Government Gazette
Staatskoerant

REPUBLIC OF SOUTH AFRICA
REPUBLIEK VAN SUID AFRIKA

Regulation Gazette **No. 11926** *Regulasiekoerant*

Vol. 727 **9 January Januarie 2026** **No. 53948**

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ISSN 1682-5845

9 771682 584003 53948

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Contents

No.		Gazette No.	Page No.
GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS			
Employment and Labour, Department of / Indiensneming en Arbeid, Departement van			
R. 6989	Labour Relations Act, 1995: National Bargaining Council of the Leather Industry of South Africa: Extension to Non-parties of the Footwear Sector Amending Collective Agreement	53948	3
R. 6990	Labour Relations Act, 1995: National Bargaining Council of the Leather Industry of South Africa: Extension to Non-parties of the General Goods and Handbag Sector Amending Collective Agreement	53948	29
R. 6991	Labour Relations Act, 1995: Bargaining Council for the Food, Retail, Restaurant, Catering and Allied Trades: Extension of period of operation of the Main Collective Agreement to Non-Parties	53948	37

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 6989 **9 January 2026**

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE FOOTWEAR SECTOR AMENDING COLLECTIVE 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 **National Bargaining Council of the Leather Industry of South Africa,** 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 June 2026.

MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 02/12/2025

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

R. ..... **USUKU: .....**

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995

UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI BESIGABA SEZICATHULO ESICHIBIYELAYO, SELULELWA KULABO ABANGEYONA INGXENYE YESIVUMELWANO

Mina, **NOMAKHOSAZANA METH**, onguNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **kuMkhandlu KaZwelonke Wokuxoxisana phakathi kwabaQashi Nabasebenzi Embonini Yezikhumba,** futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlangulana 2026.

MS N METH, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 02/12/2025

SCHEDULE

NATIONAL BARGAINING COUNCIL OF THE LEATHER

INDUSTRY OF SOUTH AFRICA

FOOTWEAR SECTOR COLLECTIVE AGREEMENT

In accordance with the provisions of the Labour Relations Act No 66 of 1995, made and entered into by and between the:

Southern African Footwear & Leather Industries Association (SAFLIA)

(hereinafter referred to as the "employer" or the "employer organisation" of the one part, and the

National Union of Leather & Allied Workers' Union (N.U.L.A.W)

and

Southern African Clothing & Textile Workers' Union

(hereinafter referred to as the "employees" or the "trade unions") of the other part, being parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the agreement published under Government Notice No R.906 of 16 September 2005, R.849 of 25 August 2006, R.63 of 2 February 2007, R.512 of 22 June 2007, R.1070 of 16 November 2007, R.1175 of 7 November 2008, R.479 of 8 May 2009, R.1152 of 11 December 2009, R.1188 of 17 December 2010, R.522 of the 24 June 2011, R.864 of the 14 October 2011, R.411 of 1 June 2012, R. 888 of 2 November 2012, R.326 of 3 May 2013, R.769 of 18 October 2013, R.376 of 23 May 2014, R.816 of 17 October 2014, R.456 of 5 June 2015, R.1024 of 30 October 2015, R.763 of 24 June 2016, R.1348 of 28 October 2016, 759 of 29 September 2017, R.1257 of 16 November 2018, R.1382 of 25 October 2019, R.217 of 18 March 2021, R.454 of 28 May 2021, R.1586 of 10 December 2021, R.2706 of 4 November 2022, R.4040 of 10 November 2023 and R.5782 of 24 January 2025.

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1. CLAUSE 1: SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Footwear Section of the Leather Industry: -

(a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions and who are engaged or employed in the said section of the *Industry*;

(b) in the Republic of South Africa.

(2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall;

(a) apply only to all employees for whom wages are prescribed in the Annexures to this Agreement;

(b) not apply to employers and employees in Informal sector establishments, save in respect of clause 4.

(3) The terms of this agreement will not apply to non-parties in respect of clauses 1 (1)(a), and 2 (1).

2. CLAUSE 2: DATE AND PERIOD OF OPERATION

(1) This Agreement shall come into operation for the parties on 1 July 2025 and remain in force for the period ending 30 June 2026.

(2) This agreement shall come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to them and remain in force for the period ending 30 June 2026.

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4. ANNEXURE D

Substitute the following for Annexure D:

SIGNED AT **DURBAN** ON THIS **23rd** DAY OF **JULY 2025.**

J J V VYMETAL, Member of the Council .....

A O BENJAMIN, Member of the Council .....

F ABRAHAMS, Member of the Council .....

I RYNEVELD, General Secretary of the Council .....

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ANNEXURE D

WAGES: GENERAL

	Column A Per week	Column B Per week
A Watchman	2303,36	2533,70
B Storeman and or warehouseman, despatch clerk	2365,73	2602,30
C Boiler attendant	2303,36	2533,70
D Motor vehicle driver driving a vehicle authorized to carry or haul a payload of-		
(i) under 2722 kg	2334,51	2567,96
(ii) 2722 kg	2365,73	2602,30
(iii) over 2722 kg but not exceeding 4546 kg	2518,14	2769,95
(iv) over 4546 kg but not exceeding 6350 kg	2990,21	3289,23
(v) Other including Fork Lift / Hyster Driver	2523,57	2775,93
E Minors employed in occupations for which rates have not been prescribed in this Agreement:		
First six months	1477,88	1625,67
Second six months	1650,89	1815,98
Thereafter	2303,36	2533,70
F Cardboard box-making operations:		
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by-		
(a) power	3416,75	3758,43
(b) hand	2754,44	3029,88
(ii) Cardboard box-makers	2303,36	2533,70
(iii) Making cardboard boxes, according to experience:		
First six months	1637,75	1801,53
Second six months	1650,89	1815,98
Thereafter	2303,36	2533,70
G Employees employed on hand typesetting and printing labels on a printing machine	3092,45	3401,70
H Employees employed on welt-making:		
(i) Splitting, skiving, cutting, grooving and bevelling	2303,36	2533,70
(ii) All other operators	2303,36	2533,70
I Packers	2303,36	2533,70
J Employees employed on currying	2665,40	2931,94
K Employees employed on spraying of leather	3086,42	3395,06
L Employees employed on knife-making		
(i) Welding and/or brazing and/or silver soldering	3717,44	4089,18
(ii) Finishing of joints after welding	2417,46	2659,21
(iii) Tack and/or spot welding	2303,36	2533,70
(iv) Bending to templet and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding	2303,36	2533,70
(Note: For the purpose of par. L, welding means continuous drawing of weld on seams or joints but excludes tack and/or spot welding)		
Employees employed in this section shall be taken into account when applying the provisions made for subclause "P" Ratios		

