022, R. 1692 womhlaka 23 kuNdasa 2023 kanye no R. 3727 womhlaka 28 kuNtulikazi 2023 sengeziwe ngesikhathi esiphela ngomhlaka **28 kuNhlolanja 2027.**

MNUMZANA TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 13/06/2024

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND LOGISTICS INDUSTRY: EXTENSION TO NON-PARTIES OF THE MAIN COLLECTIVE AMENDING AGREEMENT

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council for the Road Freight and Logistics Industry** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry, effective from **1 March 2025 but not earlier than 1 March 2025** until **28 February 2027**.

MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 13/06/2024

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND LOGISTICS INDUSTRY: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI ESIYINGQIKITHI ESICHIBIYELAYO SELULELWA KULABO ABANGEYONA INGXENYE YASO

Mina, **THEMBELANI WALTERMADE NXESI**, uNgqongqoshe Wezemisebenzi nezabasebenzi lapha ngokwesigaba 32(2) soMthetho Wobudlelwano Kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kwi**National Bargaining Council For The Road Freight and Logistics Industry,** futhi ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi ka 1995, esibopha labo abasenzayo, sizobopha abanye abaqashi nabasebenzi kuleyoMboni kusukela mhlaka **1 kuNdasa 2025 kodwa kungabi ngaphambi komhlaka 1 kuNdasa 2025** kuze kube isikhathi esiphela mhlaka **28 kuNhlolanja 2027.**

MNUMZANA TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 13/06/2024

SCHEDULE

NATIONAL BARGAINING COUNCIL FOR THE ROAD FREIGHT AND LOGISTICS INDUSTRY

AMENDMENTS TO THE MAIN COLLECTIVE AGREEMENT

In accordance with the provisions of the Labour Relations Act, 1995 made and entered into by and between the -

ROAD FREIGHT ASSOCIATION (RFA)

NATIONAL EMPLOYERS' ASSOCIATION OF SOUTH AFRICA (NEASA)

(hereinafter referred to in this Agreement as the "employers' organisations")
on one part, and the

SOUTH AFRICAN TRANSPORT AND ALLIED WORKERS' UNION (SATAWU)

MOTOR TRANSPORT WORKERS' UNION OF SOUTH AFRICA (MTWU)

(hereinafter referred to in this Agreement as the "trade unions"), on the other part, being the parties to the National Bargaining Council for the Road Freight and Logistics Industry hereby agree to amend the Main Collective Agreement published under Government notice No. R.726 of 28 May 2016, as amended and extended by Government Notices No. R.422 of 12 May 2017, R.426 of 15 March 2019, R.1364 of 25 October 2019, Government Notice No. R.410 of 9 July 2021, Government Notice No. R.549 of 14 September 2021, and Government Notice No. R. 831 of 11 February 2022, Government Notice No.R.1692 of 23 March 2023, and Government Notice No. R.3727 of 28 July 2023.

PART 1: APPLICATION AND DURATION OF AGREEMENT

1. Application of Agreement

(1) The terms of this Agreement shall be observed by employers and employees in the Road Freight and Logistics Industry as defined hereunder, in the Republic of South Africa:

"Road Freight and Logistics Industry" or "Industry" means the industry in which employers and their employees, as defined in Paragraph A hereunder, are associated for carrying on one or more of the following activities for hire or reward:

(i) The transportation of goods by means of motor transport;

(ii) The storage of goods, including the receiving, opening, unpacking, packing, despatching, and clearing or accounting for of goods where these activities are ancillary or incidental to paragraph (i); and

(iii) The hiring out by temporary employment services of employees for activities or operations which ordinarily or naturally fall within the transportation or storage of goods as contemplated by paragraphs (i) and (ii) of this definition.

The **"transportation of goods"** does not include the undertakings, industries, trades, or occupations in respect of which the following bargaining councils are registered:

(i) Transnet Bargaining Council; and

(ii) Motor Ferry Industry Bargaining Council of South Africa.

