Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette **No. 11873** *Regulasiekoerant*

Vol. 722 **22 August / Augustus 2025** **No. 53208**

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

IMPORTANT NOTICE:

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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* 2025

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

- **24 December,** Wednesday for the issue of Friday **03 January 2025**
- **03 January,** Friday for the issue of Friday **10 January 2025**
- **10 January,** Friday for the issue of Friday **17 January 2025**
- **17 January,** Friday for the issue of Friday **24 January 2025**
- **24 January,** Friday for the issue of Friday **31 January 2025**
- **31 January,** Friday for the issue of Friday **07 February 2025**
- **07 February,** Friday for the issue of Friday **14 February 2025**
- **14 February,** Friday for the issue of Friday **21 February 2025**
- **21 February,** Friday for the issue of Friday **28 February 2025**
- **28 February,** Friday for the issue of Friday **07 March 2025**
- **07 March,** Friday for the issue of Friday **14 March 2025**
- **13 March,** Thursday for the issue of Thursday **20 March 2025**
- **20 March,** Thursday for the issue of Friday **28 March 2025**
- **28 March,** Friday for the issue of Friday **04 April 2025**
- **04 April,** Friday for the issue of Friday **11 April 2025**
- **10 April,** Thursday for the issue of Thursday **17 April 2025**
- **16 April,** Wednesday for the issue of Friday **25 April 2025**
- **23 April,** Wednesday for the issue of Friday **02 May 2025**
- **02 May,** Friday for the issue of Friday **09 May 2025**
- **09 May,** Friday for the issue of Friday **16 May 2025**
- **16 May,** Friday for the issue of Friday **23 May 2025**
- **23 May,** Friday for the issue of Friday **30 May 2025**
- **30 May,** Friday for the issue of Friday **06 June 2025**
- **06 June,** Friday for the issue of Friday **13 June 2025**
- **12 June,** Thursday for the issue of Friday **20 June 2025**
- **20 June,** Friday for the issue of Friday **27 June 2025**
- **27 June,** Friday for the issue of Friday **04 July 2025**
- **04 July,** Friday for the issue of Friday **11 July 2025**
- **11 July,** Friday for the issue of Friday **18 July 2025**
- **18 July,** Friday for the issue of Friday **25 July 2025**
- **25 July,** Friday for the issue of Friday **01 August 2025**
- **01 August,** Friday for the issue of Friday **08 August 2025**
- **08 August,** Friday for the issue of Friday **15 August 2025**
- **15 August,** Friday for the issue of Friday **22 August 2025**
- **22 August,** Friday for the issue of Friday **29 August 2025**
- **29 August,** Friday for the issue of Friday **05 September 2025**
- **05 September,** Friday for the issue of Friday **12 September 2025**
- **12 September,** Friday for the issue of Friday **19 September 2025**
- **18 September,** Thursday for the issue of Friday **26 September 2025**
- **26 September,** Friday for the issue of Friday **03 October 2025**
- **03 October,** Friday for the issue of Friday **10 October 2025**
- **10 October,** Friday for the issue of Friday **17 October 2025**
- **17 October,** Friday for the issue of Friday **24 October 2025**
- **24 October,** Friday for the issue of Friday **31 October 2025**
- **31 October,** Friday for the issue of Friday **07 November 2025**
- **07 November,** Friday for the issue of Friday **14 November 2025**
- **14 November,** Friday for the issue of Friday **21 November 2025**
- **21 November,** Friday for the issue of Friday **28 November 2025**
- **28 November,** Friday for the issue of Friday **5 December 2025**
- **05 December,** Friday for the issue of Friday **12 December 2025**
- **11 December,** Thursday for the issue of Friday **19 December 2025**
- **17 December,** Wednesday for the issue of Wednesday **24 December 2025**

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

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 6523 **22 August 2025**

LABOUR RELATIONS ACT, 1995

FURNITURE BARGAINING COUNCIL: EXTENSION TO NON-PARTIES OF THE MAIN COLLECTIVE AMENDING AGREEMENT

I, **NOMAKHOSAZANA METH**, 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 **Furniture Bargaining Council**, 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, with effect from the second Monday after the date of publication of this Notice and for the period ending **30 April 2028.**

MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 07 AUGUST 2025

SCHEDULE

FURNITURE BARGAINING COUNCIL

AMENDING MAIN COLLECTIVE AMENDING AGREEMENT

In accordance with the provisions of the Labour Relations Act 1995 (Act No 66 of 1995) (as amended), made and entered into by and between the

Furniture, Bedding & Upholstery Manufacturers' Association for the Greater Northern Region

(hereinafter referred to as the "employers" or the "employers' organisations"), of the one part,

and the

National Union of Furniture and Allied Workers of South Africa

and

Chemical, Energy, Paper, Printing, Wood and Allied Workers Union (CEPPWAWU)

(hereinafter referred to as the "employees" or the "trade unions"), of the other part
being parties to the Furniture Bargaining Council

hereby agree to amend and extend the Main Collective Agreement published under Government Notice No. 5766 of 24 January 2025 and Government Notice No. 6036 of 25 March 2025.

CHAPTER 1

1: SCOPE OF APPLICATION

1.1 The terms of this Agreement shall be observed by employers and employees in the Furniture, Bedding and Upholstery Manufacturing Industry as defined hereunder in the Provinces of Gauteng, North West, Mpumalanga, Limpopo and Free State.

"Furniture, Bedding and Upholstery Manufacturing Industry" or "Industry" means, without in any way limiting the ordinary meaning of the expression, the industry in which employers and their employees are associated for the manufacture, either in whole or as a

complete unit or in part as a component or components, of all types of furniture and bedding as well as upholstery and /or re-upholstery and will, inter alia include the following:

1. **Furniture**

Repairing, staining, spraying, polishing, re-polishing, making loose covers and/or cushions, wood machining, veneering, woodturning, carving, assembling, painting, wood bending and laminating, cutting, edging, drilling and routering. Furniture manufacturing will also include the manufacturing, installation, repairing, polishing, re-polishing, staining, spraying of pianos, organs, movable room/office partitions, kitchen cupboards, kitchen cupboard tops, kitchen cupboard components (irrespective of materials used), attached wall cupboards, built-in cupboards, built-in cupboard components, doors and door frames (the latter doors and door frames exclude doors and door frames manufactured from iron, steel and other metal materials) free standing bars or built-in bar counters, cane, wicker or grass furniture, cabinets including cabinets for musical instruments and radios, wireless or television cabinets, bathroom cupboards, any other cupboard tops and furniture for tea-rooms, restaurants, offices, churches, schools, libraries, other educational institutions, conference centres, theatres, shop fitting, office fitting and bank fitting, which includes the manufacture and/or fixing of shop fronts, window enclosures, showcases, counters, including point of sales counters, screens, interior fittings and fixtures and any form of shelving, irrespective of the materials used and includes any part of an establishment's business carrying out the manufacture of furniture as defined above, whether or not that part is discrete or ancillary to any other business of the employer.

2. **Bedding**

The manufacturing, repairing, covering, re-covering of mattress bases, mattresses, spring mattresses, overlays, bolsters, pillows, cushions for studio couches, spring units, box-spring mattresses and studio couches, including the manufacturing of bedding and bed frames, irrespective of the materials used.

"Studio Couch" means an article of furniture, which is designed for seating and for conversion into a double bed or two or more beds and of which the frames are constructed mainly of metal and the seating and/or sleeping surfaces consist of mattresses and /or cushions.

3. **Upholstery**

The upholstering or re-upholstering of any furniture, or item of furniture, bedding, pelmets and mattress bases.

1.2 Notwithstanding the provisions of clause 1.1 the provisions of this Agreement-

1.2.1 apply only to employees for whom wages are prescribed in this Agreement and to the employers of such employees; and

1.2.2 apply to learners under the Skills Development Act, 1998, or any contracts entered into or any conditions fixed thereunder.