WAGES: FOOTWEAR NOT ELSEWHERE SPECIFIED

	Column A Per week	Column B Per week
(A) PATTERN DEPARTMENT		
(i) Qualified employees employed as pattern cutters and or CAD-CAM operators producing original standards and handgrading to restrictions, and/or shoe draughtsman	3869,82	4256,80
(ii) (a) employed on hand grading and not producing original standards	3270,44	3597,48
(b) employed on grading machines	3270,44	3597,48
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced	3270,44	3597,48
(d) CAD-CAM operator not producing original standard	3270,44	3597,48
(iii) Qualified employees on any operation not specified in (i) and (ii) hereof	2588,44	2847,28
(B) CLICKING DEPARTMENT		
Qualified employees on		
(i) Clicking and cutting uppers by hand or machine:		
(a) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins	3834,66	4218,13
White full chrome kip for the production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African (tannage)	3834,66	4218,13
Children's work, any material, all sizes up to and including size 1 1/2, and all leather slippers (men's, women's and children's)	3834,66	4218,13
(b) Any other materials	3834,66	4218,13
(c) Cutting by CAD-CAM technology :		
employed on nesting operation	3834,66	4218,13
employed on cutting (excluding nesting)	2368,29	2605,12
(d) Upper leather sorter grading and/or sorting for quality for issue to clickers	3869,82	4256,80
(e) Examining of cut leather components for quality	3869,82	4256,80
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet	2665,40	2931,94
Note: A trimming is a decoration which is not an essential part of the shoe upper. In the event of any disputes as to what comprises a small trimming', the Council's decision shall, after investigation, be final.		
Cutting from offal of inside tongues and narrow backstraps from children's, youth's and maids' stitchdowns or Oxford and Derby patterns	2665,40	2931,94
All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof		
Strap cutting to length from continuous rolls or hanks of pre-prepared material	2665,40	2931,94
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching	2365,73	2602,30
(iv) Giving out patterns	2588,44	2847,28
Operating splitting machine	2588,44	2847,28
(v) Size stamping and/or painting	2303,36	2533,70
Applying acme backing	2303,36	2533,70
(vi) Lazer Engraver/Die Puncher	2365,73	2602,30

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	Column A Per week	Column B Per week
(C) CLOSING DEPARTMENT		
Qualified employees on:		
(i) Puritan machining	2836,45	3120,10
(ii) Stitching aprons on uppers on out-sole stitching machines	2836,45	3120,10
(iii) Pilot machining	2682,78	2951,06
(iv) Strobel machining	2682,78	2951,06
(v) Other machining:		
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining	2317,48	2549,23
White full chrome kip for the production only of the whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage)	2317,48	2549,23
(b) Operations on leathers other than those specified in (a):		
Vamping	2433,18	2676,50
Flat binding by machine	2433,18	2676,50
Machining additional rows of stitching on the vamp, parallel to the vamp stitching	2433,18	2676,50
Golosh machining (whole goloshes)	2433,18	2676,50
Fancy shoes on the held-together system, machined through (all classes)	2433,18	2676,50
Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers)	2433,18	2676,50
Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides	2433,18	2676,50
Vamping shoes with quarters over vamps	2433,18	2676,50
Conveyor belt console operator feeding individual operators	2433,18	2676,50
(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality	2433,18	2676,50
(d) Computerised stitching machine operator	2368,29	2605,12
(e) All operations on children's work up to size 1½	2317,48	2549,23
All leather slippers (men's, women's and children's)	2317,48	2549,23
All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type)	2317,48	2549,23
(vi) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine	2433,18	2676,50
(vii) Bagging	2303,36	2533,70
Turning of binding	2303,36	2533,70
Button fastening	2303,36	2533,70
Buttonholding	2303,36	2533,70
Lacing	2303,36	2533,70
Handpunching	2303,36	2533,70
Portuguese seaming	2303,36	2533,70
Staying and taping	2303,36	2533,70
Seam rubbing	2303,36	2533,70
Seam hammering	2303,36	2533,70
Sewing on bows and buckles by hand or machine	2303,36	2533,70
Silk screen printing	2303,36	2533,70
Table-hands	2303,36	2533,70
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators)	2303,36	2533,70

3

		Column A Per week	Column B Per week
	(D) ROUGH STUFF DEPARTMENT		
	Class I Operations		
	Qualified employees:		
(i)	On cutting sole from leather	3683,43	4051,77
	On sorting, examining and fitting up ungraded and unstamped stock	3683,43	4051,77
	On sorting and examining graded and stamped stock	3683,43	4051,77
(ii)	On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather	3240,52	3564,57
	On reducing shaped rubber soles on the press	3240,52	3564,57
	[Ratio: See subclause (P)]		
	Class II Operations		
	Qualified employees on:		
(i)	Channelling:		
	Welted insoles	2665,40	2931,94
	Other work	2665,40	2931,94
(ii)	Press cutting operations, other than those in Class I	2740,64	3014,70
(iii)	Assembling from stock, whether or not sorted or graded	2588,44	2847,28
	Attaching ribs to welted insoles	2588,44	2847,28
	Decorative Sole Stitching (non-functional)	2588,44	2847,28
	Flap splitting	2588,44	2847,28
	Gemming and taping	2588,44	2847,28
	Heel breasting	2588,44	2847,28
	Heel building	2588,44	2847,28
	Heel compressing	2588,44	2847,28
	Slugging	2588,44	2847,28
	Sole and Insole rounding	2588,44	2847,28
	Sole groving, sole roughening and reducing on automatic machine	2588,44	2847,28
	Tip filling	2588,44	2847,28
	[Ratio: See subclause (P)]		
	Class III Operations		
	Qualified employees on:		
	Channel opening	2303,36	2533,70
	Edge covering	2303,36	2533,70
	Edge reducing	2303,36	2533,70
	Automatic edge preparation machine operating for soles prior to attachment	2303,36	2533,70
	Flexing	2303,36	2533,70
	Insole feathering	2303,36	2533,70
	Insole grooving	2303,36	2533,70
	Insole slotting	2303,36	2533,70
	Insole marking	2303,36	2533,70
	Lift and/or rand tacking	2303,36	2533,70
	Lip turning	2303,36	2533,70
	Press room scouring operations	2303,36	2533,70
	Shank assembling	2303,36	2533,70
	Shank moulding	2303,36	2533,70
	Skiving	2303,36	2533,70
	Size stamping	2303,36	2533,70
	Sole, insole and stiffener moulding	2303,36	2533,70
	Sole and insole splitting	2303,36	2533,70
	Sole grading machine operating	2303,36	2533,70
	Sole roughening for stuck-on work	2303,36	2533,70
	Solutioning	2303,36	2533,70
	Staining and/or inking of insoles	2303,36	2533,70
	Stiffener waxing and crimping	2303,36	2533,70
	Welt preparation	2303,36	2533,70
	[Ratio: See subclause (P)]		