For the purposes hereof-

"Paragraph A" means those employees in the Road Freight and Logistics Industry, as defined above, in the categories as mentioned hereunder:

(a) Employees covered by the definition of the industry as defined above:

- Basic Rigger Driver;
- General workers;
- Security guards, security officers, custodians, vehicle guards, team

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leaders;

- Motor vehicle drivers;
- Artisan assistants, semi-skilled artisans, repair shop workers;
- Operators;
- Dispatch clerks, checkers, packers/loaders;
- Storemen;
- Personal assistants, receptionists, clerks, administrators, data capturers, chemical cleaners;
- Junior controllers, branch administrators, driver trainers;
- Box Room Marshalls (Cash in Transit);
- Radio Controllers (Security Officer III) (Cash in Transit);
- Tactical Support Officers / Team Leaders (Security Officer II) (Cash in Transit);
- Counting House Tellers (Cash in Transit);
- Box Staff (Cash in Transit);
- Key Marshalls (Cash in Transit);
- Cage Men (Cash in Transit);
- Client Liaison Officers (Cash in Transit);
- Training Officers (Cash in Transit);
- General Worker: Cleaners (Cash in Transit);
- Receptionist (Cash in Transit).

(2) Notwithstanding the provisions of sub-clause (1), this Agreement shall apply to:

(a) Employees for whom minimum wages are prescribed in this Agreement and to the employers of such employees;

(b) other categories of employees, listed in schedule 7 who qualify for the across-the-board increases, as well as payments and benefits specified to the employers of such employees; and

(c) owner-drivers and their employees only insofar hours of work and limitations on hours of work and registration with the Council is concerned.

(3) Subject to clause (4), this Agreement applies to owner-drivers and the employees of owner-drivers.

(4) An owner-driver –

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(a) who is an employer must observe the same hours of work and limitations on hours of work that are prescribed in this Agreement for employees;

(b) who possesses only one motor vehicle and is the permanent driver of that vehicle is only required to comply with the requirements of subparagraph (a) of this clause and clause 45.

(5) Part 10 of this Agreement sets out provisions that apply to particular categories of employees. It –

(a) specifies categories of employees in respect of whom only particular provisions of this Agreement apply;

(b) provides provisions that apply to specific categories of employees in addition to the rest of the Agreement;

(c) modifies certain provisions of this Agreement for the purposes of specific categories of employees.

2. Duration of the agreement

(1) This Agreement is binding to employers and employees of the industry effective from 1 March 2025 or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2027.

(2) This Agreement shall become binding on non-party employers and employees once it is extended by the Minister of Employment and Labour in terms of Section 32 of the Act from a date determined by the Minister but not earlier than 1 March 2025 until 28 February 2027.

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SCHEDULE 5: REMUNERATION AND OTHER MONETARY BENEFITS

Substitute Schedule 5 items 1(a), as follows:

"1(a)Minimum Wages

(1) From the date of implementation for 2025 being 1 March 2025 for employers and employees of the industry or date to be determined by the Minister of Employment and Labour but not earlier than 1 March 2025 until 28 February 2027, the minimum rate at which wages in respect of ordinary hours of work shall be paid by an employer to each member of the under mentioned grades of his employees, shall be as follows:

(a) Weekly Wages:

General Freight, Courier, Furniture Removal and CIT:

(i) TABLE ONE A (YEAR ONE): GENERAL FREIGHT AND FURNITURE REMOVAL SECTORS MINIMUM WAGES: GRADES 1 TO 6

For the period 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Current Minimum Wage per week ending 28 February 2025	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2025 to 28 February 2026 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025