2: PERIOD OF OPERATION OF AGREEMENT

2.1 This Agreement shall, in terms of section 31 of the Act, become binding on the above parties from date of signature until 30 April 2028.

2.2 This Agreement shall be binding on non-party employers and employees on the date as determined by the Minister of Employment and Labour in terms of section 32 of the Act and shall remain in force for the period ending 30 April 2028.

3. ADDENDUM 3

1. PRESCRIBED MINIMUM HOURLY RATES OF PAY EFFECTIVE FOR 52 WEEKS FROM 1 MARCH 2025 *(for the Free State Province ONLY)*

Substitute clause 5 of Addendum 3 with the following:

"5. **Prescribed minimum hourly rates of pay effective for 52 weeks from 1 March 2025 as gazetted by the Minister under Government Gazette 52053 under Notice R.5830 of 4 February 2025** *(for the Free State Province ONLY)*

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay from 1 March 2025 *(for the Free State Province ONLY)*
Furniture, Bedding and Upholstery	General worker	05	As per the national minimum wage rate increase
	Semi-skilled employee	04	R28-79 per hour
	Skilled employee	03	R31-02 per hour
	Chargehand	02	R33-26 per hour

	Foreman/Supervisor	01	R33-26 per hour

".

2. PRESCRIBED MINIMUM HOURLY RATES OF PAY EFFECTIVE FOR 52 WEEKS FROM THE FIRST FULL PAY WEEK IN MAY 2025 *(for the Free State Province ONLY)*

Insert new clause 5A:

"5A. **Prescribed minimum hourly rates of pay effective for 52 weeks from the first full pay week in May 2025 for parties and for non-parties from the date determined by the Minister** *(for the Free State Province ONLY)*

Sector	Occupation Skills Level	Occupation Skills Level Code	Prescribed minimum hourly rates of pay effective for 52 weeks from the first full pay week in MAY 2025 for parties and for non-parties from the date determined by the Minister *(for the Free State Province ONLY)*
Furniture, Bedding and Upholstery	General worker	05	As per the national minimum wage rate increase
	Semi-skilled employee	04	R29-90 per hour
	Skilled employee	03	R31-02 per hour
	Chargehand	02	R33-26 per hour
	Foreman/Supervisor	01	R33-26 per hour

".

Agreement signed at Johannesburg on this 18 March 2025.

M MAMPURU
Chairman of the Council

D WILLIAMS
Vice-Chairman of the Council

WA JANSE VAN RENSBURG
General Secretary

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 6524 **22 August 2025**

MARINE LIVING RESOURCES ACT, 1998
(ACT NO. 18 OF 1998)

REGULATIONS RELATING TO THE ENTRY OF FOREIGN FISHING VESSELS INTO SOUTH AFRICAN WATERS

I, Dion Travers George, the Minister of Forestry, Fisheries and the Environment, hereby make Regulations relating to the entry of foreign fishing vessels into South African waters in terms of sections 77(1), 77(2)*(g)*, *(j)*, *(k)*, *(o)* and 42(4) of the Marine Living Resources Act, 1998 (Act No. 18 of 1998), as set out in the schedule to this notice.



DR DION TRAVERS GEORGE
MINISTER OF FORESTRY, FISHERIES AND THE ENVIRONMENT

SCHEDULE

ARRANGEMENT OF REGULATIONS

CHAPTER 1 - DEFINITIONS, APPLICATION AND PURPOSE

1. Definitions
2. Application
3. Purpose

CHAPTER 2 – PASSING THROUGH SOUTH AFRICAN WATERS AND ENTRY INTO AND USE OF PORTS

4. Notification of entry into South African waters
5. Entry into port
6. Permit application procedure and criteria

CHAPTER 3 – GENERAL

7. Compliance
8. Stowage of fishing gear and transshipment
9. Vessel Automatic Identification System

CHAPTER 4 – OFFENCES AND PENALTIES

10. Offences
11. Penalties
12. Short title and commencement

CHAPTER 1
DEFINITIONS, APPLICATION AND PURPOSE

1. Definitions

In these regulations, unless the context indicates otherwise, a word or expression that is defined in the Act has the same meaning in these regulations, and in addition—