4

	Column A Per week	Column B Per week
(E) MAKING DEPARTMENT		
Class I Operations		
Qualified employees on:		
(i) Pulling over, Consol lasting and/or Littleway lasting		
(a) Welted work, other than staple welted work	3683,43	4051,77
(d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots	3240,52	3564,57
(e) Combined pulling over and forepart lasting	3683,43	4051,77
(f) All other grades	3683,43	4051,77
(ii) Bed lasting (toes only):		
(a) Welted work, other than staple welted work	3683,43	4051,77
(b) Other Work	3683,43	4051,77
(iii) Lasting of seats and sides by machine		
(a) Welted work, other than staple welted work	2938,01	3231,81
(b) Other work	2938,01	3231,81
Note: If a lasting machine operator is required to last boots or toes through (i.e. seats and or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.		
(iv) Complete sole attaching by staple machine	2641,06	2905,17
Staple welt attaching	2641,06	2905,17
(v) Welt sewing	3683,43	4051,77
(vi) Rough rounding:		
(a) Welted work, other than staple welted work	3683,43	4051,77
(b) Stitchdowns	3683,43	4051,77
(c) Other work	3683,43	4051,77
(vii) Sole sewing by any machine	3683,43	4051,77
(viii) Sole stitching:		
(a) Welted work, other than staple welted work	3683,43	4051,77
(b) Stitching outer soles to runners on Indian sandals on a No.6 harness stitching machine and stitching runners or throughs to uppers of the moccasin type of footwear	3240,52	3564,57
(c) Other work	3683,43	4051,77
(ix)(a) Stitchdown staple lasting	2641,06	2905,17
(b) Stitchdown thread lasting	2641,06	2905,17
(c) Stitchdown toe forming	2641,06	2905,17
(d) Wiping platform covers by machine	2641,06	2905,17
(e) Lasting operations on a Kamborian machine	2641,06	2905,17
(f) String-lasting by hand	2641,06	2905,17
(x) Pounding:		
(a) Welted work, other than stapeled welted work	3089,30	3398,23
(b) Miners' and miners' type and army type boots (Army type boots means the heavy type of boot involving the same strenuous pounding as contract army boots	3385,71	3724,28
(c) Other work	3089,30	3398,23
Note: No employee under the age of 18 may be employed on pounding		
(xi) Examining	3683,43	4051,77
[Ratio: See subclause (P)]		

5

		Column A Per week	Column B Per week
Class II Operations			
Qualified employees on:			
(i)	Sole positioning on upper with pre-finished extended welt edge	2818,35	3100,19
(ii)	Positioning of pre-trimmed soles prior to and/or with stuck-on Press	2740,64	3014,70
(iii)	Stuck-on process work:		
	Sole positioning on upper and press, operating in one operation	2588,44	2847,28
	Sole positioning on upper at forepart and seat before pressing	2588,44	2847,28
	Press operating with the sole previously positioned (See Class III for tracking at seat only)	2588,44	2847,28
	Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear	2588,44	2847,28
	Stitchdown assembling and pulling over stitchdown work	2588,44	2847,28
	Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding	2588,44	2847,28
	Hobnailing by hand or machine	2588,44	2847,28
	Putting on toe plates and heel tips by hand or machine	2588,44	2847,28
	Heel attaching	2588,44	2847,28
	Football boot studding and barring	2588,44	2847,28
	Handlevelling, other than stitchdown	2588,44	2847,28
	Inseam trimming	2588,44	2847,28
	Jointing (clearing linings and tacking uppers down over joints)	2588,44	2847,28
	Loose nailing or pegging foreparts and waists	2588,44	2847,28
	Louis flap trimming by hand	2588,44	2847,28
	Machine levelling	2588,44	2847,28
	Screwing	2588,44	2847,28
	Sole attaching machine-sewn, riveted and/or riveted and stitched work	2588,44	2847,28
	Sole adhesive heat activating by machine	2588,44	2847,28
	Stiffener cornering and tacking	2588,44	2847,28
	Stitch separating	2588,44	2847,28
	String nailing	2588,44	2847,28
	Tacking forward of heel seats	2588,44	2847,28
	Upper roughening	2588,44	2847,28
	Waist reducing after being sewn	2588,44	2847,28
	Wooden heel fitting	2588,44	2847,28
	Welt butting and skiving	2588,44	2847,28
	Welt wheeling	2588,44	2847,28
	Rand welting by machine	2588,44	2847,28
	Slugging and gang slugging	2588,44	2847,28
	Attaching rand welting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine	2588,44	2847,28
	Back part and waist pre-moulding	2588,44	2847,28
	Back part moulding	2588,44	2847,28
(iv)	Vulcanising process:	2588,44	2847,28
	Vulcanising soles to lasted uppers	2588,44	2847,28
	Rand welting by machine	2588,44	2847,28
	Moulding of sole units	2588,44	2847,28

	Column A Per week	Column B Per week
Class III Operations		
Qualified employees on:		
Beating	2303,36	2533,70
Application by machine of hardening resins to puffs	2303,36	2533,70
Bottom filling	2303,36	2533,70
Channel closing and edge raising	2303,36	2533,70
Feeding nails to heeling machines	2303,36	2533,70
Hand levelling of stitchdowns	2303,36	2533,70
Heel covering	2303,36	2533,70
Inserting stiffeners and puffs	2303,36	2533,70
Louis heel flap clamping, Louis heel slicking	2303,36	2533,70
Louis heel flap trimming by machine	2303,36	2533,70
Reverse seat moulding for stitchdowns	2303,36	2533,70
Seat nailing and/or pegging	2303,36	2533,70
Seat rounding	2303,36	2533,70
Shank attaching	2303,36	2533,70
Sole tacking at seat for stuck-on process	2303,36	2533,70
Solutioning, damping and pasting	2303,36	2533,70
Sorting hobs	2303,36	2533,70
Sole laying welted work and/or rubber soles	2303,36	2533,70
Sole tacking or sole fitting throughs and runners	2303,36	2533,70
Tack pulling	2303,36	2533,70
Tacking bottom stock to last	2303,36	2533,70
Tacking over backs before pulling over on closed back shoes, task being placed not further than 25mm from middle of back of heel seat	2303,36	2533,70
		
Tacking over sandal backs where no stiffener is inserted	2303,36	2533,70
Tacking top pieces on stitchdowns and sandals	2303,36	2533,70
All other wire grip tacking	2303,36	2533,70
Upper stapling after lasting sides	2303,36	2533,70
Upper trimming	2303,36	2533,70
Plastic pelletising and granulating	2303,36	2533,70
[Ratio: See subclause (P)]		