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1 42 3 27	General worker…….. General worker, repair shop…… Packer/Loader, grade I…… Security guard……..	1.	A Band A Band A Band A Band	R2002.12	7%	R2142.27
5 6 2 22 24 46	Motorcycle/Motor Tricycle Driver…… Light Motor Vehicle Driver…… Checker, grade I…… Loader Operator, grade II…… Mobile Hoist Operator, grade II…… Packer/Loader, grade II……	2.	B1 B1 B1 B1 B1 B1	R2199.81	7%	R2353.80
7 8 44 19 23 47 21 20 26 15	Medium motor vehicle driver (articulated)…… Medium Motor Vehicle Driver (rigid)... Artisan Assistant…… Gantry Crane Operator, grade I…….. Mobile Hoist Operator, grade I…… Checker, grade II…… Loader Operator, grade I…….. Gantry Crane Operator, grade II…….. Storeman (workshop)…….. Team Leader……..	3.	B2 B2 B2 B1 B2 B2 B1 B2 B2	R2659.22	7%	R2845.37
10 11 12 13 18	Heavy Motor Vehicle Driver (articulated)…… Heavy Motor Vehicle Driver (rigid)….. Extra-heavy Motor Vehicle Driver (articulated)…… Extra-heavy Motor Vehicle Driver (rigid)…… Dispatch Clerk……..	4.	B3 B3 B3 B3 B3	R2983.05	7%	R3191.86
14 45 49 52	Ultra-heavy Motor Vehicle Driver…… Semi-skilled Artisan…….. Storeman (warehouse)…… Basic Rigger Driver……..	5.	B4 B4 B4 B4	R3554.60	7%	R3803.42
16 53	Abnormal Load Driver…… Petroleum Tanker Driver ……	6.	C1	R4328.34 R3626.05	7%	R4631.32 R3879.87

APPLICATION OF WAGE INCREASES FOR THE PERIOD FROM 1 MARCH 2025 FOR EMPLOYERS AND EMPLOYEES OF THE INDUSTRY OR DATE TO BE DETERMINED BY THE MINISTER BUT NOT EARLIER THAN 1 MARCH 2025 ENDING 28 FEBRUARY 2026 FOR GRADES 1 – 6

a) Across the board increases of 7% on actual wage shall be awarded to all employees, mentioned in grades 1 to 6 above, who were in the employ of an employer prior 1 March 2025.

b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

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Substitute item 1(b), as follows:

COURIER SECTOR

1(b) For the period 1 March 2025 or date to be determined by the Minister but not earlier than 1 March 2025 to 28 February 2026 the minimum weekly rate of which wages in respect of ordinary working hours shall be paid by an employer to his employees who are engaged in the undermentioned grades, shall be as follows:

(ii) TABLE ONE B (YEAR ONE): COURIER SECTOR MINIMUM WAGES: GRADES 1 TO 5

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Current Minimum Wage per week ending 28 February 2025	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2025 to 28 February 2026 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025
1	General worker.....	1.	A Band	R2002.12	7%	R2142.27
42	General worker, repair shop.....		A Band			
3	Packer/Loader, grade I.....		A Band			
27	Security guard.....		A Band			
5	Motorcycle/Motor Tricycle Driver.....	2.	B1	R2183.90	7%	R2336.77
6	Light Motor Vehicle Driver.....		B1			
2	Checker, grade I.....		B1			
22	Loader Operator, grade II.....		B1			
24	Mobile Hoist Operator, grade II.....		B1			
46	Packer/Loader, grade II.....		B1			
7	Medium motor vehicle driver (articulated).....	3.	B2	R2643.33	7%	R2828.36
8	Medium Motor Vehicle Driver (rigid)...					
44	Artisan Assistant.....		B2			
19	Gantry Crane Operator, grade I.....		B2			
23	Mobile Hoist Operator, grade I.....		B1			
47	Checker, grade II.....		B2			
21	Loader Operator, grade I.....		B2			
20	Gantry Crane Operator, grade II.....		B1			
26	Storeman (workshop).....		B2			
15	Team Leader.....		B2			
10	Heavy Motor Vehicle Driver (articulated).....	4.	B3	R2983.05	7%	R3191.86
11	Heavy Motor Vehicle Driver (rigid).....		B3			
12	Extra-heavy Motor Vehicle Driver (articulated).....		B3			
13	Extra-heavy Motor Vehicle Driver (rigid).....		B3			
18	Dispatch Clerk.....		B3			