"**Act**" means the Marine Living Resources Act, 1998 (Act No. 18 of 1998) and includes any regulations made in terms of that Act;

"**Agreement on Port State Measures**" means the Agreement on Port State Measures to Prevent, Deter and Eliminate, Illegal, Unreported and Unregulated Fishing approved by the United Nation's Food and Agriculture Organisation Conference at its Thirty-sixth Session through resolution number 12/2009 dated 22 November 2009;

"**associated activities**" means—

(a) storing, buying, selling, transshipping, processing or transporting of fish or any fish product taken from South African waters or in the course of high seas fishing, up to the time it is first landed;

(b) on-shore storing, buying, selling or processing of fish or any fish product from the time it is first landed;

(c) refuelling or supplying foreign vessels, selling or supplying fishing equipment or performing any other act in support of fishing; or

(d) exporting and importing fish or any fish product;

"**authorised official**" means a fishery control officer, or other authority authorised to implement legislation that regulates access and operations within ports including the inspection of vessels;

"Department" means the national Department responsible for fisheries;

"**foreign vessel**" means a foreign flagged vessel boat, ship or other craft which is used for, equipped to be used for or of a type that is normally used for fishing or associated activities, and includes all gear, equipment, stores, cargo and fuel on board that vessel;

"force majeure" means conditions beyond the control of the master of the vessel, such as hurricanes, cyclones, war and medical emergencies;

"**IUU fishing**" means illegal, unreported and unregulated fishing;

"Minister" means the Minister responsible for fisheries;

"**port**" has the meaning assigned to it in section 1 of the National Ports Act, 2005 (Act No. 12 of 2005);

"**South African waters**" means the seashore, internal waters, territorial waters, the exclusive economic zone, and in relation to the sedentary species as defined in Article 77 of the United Nations Convention on the Law of the Sea, the continental shelf as defined in section 7 of the Maritime Zones Act, 1994, and such waters include tidal lagoons and tidal rivers in which a rise and fall of the water level takes place as a result of the tides;

"**these Regulations**" mean the Regulations for the Entry of Foreign Fishing Vessels into South African Waters, 2025; and

"**transship**" or "**transshipment**" means transferring fish or gear from one vessel to another.

2. Application

These Regulations apply to foreign vessels that intend to enter South African waters.

3. Purpose

The purposes of these Regulations are to—

(a) regulate the passage of foreign vessels through South African waters;

(b) regulate the entry of foreign vessels into a port;

(c) prevent, deter and eliminate IUU fishing; and

(d) restrict transshipment at sea.

CHAPTER 2

PASSING THROUGH SOUTH AFRICAN WATERS AND ENTRY INTO AND USE OF PORTS

4. Notification of entry into South African waters

(1) The master of a foreign vessel which intends to traverse South African waters, but which does not intend to enter a port, must notify the Minister of the intention to enter and traverse South African waters at least 24 hours prior to entry and that notification must include the following:

(a) an estimated date, time and GPS position of entry into South African waters;

(b) an estimated date, time of and GPS position of exit from South African waters;

(c) the reason for entry; and

(d) a description of the path to be traversed.

(2) Notification in terms of subregulation (1) must be submitted by email to VMSops@dffe.gov.za.

5. Entry into port

(1) The master of a foreign vessel may not enter a port without a permit issued in terms of regulation 6(3)*(a)*.

(2) Once an application in terms of regulation 6(1) has been submitted, the foreign vessel may enter South African waters but may not enter a port until a permit has been issued in terms of regulation 6(3)*(a)*.

6. Permit application procedure and criteria

(1) The master or a representative of the owner of a foreign vessel must apply to the Minister for a permit to enter a port, five days before intending to do so.

(2) The application must be made on the form obtainable from the Department and be accompanied by proof of payment of the application fee, if prescribed.

