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Contents

No.		Gazette No.	Page No.
GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS			
Employment and Labour, Department of / Indiensneming en Arbeid, Departement van			
R. 7045	Labour Relations Act, 1995: Bargaining Council for the Civil Engineering Industry (BCCEI): Extension of the Wage and Task Grade Collective Agreement to Non-Parties	54030	3

GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 7045 **23 January 2026**

LABOUR RELATIONS ACT, 1995

BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY (BCCEI): EXTENSION OF THE WAGE AND TASK GRADE COLLECTIVE AGREEMENT TO NON-PARTIES

I, **NOMAKHOSAZANA METH**, Minister of Employment and Labour hereby in terms of section 32(2) read with section 32(5) of the Labour Relations Act, 1995, declare that the Wage and Task Grade Collective Agreement which appears in the Schedule hereto, which was concluded in the **Bargaining Council for the Civil Engineering Industry (BCCEI)** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the **Wage and Task Grade Collective 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 31 August 2028.

MS N METH, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 14 January 2026

UMNYANGO WEZEMISEBENZI NEZABASEBENZI

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

UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995

UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI EMBONINI YONJINIYELA BEZOKWAKHIWA KWEMIGWAQO NAMABHULOHO: UKWELULWA KWESIVUMELWANO SEMIHOLO KANYE NESIGABA SEMISEBENZI YEZABASEBENZI, SELULELWA KULABO ABANGEYONA INGXENYE YESIVUMELWANO

Mina, **NOMAKHOSAZANA METH**, onguNgqongqoshe Wezemisebenzi Nezabasebenzi, ngokwesigaba-32(2) sifundwa nesigaba 32(5) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngazisa ukuthi isivumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini Yonjiniyela Bezokwakhiwa Kwemigwaqo Namabhuloho,** futhi ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi, ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni, kusukela ngomSombuluko wesibili emva kokushicilelwa kwalesiSaziso kuze kube mhlaka 31 kuNcwaba 2028.

MS N METH, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 14 January 2026

BCCEI
Bargaining Council for the
Civil Engineering Industry

WAGE AND TASK GRADE COLLECTIVE AGREEMENT

SCHEDULE

BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY

WAGE AND TASK GRADE COLLECTIVE AGREEMENT

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

Employers' Organisations

Consolidated Employers Organisation (CEO)

South African Forum of Civil Engineering Contractors (SAFCEC)

(Hereinafter referred to as the "employer" or the "employers organisation" of the one party and the –

Trade Unions

Building, Construction and Allied Workers Union (BCAWU)

National Union of Mineworkers (NUM)

(Hereinafter referred to as the "employees" or the "trade union" of the other party, being the parties to the Bargaining Council for the Civil Engineering Industry)

PREAMBLE

This agreement was entered into by and between the members of the employers' organisations and the members of the trade unions after the conclusion of the industry national wage negotiations undertaken under the auspices of the Bargaining Council for the Civil Engineering Industry.

The Minister of Employment and Labour has extended this agreement to all the employers and employees in the industry that are not signatories of this agreement. This has the effect of making the agreement applicable to all employers and employees in the industry

A1

Table of Contents

SCHEDULE 1

APPLICATION AND INTERPRETATION OF AGREEMENT 1

1. Application of Agreement 1

2. Scope of Application of Agreement 1

3. Definitions and Expressions 3

CHAPTER 1 – GENERAL 6

1. Administration of the Agreement 6

2. Designated Agents 6

3. Levels of bargaining in the industry and peace obligation 7

4. Attendance of worker representatives at Council committee meetings 7

CHAPTER 2 - EXEMPTIONS 8

1. Provisions relating to an application for exemption: 8

CHAPTER 3 - WAGES, WAGE TABLES AND TASK GRADE INTERPRETATION 8

1. Wages and/or Earnings 8

CHAPTER 4 - APPENDICES TO THE AGREEMENT 11

1. Civil Engineering Industry Task Grade Wage Rates 11

APPLICATION AND INTERPRETATION OF AGREEMENT

1. Application of Agreement

1.1 This agreement binds:

i. All employers in the Civil Engineering Industry that are members of the employers' organisations that are party to this agreement; and

ii. All employees in the bargaining unit, employed in the Civil Engineering Industry who are members of the trade unions that are party to this agreement.

1.2 This agreement must be applied in the jurisdiction of the Bargaining Council for the Civil Engineering Industry throughout the Republic of South Africa.