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14 45 49	Ultra-heavy Motor Vehicle Driver..... Semi-skilled Artisan..... Storeman (warehouse).....	5.	B4 B4 B4	R3554.60	7%	R3803.42

APPLICATION OF WAGE INCREASES FOR THE PERIOD FROM 1 MARCH 2025 FOR EMPLOYERS AND EMPLOYEES OF THE INDUSTRY OR DATE TO BE DETERMINED BY THE MINISTER BUT NOT EARLIER THAN 1 MARCH 2025 ENDING 28 FEBRUARY 2026 FOR GRADES 1 – 5

a) Across the board increases of 7% on actual wage shall be awarded to all employees, mentioned in grades 1 to 5 above, who were in the employ of an employer prior to 1 March 2025.

b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

(iii) TABLE TWO A (YEAR TWO): GENERAL FREIGHT AND FURNITURE REMOVAL SECTORS MINIMUM WAGES: GRADES 1 TO 6

For the period 1 March 2026 until 28 February 2027 for employers and employees of the industry

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Current Minimum Wage per week ending 28 February 2026	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2026 to 28 February 2027 for employers and employees of the industry
1 42 3 27	General worker..... General worker, repair shop..... Packer/Loader, grade I..... Security guard.....	1.	A Band A Band A Band A Band	R2142.27	6%	R2270.81
5 6 2 22 24 46	Motorcycle/Motor Tricycle Driver..... Light Motor Vehicle Driver..... Checker, grade I..... Loader Operator, grade II..... Mobile Hoist Operator, grade II..... Packer/Loader, grade II.....	2.	B1 B1 B1 B1 B1 B1	R2353.80	6%	R2495.03

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7	Medium motor vehicle driver (articulated).....	3.	B2	R2845.37	6%	R3016.09
8	Medium Motor Vehicle Driver (rigid)...					
44	Artisan Assistant.....		B2			
19	Gantry Crane Operator, grade I.....		B2			
23	Mobile Hoist Operator, grade I.....		B1			
47	Checker, grade II.....		B2			
21	Loader Operator, grade I.....		B2			
20	Gantry Crane Operator, grade II.....		B1			
26	Storeman (workshop).....		B2			
15	Team Leader.....		B2			
10	Heavy Motor Vehicle Driver (articulated).....	4.	B3	R3191.86	6%	R3383.37
11	Heavy Motor Vehicle Driver (rigid).....		B3			
12	Extra-heavy Motor Vehicle Driver (articulated).....		B3			
13	Extra-heavy Motor Vehicle Driver (rigid).....		B3			
18	Dispatch Clerk.....		B3			
14	Ultra-heavy Motor Vehicle Driver.....	5.	B4	R3803.42	6%	R4031.63
45	Semi-skilled Artisan.....		B4			
49	Storeman (warehouse).....		B4			
52	Basic Rigger Driver.....		B4			
16	Abnormal Load Driver.....	6.		R4631.32		R4909.20
53	Petroleum Tanker Driver		C1	R3879.87	6%	R4112.66

APPLICATION OF WAGE INCREASES FOR THE PERIOD FROM 1 MARCH 2026 ENDING 28 FEBRUARY 2027 FOR GRADES 1 – 6

a) Across the board increases of 6% on actual wage shall be awarded to all employees, mentioned in grades 1 to 6 above, who were in the employ of an employer prior 1 March 2026.

b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

Sustitute sub item 1(c) as follows.