(3) The Minister must decide to—

(a) issue the permit, with or without conditions; or

(b) refuse to issue the permit and provide reasons for the refusal,

within four days of receipt of the application and communicate that decision to the master of the foreign vessel or the owner's representative immediately.

(4) The Minister must, when considering the application, in addition to any other relevant criteria, have regard to whether there is information to demonstrate that the foreign vessel has engaged in IUU fishing or associated activities in support of IUU fishing.

(5) The Minister—

(a) must refuse to issue a permit if the Minister on reasonable grounds believes that the foreign vessel has engaged in IUU fishing or associated activities in support of IUU fishing;

(b) may, despite paragraph *(a)*, issue a permit only for the purpose of inspecting the foreign vessel and taking appropriate enforcement action; and

(c) must notify the flag state if the Minister refuses to issue a permit.

(6) Notwithstanding subregulations (1) and (3), the South African Maritime Safety Authority may authorise a foreign vessel to enter port for reasons of force majeure or distress, without a permit.

(7) The master of a foreign vessel that obtains authorisation in terms of subregulation (6) must—

(a) notify the Minister in writing on the form obtainable from the Department;

(b) comply with regulations 7, 8 and 9; and

(c) comply with any other lawful direction which the Minister may impose.

CHAPTER 3
GENERAL

7. Compliance

(1) A foreign vessel which enters South African waters or a port must comply with the Act and other applicable domestic legislation.

(2) A foreign vessel within South African waters or a port may be boarded and inspected at any time by an authorised official.

(3) The master of a foreign vessel must—

(a) accommodate the boarding and inspection of a foreign vessel by an authorised official at any time while in South African waters or a port; and

(b) comply with lawful instructions of an authorised official.

8. Stowage of fishing gear and transshipment

(1) The master of a foreign vessel must stow fishing gear in accordance with subregulation (2) before entering and when traversing South African waters, and within a port.

(2) Fishing gear must be stowed in the following manner:

(a) in the case of line fishing, all hooks, lures, sinkers and weights must be disconnected from the line, all the lines must be reeled onto the reel or rolled up, and that rolled up line, hooks, lures, bait and weights on the vessel must be packed away in a cabin, locker, hatch, wheel house or console of the vessel, or where that is not possible, placed on the deck of the vessel;

(b) in the case of purse-seine fishing, no gear may be in the water;

(c) in the case of trawl fishing, all nets, trawl boards and weights must be stowed below deck or securely lashed to some part of the superstructure of the fishing vessel;

(d) in the case of rock lobster fishing, all traps, nets and ropes must be on board and tied down, and all dinghies must be on board and lashed to the fishing vessel;

(e) in the case of fishing with traps, other than rock lobster traps, all traps must be on board and tied down;

(f) in the case of any other nets including gillnets, cast nets and throw nets, nets must be on board and packed away in a console, locker or any other suitable container;

(g) in the case of pole fishing, all poles will be secured above deck;

(h) in the case of longline fishing, no branchline may be attached to the mainline and the entire mainline must remain on the spool; and

(i) in respect of all types of fishing where bait is used, that bait must remain packed away or placed into a bait well, where available.

(3) No person may transship at sea unless authorised by a permit issued in terms of section 13 of the Act.

9. Vessel Automatic Information System

(1) The master of a foreign vessel must ensure that the vessel's Automatic Information System (AIS) is functional and that it—

(a) regularly reports from at least 50 nautical miles prior to entering South African waters;

(b) reports while the vessel is located within South African waters without interruption; and

(b) regularly reports up until the vessel has at least reached 50 nautical miles outside of South African waters.

(2) The master of a foreign vessel must—

(a) immediately report an interruption of the vessel's automatic information system's signal to the VMS Operations Centre where the interruption lasts longer than 20 minutes; and

(b) submit hourly reports to VMS Operations Centre until the vessel's automatic information system is functional and able to report.

(3) The master's reports in subregulation (2) to the VMS Operations Centre must be sent by email to "VMSops@dffe.gov.za" and must include—

(a) the date and time (South African local time);

(b) the vessel's location by latitude and longitude degrees minutes and decimal minutes;

(c) the vessel's course; and

(d) the vessel's speed in knots.