1.3 Except as otherwise provided for in this agreement, this agreement establishes the minimum rate of pay for all scheduled employees as defined in the Conditions of Employment Collective Agreement, irrespective of whether the employee is employed in terms of an exemption from this agreement or under conditions determined by the Council.

1.4 This agreement applies to learners, only insofar as it is not inconsistent with the Skills Development Act, 1998.

1.5 Period of operation of this agreement:

i. This agreement becomes binding on the employers and employees referred to in sub-clause 1.1 once it is extended to non-parties by the Minister, in terms of Section 32 of the Labour Relations Act, 66 of 1995, from a date determined by the Minister.

ii. This agreement shall remain in force until: **31 August 2028**.

2. Scope of Application of Agreement

2.1 **'Industry'** means the Civil Engineering Industry in which employers (other than local authorities) and employees are associated for the purpose of carrying out work of a civil engineering character normally associated with the civil engineering sector and includes such work in connection with any one or more of the following activities:

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a) The construction of aerodrome runways or aprons; aqueducts, bins or bunkers; bridges, cable ducts, caissons; rafts or other marine structures; canals, cooling, water or other towers; dams; docks; harbours; quays or wharves; earthworks; encasements; housing or supports for plant, machinery or equipment; factory or works chimneys; filter beds; land or sea defence works; mine headgears; pipelines; piers; railways; reservoirs; river works; roads or streets; sewerage works; sewers; shafts or tunnels; silos; sports fields or grounds; swimming baths; viaducts or water treatment plants; and/or

b) Excavation and bulk earthworks; bush clearing and de-stumping; topsoil stripping; drilling and blasting; preparation of bench areas, drilling pre-split holes, blasting and/or cast-blasting; secondary blasting; loading, hauling and dumping of mineralized and/or waste material to waste dumps or processing plant feed (ROM pad) stockpiles; production dozing of top soil, inter burden or waste material; pumping and dewatering of storm and/or contaminated water, construction and maintenance of; access and haul roads; ramps; waste and processing plant feed (ROM pad) areas; safety beams; high walls; benches; storm water systems, catch drains, bund walls, surge dams; trimming, scaling or chain dragging of batters, heap-leach pads, tailings dams; dust suppression of loading areas, haul roads and dumping areas; rehabilitation of earth work areas or waste dumps; topsoil spreading, hydro-seeding and watering; and/or

c) Excavation work or the construction of foundations, lift shafts, piling, retainings, stairwells, underground parking garages or other underground structures; and/or

d) The asphalting, concreting, gravelling, levelling or paving of parking areas, pavements, roads, streets, aerodrome runways or aprons, premises or sites;

and further includes: -

e) Any work of a similar nature or work incidental to or consequent on any of the aforesaid activities; and/or

f) The making, repairing, checking or overhauling of tools, vehicles, plant, machinery or equipment in workshops which are conducted by employers

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engaged in any of the activities referred to in sub-clauses (a) to (f) inclusive;

but excluding: -

i.) Work in connection with any one or more of the activities specified in sub-clause (c) where such work, when undertaken in connection with the erection of structures having the general character of buildings and irrespective of whether or not such work involves problems of a civil engineering character, is carried out by the employers erecting such structures;

ii.) Work in connection with any one or more of the activities specified in sub-clause (c) when undertaken as an incidental operation in connection with the erection of structures having the general character of buildings or when undertaken by the employers erecting such structures;

iii.) Any work falling within the scope of any other industry, and

iv.) The Mining Industry which is defined as the industry where employers and employees are associated for the purpose, directly or indirectly, for the winning, extracting, processing and refining of a mineral in, on or under the earth or water or from any residue stockpile or residue deposit.

3. Definitions and Expressions

3.1 Any expression used in this agreement which is defined in the Labour Relations Act, 66 of 1995, shall have the same meaning as in that Act, and any reference to an Act shall include any amendment to such Act, and unless the contrary intention appears, words importing the masculine gender shall include females; further, unless inconsistent with the context-

'Act' means the Labour Relations Act, 1995 (Act No. 66 of 1995)

'Bargaining Unit' shall mean the bargaining unit comprising those employees engaged in the industry in Task Grades 1 – 9 inclusive;

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'Council' means the Bargaining Council for the Civil Engineering Industry;

'CPI' means the consumer price index as published by STATS SA regarding inflation. For the purposes of this agreement, CPI is calculated by averaging the months of April, May and June of the particular year.

'Employee' means –

i.) Any person, excluding an independent contractor, who works for another person or for the state and who receives, or is entitled to receive, any remuneration; and

ii.) Any other person who in any manner assists in carrying on or conducting the business of an employer.