7

	Column A Per week	Column B Per week
HAND-LASTING OPERATIONS		
Qualified employees on:		
(i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear	3270,44	3597,48
Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.		
(ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins	2588,44	2847,28
Hand-lasting seats of stitchdowns	2588,44	2847,28
Hand-lasting in the manufacture of clogs	2588,44	2847,28
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip	2588,44	2847,28
(F) FINISHING DEPARTMENT		
Operations		
Qualified employees on:		
(iii) Edge trimming:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	3240,52	3564,57
Rubber and rubber composition soles	3240,52	3564,57
Children's footwear, all sizes up to and including size 12	3240,52	3564,57
All slippers (men's, women's and children's)	3240,52	3564,57
Stitchdown footwear produced from box hide and willow hide	3240,52	3564,57
(b) All other work	3683,43	4051,77
(iv) Edge setting:		
(a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	2641,05	2905,16
Through runners	2641,05	2905,16
Waist and/or top pieces	2641,05	2905,16
Children's footwear, all sizes up to and including size 12	2641,05	2905,16
All slippers (men's, women's and children's)	2641,05	2905,16
Stitchdown footwear produced from box hide and willow hide	2641,05	2905,16
(b) Automatic edge-setting machine, all grades	2641,05	2905,16
(c) All other work	3240,52	3564,57
(v) Heel trimming	2641,05	2905,16
(vi) Examining	3683,43	4051,77
[Ratio: See subclause (P)]		

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	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
Bitting by hand or machine	2588,44	2847,28
Bottom scouring	2588,44	2847,28
Heel scouring	2588,44	2847,28
Heel spraying	2588,44	2847,28
Ploughing out	2588,44	2847,28
Complete finishing by hand	2588,44	2847,28
Top piece trimming	2588,44	2847,28
Bunk wheeling	2588,44	2847,28
Louis flap ironing	2588,44	2847,28
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge	2588,44	2847,28
Seat wheeling	2588,44	2847,28
Top ironing, i.e. Marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished	2588,44	2847,28
Welt wheeling	2588,44	2847,28
Decorative feather stitching by hand after the sole is permanently attached to the upper	2588,44	2847,28
[Ratio: See subclause (P)]		
Class III Operations		
Qualified employees on:		
Brushing, padding and/or burnishing	2303,36	2533,70
Crow wheeling	2303,36	2533,70
Finger scouring	2303,36	2533,70
Heel breast cornering	2303,36	2533,70
Inking, staining, waxing and damping	2303,36	2533,70
Inserting, slipping and putting away lasts	2303,36	2533,70
Ploughing (removing the scarf round under edge of sole)	2303,36	2533,70
Rubbing of edges and bottoms	2303,36	2533,70
Spew and/or flash trimming	2303,36	2533,70
Conveyor belt loading	2303,36	2533,70
[Ratio: See subclause (P)]		
(G) SHOE ROOM		
Qualified employees on:		
Faking	3118,19	3430,01
Defined aesthetics upper spraying	3118,19	3430,01
Examining	3118,19	3430,01
Patent repairing	2303,36	2533,70
Embossing and/or stamping	2303,36	2533,70
Boxing	2303,36	2533,70
Dressing and/or sizing	2303,36	2533,70
Dressing by spray-gun	2303,36	2533,70
Hand polishing and cleaning	2303,36	2533,70
Ironing	2303,36	2533,70
Labelling	2303,36	2533,70
Lining trimming	2303,36	2533,70
Size stamping on footwear	2303,36	2533,70
Socking	2303,36	2533,70
Stamping descriptions and sizes on labels	2303,36	2533,70
Quarter forming by machine	2303,36	2533,70
Smoothing insole before socking or boxing	2303,36	2533,70

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	Column A Per week	Column B Per week
(H) MILL-ROOM OPERATIONS		
Qualified employees on:		
(i) Group 2:		
Calendar operating	2355,52	2591,07
Batch mass-measuring and assembling of chemicals	2355,52	2591,07
Operating extruding machine	2355,52	2591,07
Operating an open mixing mill with a width of not less than 1,52m	2355,52	2591,07
Operating internal mixer	2355,52	2591,07
Slabbing sheet rubber to gauge (stretching compound)	2355,52	2591,07
Operating an open mixing mill with a width of less than 1,52m but not less than 1,01m	2355,52	2591,07
Warming compound on open mill	2355,52	2591,07
Hydraulic press operating	2355,52	2591,07
Operating splitting machine	2355,52	2591,07
(ii) Group 1:		
Issuing soles and heels	2303,36	2533,70
Press cutting blanks (clicking)	2303,36	2533,70
Attending autoclave	2303,36	2533,70
Assisting mass-measurer	2303,36	2533,70
Mould checking	2303,36	2533,70
Operating an open mixing mill with a width of less than 1,01m	2303,36	2533,70
Masticating, sheeting out, cracking or breaking compound	2303,36	2533,70
Buffing or scouring machine operations	2303,36	2533,70
Feeding rubber into calendar (feeding stretchers)	2303,36	2533,70
Grinding scrap by machine	2303,36	2533,70
Mould cleaning	2303,36	2533,70
Trimming	2303,36	2533,70
Blank cutting and mass-measuring to fixed standards	2303,36	2533,70
Extruding into trays	2303,36	2533,70
Bale cutting	2303,36	2533,70
Sieving chemicals, buffings and grindings	2303,36	2533,70
Stencilling or making bales	2303,36	2533,70
Applying powder	2303,36	2533,70
Packing soles and heels	2303,36	2533,70
Granulating	2303,36	2533,70
Assisting calendar operator	2303,36	2533,70
Dipping machine operator	2303,36	2533,70
(I) HIGH FREQUENCY WELDING		
Qualified employees on:		
(i) High-frequency welding, embossing pre-cut uppers	2417,46	2659,21
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding)	3834,66	4218,13
(iii) High-frequency welding, embossing of socks and other components	2303,36	2533,70
(iv) High-frequency welding, combined with cutting of socks and other components	2665,40	2931,94

