

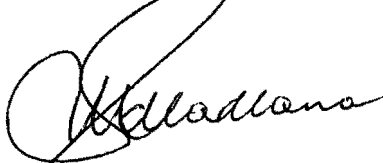
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**GOVERNMENT NOTICE**

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**DEPARTMENT OF LABOUR****No. R. 1113****25 November 2009****BASIC CONDITIONS OF EMPLOYMENT ACT, NO 75 OF 1997****AMMENDMENT OF SECTORAL DETERMINATION 1: CONTRACT  
CLEANING SECTOR, SOUTH AFRICA**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, in terms of section 56 (1) of the Basic Conditions of Employment Act, No 75 of 1997, hereby amend Sectoral Determination 1: Contract Cleaning Sector, South Africa, published under Government Gazette R.1139 of 14 November 2006 in accordance with the schedule hereto and fix 01 December 2009 as the date on which this amendment shall become binding.



**M M S MDLADLANA, MP  
MINISTER OF LABOUR**

## SCHEDULE

1. **Substitute clause 3 as reflected in Government Notice R. 1139 of 14 November 2006 with the following:**

**3 Remuneration**

- (1) An employer shall pay an employee in respect of each hour or part thereof (excluding overtime) worked by an employee on any day other than a paid public holiday or a Sunday, not less than the hourly rate in the schedule below:

Area A		Area B	Area C	
<b>Metropolitan Councils:</b> City of Cape Town, Greater East Rand Metro, City of Johannesburg, Tshwane and Nelson Mandela		<b>In KwaZulu-Natal</b> excluding any area covered by a bargaining council agreement.	<b>In the rest of the RSA</b>	
<b>Local Council:</b> Emfuleni, Merafong, Mogale City, Metsimaholo, Randfontein, Stellenbosch, Westonaria				
Period	R/ph	Rate per hour	Period	R/ph
01/12/2009 to 30/11/2010	R12.10	Same rates as prescribed by the bargaining council	01/12/2009 to 30/11/2010	R10.90
01/12/2010 to 30/11/2011	Previous year wage + CPI <sup>1</sup>	Same rates as prescribed by the bargaining council	01/12/2010 to 30/11/2011	Previous year wage + CPI

<sup>1</sup> Defined by Statistics South Africa as the Consumer Price Index excluding owners equivalent rent

2. **Substitute clause 3(2) (a) (b) (c) (d) and (e) as reflected in Government Notice R1139 of 14 November 2006 with the following:**

**3(2)** An annual bonus will be paid to all employees, during the month of December each year or on termination of employment. This bonus will be calculated as follows-

- (a) An employee shall receive a bonus equivalent to four weeks of the employee's weekly wage as from 1 December 2009.
  - (b) The prorated bonus will be equivalent to the number of full calendar months service divided by 12 and multiplied by four times the employee's weekly wage.
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