COURIER SECTOR

1(c) For the period 1 March 2026 to 28 February 2027 the minimum weekly rate of which wages in respect of ordinary working hours shall be paid by an employer to his employees who are engaged in the undermentioned grades, shall be as follows:

(iv) TABLE TWO B (YEAR TWO): COURIER SECTOR MINIMUM WAGES: GRADES 1 TO 5

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1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Current Minimum Wage per week ending 28 February 2026	6 Across the board increase	7 Adjusted Minimum Wage per week from 1 March 2026 to 28 February 2027 for employers and employees of the industry
1	General worker.....	1.	A Band			
42	General worker, repair shop.....		A Band	R2142.27	6%	R2270.80
3	Packer/Loader, grade I.....		A Band			
27	Security guard.....		A Band			
5	Motorcycle/Motor Tricycle Driver.....	2.	B1			
6	Light Motor Vehicle Driver.....		B1			
2	Checker, grade I.....		B1	R2336.77	6%	R2476.98
22	Loader Operator, grade II.....		B1			
24	Mobile Hoist Operator, grade II.....		B1			
46	Packer/Loader, grade II.....		B1			
7	Medium motor vehicle driver (articulated).....	3.	B2			
8	Medium Motor Vehicle Driver (rigid)...					
44	Artisan Assistant.....		B2			
19	Gantry Crane Operator, grade I.....		B2			
23	Mobile Hoist Operator, grade I.....		B1	R2828.36	6%	R2998.06
47	Checker, grade II.....		B2			
21	Loader Operator, grade I.....		B2			
20	Gantry Crane Operator, grade II.....		B1			
26	Storeman (workshop).....		B2			
15	Team Leader.....		B2			
10	Heavy Motor Vehicle Driver (articulated).....	4.	B3			
11	Heavy Motor Vehicle Driver (rigid).....		B3			
12	Extra-heavy Motor Vehicle Driver (articulated).....		B3	R3191.86	6%	R3383.37
13	Extra-heavy Motor Vehicle Driver (rigid).....		B3			
18	Dispatch Clerk.....		B3			
14	Ultra-heavy Motor Vehicle Driver.....	5.	B4			
45	Semi-skilled Artisan.....		B4	R3803.42	6%	R4031.63
49	Storeman (warehouse).....		B4			

APPLICATION OF WAGE INCREASES FOR THE PERIOD FROM 1 MARCH 2026 ENDING 28 FEBRUARY 2027 FOR GRADES 1 – 5

a) Across the board increases of 6% on actual wage shall be awarded to all employees, mentioned in grades 1 to 5 above, who were in the employ of an employer prior to 1 March 2026.

b) The across-the-board increase must apply to the current wages before the adjustment of the minimums.

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Insert a new sub item 1(d).

CASH IN TRANSIT SECTOR

1(d) For the period 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2027 the minimum weekly rate of which wages in respect of ordinary working hours shall be paid by an employer to his employees who are engaged in the under mentioned grades, shall be as follows:

(v) TABLE THREE: CASH IN TRANSIT CHAMBER MINIMUM WAGES: GRADES 3 TO 6: From 1 March 2025 or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2027

1 Category Code	2 Class (As per the categories as defined in Schedule 2 of the Main Collective Agreement)	3 Grade	4 Patterson Grade	5 Current Minimum Wage per week ending 28 February 2025	6 Adjusted Minimum Wage per week on 01 March 2025 until 28 February 2026	7 Adjusted Minimum Wage per week on 01 March 2026 until 28 February 2027
50	Vehicle Guard……..	3.	B2	R4169.24	R4461.09	R4728.76
51	Custodian……..	5.	B4	R4781.92	R5116.65	R5423.65
41	Security Officer, III...	6.	B3	R3463.33	R3705.76	R3928.11
40	Security Officer, II...		B3	R4169.24	R4461.09	R4728.76
39	Security Officer, I….		B4	R4169.24	R4461.09	R4728.76

APPLICATION OF WAGE INCREASES FROM 1 MARCH 2025 OR DATE TO BE DETERMINED BY THE MINISTER BUT NOT EARLIER THAN 1 MARCH 2025 UNTIL 28 FEBRUARY 2026 FOR GRADES 3, 5 AND 6

(vi) TABLE ONE (YEAR ONE): ACROSS THE BOARD INCREASES

From 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026.