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	Column A Per week	Column B Per week
(J) FLOW MOULDING		
Qualified employees on:		
(i) Flow moulding pre-cut uppers	2417,46	2659,21
(ii) Flow moulding pre-cut socks	2417,46	2659,21
(iii) Flow moulding where eventual upper is presented in liquid form	2417,46	2659,21
(iv) Colour application to moulds prior to flow moulding	2417,46	2659,21
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials	2417,46	2659,21
(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING		
Qualified employees on:		
Injection moulding units to lasted uppers or string-lasted uppers or sole units:		
(a) Where one employee is employed on an injection moulding machine	2588,44	2847,28
(b) Where two employees are employed on an injection moulding machine each shall be paid	2588,44	2847,28
(c) Every employee in excess of two employed on an injection moulding machine shall be paid	2303,36	2533,70
(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OF WITH THE ASSISTANCE OF ANY OTHER DEVICE		
Qualified employees on:		
(i) String-lasting of fabric uppers	2588,44	2847,28
(ii) String-lasting of synthetic uppers	2588,44	2847,28

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	Column A Per week	Column B Per week
(M) WOODEN UNIT MANUFACTURING		
Operations not provided for in any other section in clause 1 of this Annexure:		
(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):		
Qualified employees on:		
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section	2740,64	3014,70
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers	2740,64	3014,70
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers	2303,36	2533,70
(iv) Cutting or guillotining of laminated blanks to produce heel covering material	2740,64	3014,70
(v) Cutting of heel covers to a pattern from layered heel covering material	2740,64	3014,70
(vi) (aa) Cross cutting of timber into lengths	2303,36	2533,70
(ab) Shaping of heels and heel-breasts, using templets and/or jigs and/or guides	2303,36	2533,70
(ac) Cutting or scouring for pitching of heels, using templets and/or jigs and/or guides	2303,36	2533,70
(ad) Cupping of heels to fit heel seats	2303,36	2533,70
(vii) Cementing heels and heel covers	2303,36	2533,70
(viii) Spotting of heel covers to heels and pressing	2303,36	2533,70
(ix) Trimming of heel covers	2303,36	2533,70
(x) Top piece attaching	2588,44	2847,28
(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Qualified employees on:		
(i) Selecting and/or planning of raw timber	2303,36	2533,70
(ii) Measuring, marking and cutting timber into required lengths	2303,36	2533,70
(iii) Marking top and side elevation for profile cutting of unit	2303,36	2533,70
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base	2588,44	2847,28
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin	2588,44	2847,28
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance	2303,36	2533,70
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units	2588,44	2847,28
(viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles	2303,36	2533,70
(ix) Attaching top pieces to heels	2588,44	2847,28
(x) (aa) Scouring units by automatic machines prior to or after sole attaching	2303,36	2533,70
(ab) Scouring units by hand prior to or after sole attaching	2588,44	2847,28
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations	2303,36	2533,70
(xii) Examining for quality	3118,19	3430,01
(xiii) Repairing of units	2303,36	2533,70
(xiv) Size stamping	2303,36	2533,70
(xv) Varnishing, painting, spraying or dipping units	2303,36	2533,70
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting	2303,36	2533,70

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	Column A Per week	Column B Per week
(N) LEARNERS		
(i) Learners employed on the operations referred to in Clause 4, according to experience:		
First six months	1933,31	2126,64
Second six months	2135,59	2349,15
Third six months	2348,29	2583,12
Fourth six months	2524,71	2777,18
Fifth six months	2832,92	3116,21
Thereafter, the prescribed rate		
(ii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months	1478,46	1626,31
Second six months	1651,10	1816,21
Thereafter, the prescribed rate.		
(iii) Learners employed on the operations referred to in subclause (H), according to experience:		
First six months	1478,46	1626,31
Second six months	1651,10	1816,21
Thereafter, the prescribed rate		
(iv) Other learners, according to experience:		
First six months	1478,46	1626,31
Second six months	1651,10	1816,21
Third six months	1831,73	2014,90
Fourth six months	2033,65	2237,02
Thereafter, the prescribed rate.		
Provided that -		
(i) A learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate on which he is engaged;		
(ii) learners in the Closing Department or Shoe Room shall - (aa) after the second six months of experience become entitled to a wage of R2303,36 per week if employed on operations for which this rate is prescribed; (ab) after the third six months of experience become entitled to a wage of R2433,21 per week if employed on operations for which these rates are prescribed; (ac) after the fourth six months of experience being entitled to a wage of R2682,78 per week or R2836,45 if employed on operations for which these rates are prescribed.		
(iii) learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the second six months of experience, become entitled to a wage of R2303,36 Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion: Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.		

13

	Column A Per week	Column B Per week
(O) GENERAL WORKERS		
General Workers.....	2303,36	2533,70
(P) RATIOS		
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three. Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios		
(Q) MILK		
All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.		

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WAGES: FOOTWEAR AS SPECIFIED BELOW

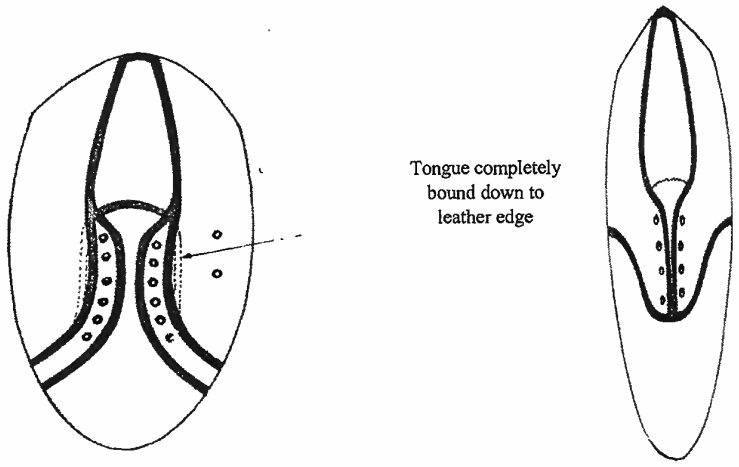
[For applicable definitions, see subclause (5) hereunder]

Group 1: Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toecaps manufactured only from rubber, all of one colour, the binding of which shall be no greater than the binding depicted in the line drawings in illustration 1(a) and (b) and substantially similar in colour to the canvas uppers.
Provided that where there is a difference in depth between the shade of the uppers and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard methods, Third Edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105 / Part 2)
Provided further that -

(i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
(ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1(a) and (b);
(iii) where studs and/or bars are provided, these shall not protrude more than six millimetres from the soles;
(iv) where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;
(v) the said bindings shall be made of canvass fabric but that its mass may be less than 400 grammes per square metre.

Group 2: Rubber footwear, either unlined or lined with fabrics.
Group 3: Wholly moulded footwear.
Group 4: Canvas fabric sandals.