'Employer' means any person whosoever, including a temporary employment service as defined in clause 198(1) of the Act, who employs or provides work for any person and remunerates or expressly or tacitly undertakes to remunerate him/her or who permits any person whosoever in any manner to assist him/her in the carrying on or conducting of his/her business;

'Hourly-rated employee' means an employee whose remuneration is calculated on an hourly basis notwithstanding the frequency of the payment thereof, and who is not a salaried employee;

'Law' means all constitutions; statutes; regulations; by-laws; codes; ordinances, or instructions by any Governmental Body; and the common law, and "law" will have a similar meaning;

'Minister' means the Minister of Employment and Labour;

'Pay' means payment of remuneration in cash, electronic transfer, by cheque or by other means;

'Promulgation date' means the date of official implementation of an aforesaid agreement/legislation

'Salaried employee' means an employee whose remuneration is calculated on a monthly basis notwithstanding the number of hours or days actually worked,

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who performs work generally understood to be that of a salaried employee, and who is not a "hourly- rated employee";

'Wage' means the amount of money payable to an employee in terms of Clause (6.1) in Chapter 6 of the Conditions of Employment Collective Agreement in respect of the ordinary hours of work as prescribed in Clauses 2.1 – 2.2 in Chapter 2 of the Conditions of Employment Collective Agreement. Provided that

i.) if an employer regularly pays an employee in respect of such ordinary hours of work an amount higher than that prescribed in Clause (6.1) in Chapter 6 of the Conditions of Employment Collective Agreement, it means such higher amount;

ii.) the first proviso shall not be so construed as to refer to or include any remuneration which an employee who is employed on any basis provided for in Clause (6.8) in Chapter 6 of the Conditions of Employment Collective Agreement receives over and above the amount which the employee would have received had he or she not been employed on such a basis.

3.2 The provisions of the Basic Conditions of Employment Act, 1997 shall apply in respect of any employer or employee in the Civil Engineering Industry in so far as a provision thereof provides for any matter that is not regulated by this agreement.

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CHAPTER 1 – GENERAL

1. Administration of the Agreement

1.1. The Council is the body responsible for the administration of this agreement.

2. Designated Agents

2.1 The Minister, at the request of the Council, shall appoint one or more persons to be designated agents to assist in giving effect to the terms of this agreement, including the issuing of compliance orders requiring any person bound by this agreement to comply within 14 days.

2.2 A designated agent shall have all the powers indicated in section 33, 33A and Schedule 10 of the Act.

2.3 The Council must appoint one or more persons as designated agents to enforce and monitor compliance with this agreement, in any manner that is reasonably required to ensure compliance with this agreement, by-

2.3.1 Entering and inspecting premises;

2.3.2 Examining records; and

2.3.3 Questioning an employer or employees of the employer in any appropriate manner.

2.4 After each inspection of an employer's records and operations, a designated agent must prepare a report for the attention of the employer, worker representatives and, in the case of an individual complainant, the complainant and, stating-

2.4.1 The date and time of the inspection;

2.4.2 If any contraventions of the agreement were identified, a summary of the contraventions; and

2.4.3 The action that management is required to take to rectify the contraventions.

2.5 A designated agent may not make any disclosure of information in circumstances which are not permitted in terms of section 201 of the Act.

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3. Levels of bargaining in the industry and peace obligation

3.1 Subject to sub-clause 3.2 —

3.1.1 The Council shall be the sole forum for negotiating matters contained in this agreement;

3.1.2 During the currency of this agreement, no matter contained in this agreement may be an issue in dispute for the purposes of a strike or lock-out or any conduct in contemplation of a strike or lock-out;

3.1.3 Any provision in a collective agreement binding an employer and employees covered by the Council, other than a collective agreement concluded by the Council, that requires an employer or a trade union to bargain collectively in respect of any matter contained in this agreement, is of no force and effect.

3.2 Where bargaining arrangements at plant and company level, excluding agreements entered into under the auspices of the Council, are in existence, the parties to such arrangements may, by mutual agreement, modify or suspend or terminate such bargaining arrangements in order to comply with sub-clause 3.1. In the event of the parties to such arrangements failing to agree to modify or suspend or terminate such arrangements by the date of implementation of this agreement, the wage increases on scheduled rates and not on the actual rates shall be applicable to such employers and employees until the parties to such arrangement agree otherwise.