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Employees	Across the Board Increase
Current EBU up to Patterson Grading B4	7%
Current EBU Patterson Grading C1	6%

The across the board increases in table one shall be calculated on actual wage and shall be awarded to all employees mentioned in the said table, who were in the employ of an employer prior to 1 March 2025.

(vii) TABLE TWO (YEAR TWO): ACROSS THE BOARD INCREASES
From 1 March 2026 until 28 February 2027.

Employees	Across the Board Increase
Current EBU up to Patterson Grading B4	6%
Current EBU Patterson Grading C1	5%

The across the board increases in table one shall be calculated on actual wage and shall be awarded to all employees mentioned in the said table, who were in the employ of an employer prior to 1 March 2026.

Substitute item 1(e) as follows.

1(e) Extended Bargaining Unit Employees engaged in the Cash-in-Transit Sector

(1) Across the board increases

(a) Year one: From 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026:

(i) 7 % in respect of all EBU employees up to Paterson Grade B4.
(ii) 6 % in respect of all EBU employees in Paterson Grade C1.

(b) Year two: From 1 March 2026 until 28 February 2027:

(i) 6 % in respect of all EBU employees up to Paterson Grade B4.
(ii) 5 % in respect of all EBU employees in Paterson Grade C1.

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1(h) The only provisions of this Agreement that shall apply to extended bargaining unit employees shall be the increases referred to above, the provisions of clause 77 only as from December 2018, clause 54, clause 69, and schedule 4 item 8 (Wellness Fund).

Substitute item 2 as follows:

2. Night-shift allowance

(1) The following night-shift allowances shall be payable to employees for whom minimum wages are prescribed:

(a)

Category of Employee	**Period: From 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026**
Employees who perform more than one hour of night work	An allowance of R17.67 beyond one hour and R3.18 for every hour in excess thereof; or by a reduction of ordinary hours of work

(b)

Category of Employee	**Period: From 1 March 2026 until 28 February 2027**
Employees who perform more than one hour of night work	An allowance of R18.73 beyond one hour and R3.37 for every hour in excess thereof; or by a reduction of ordinary hours of work

Substitute item 3 as follows:

3. Consolidated allowance

The consolidated allowance is payable in terms of clause 63 (7).

Period: **1 March 2025 until 28 February 2026**	**Period:** **1 March 2026 until 28 February 2027**
R127.48 per month	R135.13

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Substitute item 4 as follows:

4. Subsistence and Cross Border allowance

(a) Subsistence Allowance

The Subsistence allowance payable in terms of clause 36A of the Main Agreement, must be paid as per the schedule hereunder:

Subsistence Allowance: **Period: From 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026**
(a) R63.99 for each period of absence within the borders of the Republic of South Africa (b) R55.28 for each of the three daily meal intervals during such absence Total (absence plus 3 meals) R229.83
Subsistence Allowance: **From 1 March 2026 until 28 February 2027**
(a) R67.83 for each period of absence within the borders of the Republic of South Africa (b) R58.60 for each of the three daily meal intervals during such absence Total (absence plus 3 meals) R243.63

(b) Cross Border Allowance

The Cross Border allowance payable in terms of clause 36B of the Main Agreement, must be paid as per the schedule hereunder:

Cross Border Allowance: **Period: From 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026**
(a) R161.04 for each period of absence outside the borders of the Republic of South Africa (b) R99.48 for each of the three daily meal intervals during such absence. Total (absence plus 3 meals) R459.48
Cross Border Allowance: **1 March 2026 until 28 February 2027**
(a) R170.70 for each period of absence outside the borders of the Republic of South Africa (b) R105.45 for each of the three daily meal intervals during such absence. Total (absence plus 3 meals) R487.05