ILLUSTRATION 1



(a) (b)

15

	Column A Per week	Column B Per week
(1) WAGES		
A. LACE-UP RUBBER BOOTS		
Qualified employees on:		
(i) Marking and/or cutting of textile fabrics	3418,00	3759,80
(ii) Cutting of rubber uppers	2664,25	2930,68
(iii) Cutting of fabric impregnated with rubber	2665,40	2931,94
(iv) Closing Departments:		
(a) Upper closing	2433,18	2676,50
(b) Lining closing	2433,18	2676,50
(c) Eyeletting	2433,18	2676,50
(d) Buffing tongues	2303,36	2533,70
(e) Inserting tongues	2303,36	2533,70
(f) Securing tongues	2303,36	2533,70
(g) Table-hands	2303,36	2533,70
(v) All sole cutting operations, whether by hand or press	3270,44	3597,48
(vi) All other press cutting operations (bottom stock only)	2303,36	2533,70
(vii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole)	2588,44	2847,28
(viii) Insole attaching	2303,36	2533,70
(ix) Placing material around the last	2303,36	2533,70
(x) Sole attaching	2303,36	2533,70
(xi) Atteriding an autoclave	2303,36	2533,70
(xii) Solutioning by hand	2303,36	2533,70
(xiii) Solutioning by machine	2303,36	2533,70
(xiv) (a) Moulding of soles, heels and/or sole and heel units	2303,36	2533,70
(b) Moulding of boots other than in an autoclave	2303,36	2533,70
(xv) Hobnailing	2588,44	2847,28
(xvi) Sole roughing	2303,36	2533,70
(xvii) Upper roughing	2303,36	2533,70
(xviii) Edge trimming	2303,36	2533,70
(xix) Spew and/or flash trimming on moulded boots	2303,36	2533,70
(xx) Inserting laces	2303,36	2533,70
(xxi) Slipping and sorting lasts	2303,36	2533,70
(xxii) Trimming linings	2303,36	2533,70
(xxiii) Rolling uppers	2303,36	2533,70
(xxiv) Cutting and/or inserting stays	2303,36	2533,70
(xxv Dressing	2303,36	2533,70
(xxvi) Cleaning	2303,36	2533,70
(xxvii) Stamping sizes on linings	2303,36	2533,70
(xxviii) Loading trolley for autoclave	2303,36	2533,70
(xxx) Pairing	2303,36	2533,70
(xxxi) Attaching throughts or insole covers	2303,36	2533,70
(xxxii) Operations not specified in (i) to (xxx) above	2303,36	2533,70
(xxxiii) General workers	2303,36	2533,70

	Column A Per week	Column B Per week
B. OTHER FOOTWEAR IN THIS SECTION		
Qualified employees on:		
(i) Upper cutting Department:		
Group 1:		
Marking and/or cutting (from canvas or fabric)	3417,99	3759,79
Group 2:		
Assisting clicker	2303,36	2533,70
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber)	2303,36	2533,70
Gum boots	2303,36	2533,70
Size marking	2303,36	2533,70
(ii) Closing Department:		
Group 3:		
Attaching stays	2303,36	2533,70
Size stamping on linings	2303,36	2533,70
Tread trimming	2303,36	2533,70
All other closing room operations, including eyeletting, perforating and skiving	2433,18	2676,50
(iii) Bottom stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand	3270,44	3597,48
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels	2303,36	2533,70
Group 6:		
All other press cutting operations	2303,36	2533,70
(iv) Making Department:		
Group 7:		
Applying insole filler	2303,36	2533,70
Size stamping insole	2303,36	2533,70
Hand-lasting, rubber sole attaching by hand	2303,36	2533,70
Vulcanising soles to uppers	2303,36	2533,70
Solutioning by hand or machine	2303,36	2533,70
Assembling	2303,36	2533,70
Direct moulding of soles to canvas uppers	2417,46	2659,21
Injection moulding of units to lasted uppers or string-lasted uppers or of sole units:		
(a) Where one employee is employed on an injection moulding machine	2588,44	2847,28
(b) Where two employees are employed on an injection moulding machine, each shall be paid	2588,44	2847,28
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid	2588,44	2847,28
String-lasting	2417,46	2659,21
Lasting operations on a Kamborian machine	2665,40	2931,94
Lasting seats or sides by machine	2965,25	3261,78
Combined pulling over and forepart lasting	3717,44	4089,18
(v) Group 8:		
Hobnailing by hand or machine	2588,44	2847,28
(vi) Group 9:		
Attaching back strip	2303,36	2533,70
Attaching foxing	2303,36	2533,70
Attaching insole	2303,36	2533,70
Attaching lining to upper	2303,36	2533,70
Cementing	2303,36	2533,70
Cleaning soles	2303,36	2533,70

	Column A Per week	Column B Per week
Cutting foxing	2303,36	2533,70
Feeding conveyer	2303,36	2533,70
Granulating	2303,36	2533,70
Inserting the puffs	2303,36	2533,70
Rolling uppers	2303,36	2533,70
Slipping lasts	2303,36	2533,70
Sole rolling	2303,36	2533,70
Supplying lasts	2303,36	2533,70
Trimming uppers	2303,36	2533,70
Mass-measuring pellets for direct moulding	2303,36	2533,70
Wheeling	2303,36	2533,70
Checking and repairing	2303,36	2533,70
Edge scouring	2303,36	2533,70
Silk screen printing	2303,36	2533,70
(vii) Any operations not specified in (i) to (vi) above	2303,36	2533,70
(viii) General Workers	2303,36	2533,70
(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)		
According to experience:		
First six months	1477,88	1625,67
Second six months	1651,10	1816,21
Thereafter, the prescribed rate:		
(3) RATIOS		
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.		
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios		
(4) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
(5) DEFINITIONS		
For the purposes of this clause -		
"Rubber" includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof; "canvas fabric" means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascals or 1,32 millimetres at 5 kilopascals and its mass shall be not less than 400 grammes per square metre, the characteristics of which are strength and firmness; "one colour" is an entirely natural or bleached colour of one solid shade or tone.		