3.3 The provisions of these clauses shall apply equally to any trade unions not party to this agreement.

4. Attendance of worker representatives at Council committee meetings

4.1 The employer and trade union parties agree that it is important that worker representatives appointed by the trade unions to attend Council meetings and should participate at that level.

4.1.1 To this end the trade unions will by 31 January of each year notify the companies involved, in writing, of the names and contact details of the trade union worker representatives appointed to serve on Council

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committees.

4.1.2 Where the company is unable, for operational or other valid reasons, to accept the absence of the employee on the dates concerned it shall immediately communicate with the trade union in order that the problem is addressed.

4.1.3 Absence from the workplace to attend each scheduled meeting must be based on reasonable prior notice of the meeting to the employer supported by the presentation of the agenda of the meeting by the worker representative.

CHAPTER 2 - EXEMPTIONS

1. Provisions relating to an application for exemption:

1.1 Any person bound by this agreement may apply to the Exemptions Committee of the Council for an exemption from any provision of this agreement.

1.2 Any person affected by the Exemptions Committee's decision on the application may lodge an appeal to the Independent Appeal Board.

1.3 Applications for exemptions and/or appeals must be dealt with in terms of the Exemptions Collective Agreement.

CHAPTER 3 - WAGES, WAGE TABLES AND TASK GRADE INTERPRETATION

1. Wages and/or Earnings

1.1 Any employee who at the date of coming into operation of this agreement was in receipt of a higher rate than that prescribed in this agreement for the task grade which he/she is employed on shall continue to receive not less than such higher rate while he/she is employed by the same employer on the same task grade.

1.2 Every employee who on the date of coming into operation of this agreement is employed by an employer on a task grade classified in this agreement shall,

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whilst in the employ of the same employer and whether or not his/her actual rate of pay immediately prior to the said date was in excess of the rate specified for his/her task grade in this agreement, be paid not less than the actual rate he was receiving immediately prior to the said date plus, an additional amount for his/her task grade, as set out in the wage tables hereunder: Provided that:

1.2.1 The additional amount payable in terms of this sub-clause to an employee for his task grade may be reduced by the amount of any increase or increases granted to such employee/s prior to the promulgated wage increases.

1.2.2 Any employee who was engaged after the date of such promulgated increases at a rate of pay not less than the rate of pay prescribed for his/her task grade as at the date of coming into operation of this agreement, shall not be entitled to be paid the additional amount specified in this sub-clause for the employee's task grade.

1.3 Subject to the provisions of sub-clauses 1.1 to 1.3 inclusive, no employer shall pay to the employees engaged on any of the task grades hereinafter specified in the following wage schedules, wages and/or earnings lower than those stated against such task grades and no employee shall accept wages and/or earnings lower than those stated against such task grades.

1.4 The payment of wages and/or earnings shall be calculated as set out in Chapter 6, Clause 6.1 in the Conditions of Employment Collective Agreement.

1.5 **IMPORTANT NOTICE**:

Wage increases in Appendix A will apply only from the date of coming into operation of this agreement. The rates on the wage rates table within Appendix A indicate the minimum wage rate an employee has to be paid for his/her specific task grade until **31 August 2028**. All employees must, at the date of coming into operation of this agreement, receive either the new wage rate applicable to his/her task grade or the following across the board increase on his/her current wage rate, whichever is the greater –

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1.5.1 Across the board wage increase (ATB):-

i) From the date as determined by the Minister, up to 31 August 2026, all employees will receive an ATB of 6% on their current rate.

ii) From the 1 September 2026 to 30 September 2027, all employees will receive an ATB of 5.5% on their current rate.

iii) From 1 September 2027 to 31 August 2028, all employees will receive an ATB of 5.5% on their current rate.

1.5.2 No employer shall at the date of coming into operation of this agreement reduce the rate of pay of any employee who earns more than the minimum prescribed for his/her class of work;

1.5.3 No employer shall at the date of coming into operation of this agreement pay any employee engaged in any of the classes of work specified in this agreement wages and/or earnings lower than those specified for his/her class of work.