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Substitute item 5 as follows:

5. Dangerous Goods Driver Limitation of Hours Allowance

The allowance that must be paid to Dangerous Goods Drivers in terms of clause 60 of the Main Collective Agreement is:

(a) If the client restricts the driver's hours of work to 12 hours or less, the following must apply:

(i) Year 1: (From 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026) R156.46

(ii) Year 2: (From 1 March 2026 until 28 February 2027) R165.85

(b) If the client restricts the driver's hours of work to 13 hours or less, but not less than 12, the following must apply:

(i) Year 1: (From 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026) R100.58

(ii) Year 2: (From 1 March 2026 until 28 February 2027) R106.61

(c) If the client restricts the driver's hours of work to 14 hours or less, but not less than 13, the following must apply:

(i) Year 1: (From 1 March 2025 for employers and employees of the industry or date to be determined by the Minister but not earlier than 1 March 2025 until 28 February 2026) R55.88

(ii) Year 2: (From 1 March 2026 until 28 February 2027) R59.23

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Signed at Johannesburg, for and on behalf of the parties to the Council, this 27th day of May 2024.

J Mazibuko
Chairperson of the Council

PRW Meier
Deputy Chairperson of the Council

CM Ndlovu
National Secretary of the Council

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DEPARTMENT OF TRADE, INDUSTRY AND COMPETITION

NO. R. 4989 **21 June 2024**

INTERNATIONAL TRADE ADMINISTRATION COMMISSION OF SOUTH AFRICA

NOTICE IN TERMS OF SECTION 59 OF THE INTERNATIONAL TRADE ADMINISTRATION ACT, 2002 (ACT NO. 71 OF 2002)

ADMINISTRATIVE FEES REGULATIONS

Attached hereto as Schedule A are draft Administrative Fees Regulations (Regulations) which are being published for public comment. The purpose of the Regulations is to allow for the recovery of administrative costs incurred by the International Trade Administration Commission of South Africa (Commission) in issuing permits or certificates or performing other functions. In thereby carrying out its mandate, the Commission incurs substantial costs, which heretofore have not been recovered. Accumulated financial pressures require the Commission to recoup at least a portion of these costs by levying fees.

Prior to the promulgation of the Regulations, the Commission will publish for public comment guidelines detailing categories and levels of fees, as well as other administrative aspects of the levying of fees by the Commission. It is the intention of the Commission to set fees at levels that are in line with the actual administrative costs incurred by the Commission in performing its functions.

Comments on the Regulations should be submitted within fourteen (14) days of the date of publication of this notice to the following Commission official:

- Mr Alexander Amrein; email address: aamrein@itac.org.za.

SCHEDULE A

REPUBLIC OF SOUTH AFRICA

THE INTERNATIONAL TRADE ADMINISTRATION COMMISSION OF SOUTH AFRICA

ADMINISTRATIVE FEES REGULATIONS

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REGULATIONS

Part A - Definitions

1. Definitions

In these Regulations, unless the context indicates otherwise –

"Act" means the International Trade Administration Act, 2002 (Act No. 71 of 2002).

"administrative fee" means a fee contemplated in section 24(1)(b) of the Act and as set forth in guidelines and/or the Commission's official website.

"APDP" means the Automotive Production and Development Programme Phase 2, legislated in Rebate Item 317.03 of Schedule No. 3 to the Customs and Excise Act, 1964 (Act No. 91 of 1964).

"applicant" means a person applying to the Commission for a permit or certificate.

"Commission" means the International Trade Administration Commission of South Africa, established in terms of section 7 of the Act.

"duly completed" means an application that contains all required information, which information has been found not to be deficient by the Commission, such that the application can be evaluated by the Commission.