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	Column A Per week	Column B Per week
CLAUSE 3 : SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER		
(1) WAGES		
Qualified employees on:		
A. Upper Cutting Department:		
(i) Upper cutting	3416,75	3758,43
(ii) Stock cutting and/or lining cutting	2665,40	2931,94
(iii) Upper assembling	2665,40	2931,94
(iv) Marking and/or stamping	2303,36	2533,70
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning	2317,48	2549,23
(ii) Machining of uppers, socks, pads and soft soles together	2433,18	2676,50
(iii) Machining elastic bound edges of uppers to soft soles	2433,18	2676,50
C. Rough Stuff Department:		
(i) Sole cutting from leather	3717,44	4089,18
(ii) Sole cutting from other than leather	3270,44	3597,48
(iii) Insole cutting and lift and top-piece cutting	3270,44	3597,48
(iv) Stamping	2303,36	2533,70
(v) Heel covering	2303,36	2533,70
D. Making Department:		
(i) Slipper turn sewing	2823,98	3106,38
(ii) Steaming and blocking into shape:		
(a) Felt work	2588,44	2847,28
(b) Leather work, fabric Cubans	2588,44	2847,28
(iii) Stuck-on process:		
(a) Hand-lasting	2588,44	2847,28
Sole roughening	2588,44	2847,28
Sole positioning on upper and press operating in one operation	2588,44	2847,28
Sole positioning on upper and forepart seat before pressing	2588,44	2847,28
Press operating with sole previously positioned	2588,44	2847,28
(b) Solutioning operation	2303,36	2533,70
(c) Sole and insole tacking	2303,36	2533,70
(iv) Vulcanising soles to lasted uppers	2588,44	2847,28
(v) Slugging	2303,36	2533,70
(vi) Channelling	2303,36	2533,70
Hand-levelling	2303,36	2533,70
Heel attaching	2303,36	2533,70
Tacking backs	2303,36	2533,70
(vii) Slipper turning	2303,36	2533,70
(viii) Fetching and putting away lasts	2303,36	2533,70
(ix) Inserting heel pads	2303,36	2533,70
(x) Conveyor operating	2303,36	2533,70
(xi) Direct injection moulding or pouring of any materials used for soiling and unit converting: Direct injection moulding of units to lasted uppers or string-lasted uppers or uppers with stitched-in socks:		
(a) Where one employee is employed on an injection moulding machine	2588,44	2847,28
(b) Where two employees are employed on an injection moulding machine each shall be paid	2588,44	2847,28
(c) Where more than two employees are employed on injection moulding machine each shall be paid	2588,44	2847,28

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	Column A Per week	Column B Per week
E. Finishing Department		
Edge trimming	3270,44	3597,48
Edge setting	2668,40	2935,24
Heel trimming	2303,36	2533,70
Scouring operations	2303,36	2533,70
Inking, staining and brushing	2303,36	2533,70
Slipping uppers	2303,36	2533,70
F. Shoe Room Department		
Examining		
All other Shoe Room operations	2303,36	2533,70
(2) LEARNERS		
According to experience:		
First six months	1477,88	1625,67
Second six months	1650,89	1815,98
Third six months	1831,73	2014,90
Fourth six months	2033,67	2237,04
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:		
Provided further that learners on operations for which a wage rate of R1684,44 prescribed shall, after the second six months of experience, become entitled to this wage rate;		
(3) GENERAL WORKERS		
General workers	2303,36	2533,70
(4) RATIO		
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees "Part of three" means a remainder of not less than two after the number of qualified employees have been divided by three.		
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall also be taken into account when applying the provisions made for ratios		
(5) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		

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	Column A Per week	Column B Per week
CLAUSE 4: "PLATNATE" AND "DOPPERS"		
Note: "Platnate" and "doppers" mean footwear wholly or mainly stitched by hand with riempies or pitch thread.		
Qualified employees on:		
(i) Clicking	2584,48	2842,93
(ii) Machining by power	2317,48	2549,23
Machining other than by power	2317,48	2549,23
Other Closing Department operations	2317,48	2549,23
(iii) Sole cutting by power	3057,98	3363,78
Sole cutting other than by power	2303,36	2533,70
(iv) Pulling over by hand and/or hand-lasting	2303,36	2533,70
Stitching by hand	2303,36	2533,70
(v) Edge trimming by power	2608,36	2869,20
Edge trimming other than by power	2303,36	2533,70
(vi) Pairing and/or size marking	2303,36	2533,70
(vii) Any operation other than those specified in (i) to (vi) hereof	2303,36	2533,70
(2) LEARNERS		
According to experience:		
First six months	1477,88	1625,67
Second six months	1650,89	1815,98
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged;		
(3) GENERAL WORKERS		
General workers	2303,36	2533,70
(4) RATIO		
Taken collectively, for all operations prescribed in this schedule (Annexure D), there shall be no more than one learner employed to three or part of three qualified employees "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three.		
Provided that: Employees employed in section "WAGES: GENERAL" of this annexure shall be taken into account when applying the provisions made for ratios		
(5) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations.		

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DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 6990 **9 January 2026**

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE GENERAL GOODS AND HANDBAG SECTOR AMENDING COLLECTIVE 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 **National Bargaining Council of the Leather Industry of South Africa,** 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 June 2026.

MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 02/12/2025

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

R. ..... **USUKU: .....**

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995

UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI BESIGABA SEZIMPAHLA EZIJWAYELEKILE KANYE NEZIKHWAMA EZINCANE EZIPHATHWA ABESIFAZANE ESICHIBIYELAYO, SELULELWA KULABO ABANGEYONA INGXENYE YESIVUMELWANO

Mina, **NOMAKHOSAZANA METH**, onguNgqongqoshe Wezemisebenzi NezabaSebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **kuMkhandlu KaZwelonke Wokuxoxisana phakathi kwabaQashi Nabasebenzi Embonini Yezikhumba,** futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlangulana 2026.

MS N METH, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 02/12/2025

SCHEDULE

NATIONAL BARGAINING COUNCIL OF THE LEATHER

INDUSTRY OF SOUTH AFRICA

GENERAL GOODS AND HANDBAG SECTOR

COLLECTIVE AGREEMENT

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

(a) **Association of South African Manufacturers of Luggage, Handbags and General Goods**

(Hereinafter referred to as the employers@ or the "employer organization") of the one part, and the

(b) **National Union of Leather and Allied Workers (N.U.L.A.W)**

and

(c) **Southern African Clothing and Textile Workers Union**

(Hereinafter referred to as the employees or the trade unions) of the other part, being the parties to the National Bargaining Council of the Leather Industry of South Africa, to amend the Agreement for the General Goods and Handbag Sector, published under Government Notices No. R.1193 of 17 December 2010, R.524 of 24 June 2011, R.1018 of 7 December 2011, R.885 of 2 November 2012, R.771 of 18 October 2013, R.790 of 17 October 2014, R.1044 of 30 October 2015, R.765 of 24 June 2016, R.1280 of 21 October 2016, 758 of 29 September 2017, R.1230 of 16 November 2018, R.1413 of 01 November 2019, R.219 of 18 March 2021, R.453 of 28 May 2021, R.1588 of 10 December 2021, R.2701 of 4 November 2022, R.4038 of 10 November 2023 and R.5767 of 24 January 2025.

1

1. CLAUSE 1 - SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this agreement shall be observed in the General Goods and Handbag Section of the Leather Industry:

(a) in the Republic of South Africa,

(b) by all employers who are members of the employer organisation, and by all employees who are members of the trade unions who are engaged or employed in the General Goods and Handbag sectors of the Leather Industry respectively.