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CHAPTER 4 - APPENDICES TO THE AGREEMENT

1. Civil Engineering Industry Task Grade Wage Rates

1.1 Appendix A - Civil Engineering Industry Task Grade Wage Rates

Task Grade	Occupational Group	Job Title	Hourly rate Rand per hour from the date determined by the Minister up to 31 August 2026 (6.%)	Hourly rate Rand per hour from 1 September 2026 up to 31 August 2027 (5.5%)	Hourly rate Rand per hour from 1 September 2027 up to 31 August 2028 (5.5%)
1	General	General Worker	54,06	57,03	60,17
		Watchman			
2	Concrete	Reinforcing Steel Bending Machine Operator	55,32	58,36	61,57
		Structures Construction Hand			
	General	Civil Construction Bricklayer Gr 2			
	Plant Operators & Drivers	Boomscraper Operator			
		Crusher Assistant			
		Hoist/Lift Operator			
		Pedestrian Roller Operator			
	Rail Construction	Perway Construction Hand			
	Roads, Earthworks & Drainage	Premix Paving Checker/Tallyman			
	Site Support	Artisan Aid			
		Materials Tester Assistant			
		Safety Watcher			
		Survey Assistant			
3	Concrete	Concrete Hand Gr 2	56,87	60,00	63,30
		Shutterhand Gr 3			
	Piling	Bore Pile Operator			
		Frontman			
		Nozzleman			
	Plant Operators & Drivers	Winch Operator			
		Track Rig Operator			
	Roads, Earthworks & Drainage	Pipelayer Gr 2			
		Rakerman			
	Site Support	Banksman/Rigger Assistant			
		Junior Site Clerk			
		Welder Semi-Skilled			
	Tailings	Mudguard			
		Reclamation Attendant			

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Task Grade	Occupational Group	Job Title	Hourly rate Rand per hour from the date determined by the Minister up to 31 August 2026 (6.%)	Hourly rate Rand per hour from 1 September 2026 up to 31 August 2027 (5.5%)	Hourly rate Rand per hour from 1 September 2027 up to 31 August 2028 (5.5%)
4	Concrete	Concrete Hand Gr 1	59,00	62,24	65,67
		Reinforcing Hand Gr 2			
		Scaffold Erector			
		Shutterhand Gr 2			
	Piling	Continuous Flight Auger Operator			
	Plant Operators & Drivers	Articulated Dumper Truck Operator			
		Bulldozer Operator			
		Concrete Dumper Operator			
		Concrete Mixer Operator			
		Concrete Pump Operator			
		Crusher Operator			
		Driver Operator			
		Excavator Operator			
		Forklift Operator			
		Front End Loader Operator			
		Grader Operator (General)			
		Hauler Driver (Bituminous)			
		Heavy Duty Driver/Extra Heavy Duty Driver (Rigid)			
		Light Motor Vehicle Driver			
		Mechanical Broom Operator			
		Milling Machine Operator			
		Motorcycle Driver			
		Paver Operator			
		Road Recycler Operator			
		Roller Operator			
		TLB Operator			
		Tower Crane Operator			
		Tractor Driver			
	Roads, Earthworks & Drainage	Blasting Assistant			
		Fence Erector			
		Guard Rail Erector			
		Sprayer Operator (Bituminous)			

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Task Grade	Occupational Group	Job Title	Hourly rate Rand per hour from the date determined by the Minister up to 31 August 2026 (6.%)	Hourly rate Rand per hour from 1 September 2026 up to 31 August 2027 (5.5%)	Hourly rate Rand per hour from 1 September 2027 up to 31 August 2028 (5.5%)
4	Site Support	Formwork Controller	59,00	62,24	65,67
		Materials Tester			
		Storeman			
		Tools and Small Plant Repairer			
		Wedge Welder			
5	Concrete	Reinforcing Hand Gr 1	66,80	70,48	74,35
		Scaffold Inspector			
		Shutterhand Gr 1			
	General	Civil Construction Bricklayer Gr 1			
	Piling	Piling Auger Machine Operator			
	Plant Operators & Drivers	Batch Plant Operator			
		Heavy Duty Driver/ Extra Heavy Duty Driver (Articulated)			
		Mobile Crane Operator			
		Scraper Operator			
		Screed Operator			
	Roads, Earthworks & Drainage	Kerblayer			
		Pipelayer Gr 1			
	Site Support	Assistant Surveyor			
		Extrusion Welder			
6	Plant Operators & Drivers	Grader Operator (Final Levels)	75,86	80,04	84,44
		Sprayer Driver (Bituminous)			
	Site Support	Senior Materials Tester (Field)			
		Senior Materials Tester (Lab)			
		Site Clerk			
	Supervisors	Team Leader Gr 2			
7	Site Support	Plant Serviceman	86,89	91,67	96,71
	Supervisors	Supervisor Gr 2			
8	Supervisors	Supervisor Gr 1	97,42	102,78	108,44
9	Artisan	Diesel Mechanic, Fitter & Turner, Auto Electrician, Boilermaker, Spray Painter.	110,11	116,17	122,56

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