"function" means any task performed, or service provided, by the Commission.

"guidelines" means a set of rules or instructions in terms of section 60(1) of the Act.

"Headline Consumer Price Index" means the official measure of inflation in the Republic for all urban areas, as determined by Statistics South Africa.

"Minister" means the Executive Member of Cabinet who may make these Regulations in terms of section 59 of the Act.

"non-profit companies" means a person regulated in terms of the Companies Act, 2008 (Act No. 71 of 2008) and incorporated for public benefit objective or an objective relating to one or more cultural or social activities, or communal or group interests.

"person" means a natural person or a juristic person.

"PFMA" means the Public Finance Management Act, 1999 (Act No. 1 of 1999).

"Republic" means the Republic of South Africa.

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Part B – General Provisions

2. Purpose

The purpose of these Regulations is to provide a basis for the levying of administrative fees for functions performed by the Commission.

3. Permits and certificates

The Commission may levy an administrative fee for the processing of a duly completed application for –

(a) an import or export permit;
(b) a tariff amendment in the form of a rebate or drawback permit or certificate;
(c) a production rebate certificate or equivalent certificate under the APDP;
(d) an eligible production certificate or equivalent certificate under the APDP; and
(e) any other permit or certificate that the Commission may issue from time to time.

4. Other functions

The Commission may also levy an administrative fee for any function assigned to it by, or in terms of –

(a) the ITA Act, including tariff amendment and trade remedy investigations and import and export investigations and verifications;
(b) any other legislation;
(c) any trade agreement;
(d) any agreement with any regulatory authority or organ of state; or
(e) the Minister.

5. Exemptions

(1) The Commission may exempt an applicant or specified categories of applicants from the payment of an administrative fee for a permit or certificate or for other functions if the applicant(s) demonstrate(s) good cause, or in instances where the Commission determines an exemption to be in the public interest.

(2) In terms of subsection 1, ascertaining good cause entails a review of –

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a. the identity of an applicant, such as non-profit companies and persons acting in a non-commercial capacity; and

b. the nature of the good in question, such as goods to be imported or exported in furtherance of a public purpose, goods having little or no commercial value and personal property.

(3) In terms of subsection 1, ascertaining the public interest entails a review of the effect that the payment of an administrative fee for a permit or certificate or other function may have on a particular industrial sector or region, or the ability of designated groups or categories of firms to enter, participate in or expand within product markets.

(4) Notwithstanding subsection 1, the Commission may review and revoke an exemption applicable to an applicant, a category of applicants or a class or kind of good.

6. Refunds

In the case of an application for permit or certificate, an administrative fee is non-refundable at any time after the Commission's acceptance of a duly completed application.

PART C – FEES

7. Categories of administrative fees

(1) The Commission may create categories of administrative fees with different fee levels and may, from time to time, amend the number of categories and the administrative fees payable under each category.

(2) If the Commission creates categories of administrative fees in terms of subsection 1, it shall specify in guidelines and/or the Commission's official website the applications and functions that fall into each category.

8. Adjustment of administrative fees

(1) The Commission may adjust administrative fees in any given year by a maximum of the Headline Consumer Price Index for the year prior to the adjustment. Such an increase shall be undertaken in a transparent manner whereby the Commission publishes the reasons for the increase on its official website.

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(2) Notwithstanding subsection 1, the Minister may increase administrative fees in excess of the Headline Consumer Price Index. Such an increase shall be undertaken in a transparent manner whereby the Commission publishes the Minister's reasons for the increase on its official website.

(3) An adjustment of administrative fees under subsections 1 or 2 will be effective on 1 April of any year, unless a different effective date is indicated in guidelines or on the Commission's official website.

PART D – FINAL PROVISIONS

9. Short title and commencement

(1) These Regulations may be cited as the *ITAC Administrative Fees Regulations*.

(2) These Regulations shall come into effect on the date of publication in the Government Gazette.

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