(2) Notwithstanding the provisions of subclause (1), the terms of this agreement shall apply only to employees for whom wages are prescribed in Annexure C to the agreement, and to the employers of such employees.

(3) The terms of this agreement shall not apply to non-parties in respect of Clauses 1(1)(b) and 2(1).

2. CLAUSE 2 - DATE AND PERIOD OF OPERATION

(1) This agreement shall come into operation for the parties on 1 July 2025 and remain in force for the period ending 30 June 2026.

(2) This agreement shall come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to non-parties and shall remain in force for the period ending 30 June 2026.

3. CLAUSE 13 – ORGANISATIONAL RIGHTS

Sub-Clause (4) Shop Stewards Leave

Substitute subclause (i) with the following:

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An elected shop steward shall be entitled to six days' paid leave and three day's unpaid leave in a calendar year to attend training courses or any other union business. The granting of paid leave in terms of this sub-clause, shall be limited to one shop steward if there are between 10 and 50 employees for whom trade union subscriptions are being deducted and thereafter one shop steward for every additional 50 employees for whom trade union subscriptions are being deducted.

4. ANNEXURE C -

Substitute Annexure "C" with the following:

"Nothing in this agreement shall operate to reduce any time wage at present being paid which is more favourable to an employee than that laid down in this agreement for such employee while he remains in the service of the same employer."

3

ANNEXURE C

1. WAGE RATES

	Column A Per Week	Column B Per Week
(A) The following wage rates shall be paid to employees engaged in the General Goods and Handbag Section of the Industry:		
(i) Foreman (Grade C1)	3045.70	3350.27
(ii) Chargehand (Grade B2)	2314.12	2545.53
(iii) Despatch Clerk (Grade A3)	1948.71	2143.58
(iv) Driver of a motor vehicle authorised to carry or haul a payload of:		
(a) Under 2722 Kg (Grade B1)	2019.74	2221.71
(b) Over 2722 Kg (Grade B2)	2314.12	2545.53
(v) General Worker (Grade A1)	1507.22	1657.94
(vi) Night Watchman (Grade A2)	1639.69	1803.66
(vii) Packer (Grade A1)	1507.22	1657.94
(viii) Storeman (Grade A3)	1948.71	2143.58
(B) The following wage rates shall be paid to qualified employees engaged in the manufacture of Travelling Requisites, Saddlery, Harnesses, Braces, Personal Goods and Handbags:		
(i) Grade A1	1507.22	1657.94
(ii) Grade A2	1639.69	1803.66
(iii) Grade A3	1948.71	2143.58
(iv) Grade B1	2019.74	2221.71
(v) Grade B2	2314.12	2545.53
(vi) Grade B3	2533.86	2787.25

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	Column A Per Week	Column B Per Week
(C) The following wage rates shall be paid to qualified employees engaged in the manufacture of balls in the Magisterial Districts of Bellville, Goodwood and Durban and Cricket and Hockey Balls in the Magisterial District of Wynberg:		
(i) Grade A1	1507.22	1657.94
(ii) Grade A2	1639.69	1803.66
(iii) Grade A3	1948.71	2143.58
(iv) Grade B1	2019.74	2221.71
(v) Grade B2	2314.12	2545.53
(vi) Grade B3	2533.86	2787.25
(D) The following wage rates shall be paid to Learners, other than those referred to in subclause (A):		
During the first six months of experience	1221.85	1344.04
During the second six months of experience	1458.62	1604.48

2. PROPORTION AND RATIO OF EMPLOYEES

(1) Travelling requisites -

(a) Not less than one foreman shall be employed in every establishment.

(b) In each of the wage categories listed in paragraphs (i), (ii), (iii), (iv), (v) and (vi) of subclause (b) not more than one learner may be employed for every qualified employee employed in that category.

(2) Saddlery -

(a) Not less than one foreman shall be employed in every establishment.

(b) In each of the wage categories listed in paragraphs (ii), (iii), (iv), (v), and (vi) of subclause (b), not more than one learner may be employed for every qualified employee employed in that category.

(3) Harness -

(a) Not less than one foreman shall be employed in each establishment.

(b) For each employee receiving a wage of not less than R1657.94 per week during the period ending 30 June 2026, not more than one employee may be employed at a wage less than R1657.94: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

(4) Braces -

For each employee receiving a wage of not less than R1657.94 per week during the period ending 30 June 2026, not more than one employee may be employed at a wage less than R1657.94: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed.

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(5) Personal Goods –
For each employee receiving a wage of not less than R1657.94 per week during the period ending 30 June 2026, not more than one employee may be employed at a wage less than R1657.94: Provided that general workers shall not be taken into consideration when determining the number of such employees that may be employed

(6) Handbags –
(a) Not less than one foreman shall be employed in each *establishment*.
(b) The number of learners employed in each *establishment* shall not exceed three such employees to every two qualified employees employed in such *establishment*.
(c) Notwithstanding the provisions of subclause (1), the following departmental ratios shall be observed:
(i) Cutting Department - Not more than three learner cutters shall be employed to every two qualified cutters employed in each *establishment*.
(ii) Machining Department - Not more than three learner machinists shall be employed to every two qualified machinists employed in each *establishment*.
(iii) Handbag framing department - Not more than three learners handbag framers shall be employed to every two qualified handbag framers employed in each *establishment*.

SIGNED AT **DURBAN** ON THIS **23RD DAY** OF **JULY 2025**

D GANESAN, Member of the Council .....

A BENJAMIN, Member of the Council .....

V MEMBINKOSI, Member of the Council .....

I RYNEVELD, General Secretary of the Bargaining Council .....

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DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 6991 **9 January 2026**

LABOUR RELATIONS ACT, 1995

LABOUR RELATIONS ACT, 1995: BARGAINING COUNCIL FOR THE FOOD RETAIL, RESTAURANT, CATERING AND ALLIED TRADES: EXTENSION OF PERIOD OF OPERATION OF THE MAIN COLLECTIVE AGREEMENT TO NON-PARTIES

I, **STEPHEN DAVID RATHAI**, Director: Collective Bargaining, duly authorized by the Minister of Employment and Labour, hereby, in terms of section 32(6)(a)(i) of the Labour Relations Act, 1995, extend the periods fixed in Government Notices No. R.1756 of 11 February 2022, R.3068 of 21 February 2023, R.4398 of 23 February 2024 and R.5868 of 13 February 2025 from 1 March 2026 by a further period ending 28 February 2027.

DIRECTOR: COLLECTIVE BARGAINING

DATE: 15/12/2025

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001
Contact Centre Tel: 012-748 6200. eMail: info.egazette@gpw.gov.za
Publications: Tel: (012) 748 6053, 748 6061, 748 6065

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