(4) No person may delete any tracking data from a vessel's automatic information system recorded from the time of entry by the foreign vessel into South African waters for a period of seven calendar days after leaving South African waters.

CHAPTER 4
OFFENCES AND PENALTIES

10. Offences

In addition to any offence contained in section 58 of the Act, a person commits an offence if they contravene or fail to comply with—

(a) regulations 4(1), 5, 6(1), 6(7), 7(1), 7(3), 8 or 9; or

(b) a lawful instruction of an authorised official.

11. Penalties

A person found guilty of an offence in terms of regulation 10 is liable on conviction to—

(a) a maximum period of imprisonment of two years;

(b) a maximum fine of two million Rand; or

(c) both the fine and imprisonment.

12. Short title and commencement

These Regulations are called the Regulations for the Entry of Foreign Fishing Vessels into South African Waters, 2025 and commence on the date of its publication in the *Gazette*.

SOUTH AFRICAN REVENUE SERVICE

NO. R. 6525 **22 August 2025**

GENERAL EXPLANATORY NOTE:

[ ] Words that are between square brackets and in bold typeface, indicate deletions from the existing rules

_____ Words that are underlined with a solid line, indicate insertions in the existing rules

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SOUTH AFRICAN REVENUE SERVICE

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF RULES

Under sections 64E and 120 of the Customs and Excise Act, 1964 (Act 91 of 1964), the rules published in Government Notice R.1874 of 8 December 1995, are herewith amended to the extent set out in the Schedule hereto **with effect from 1 September 2025**



JOHNSTONE MAKHUBU

COMMISSIONER FOR THE SOUTH AFRICAN REVENUE SERVICE (Acting)

SCHEDULE

Insertion of rule

1. The following rule is hereby inserted after rule 64E.08:

"**Updating of accreditation details**

64E.08A. (1) The Commissioner may at any time require a holder of accredited client status to update accreditation details within a period specified

in the request by completing and submitting in accordance with rule 64E.05, the electronic application form and to furnish any additional information required, if applicable.

(2) The Commissioner may in terms of section 64E(3) cancel or suspend an accredited client status if the holder of such status does not update accreditation details in accordance with subrule (1).

(3) The validity period of an accredited client status in respect of which an update was done in terms of this rule remains the same as it had been before the update and renewal of the status must take place in accordance with rule 64E.11.".

Insertion of rule

2. The following rule is hereby inserted after rule 64E.19:

"Additional transitional provision relating to the transfer of accreditation details in respect of statuses granted before 8 December 2023

64E.20 (1) For purposes of this rule –

"electronic accreditation system" means the SARS electronic system used for purposes of processing applications for accreditation;

"holder of accredited client status" includes –

(a) a holder of Level 1 accredited client status in terms of rule 64E.19(3); and

(b) a holder of Level 1 or Level 2 accredited client status granted after 23 July 2021 when the replacing rules as defined in rule 64E.19(1) took effect;

"transfer", in relation to the accreditation details of a holder of an accredited client status in terms of these rules, means to transfer such details to the electronic accreditation system in the manner contemplated in subrule (2).

(2) A holder of accredited client status granted before 8 December 2023 when the electronic accreditation system was implemented by rule amendments introduced by Government Gazette 49792, must transfer their accreditation details by submitting an application for accredited client status in accordance with rule 64E.05–

(a) within six calendar months of the effective date of this rule as set out in subrule (5); or

(b) in the case where the 30 calendar day renewal period contemplated in rule 64E.11(1) in respect of the relevant status will commence before the expiry of the 6 month period referred to in paragraph *(a)*, before commencement of that renewal period.

(3) The accredited client status of any holder contemplated in subrule (1) who fails to comply with that subrule may be cancelled or suspended by the Commissioner as contemplated in section 64E(3).

(4) The validity period of an accredited client status in respect of which the transfer is approved, is five years, which period commences on the date of approval of transfer.

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