

No. R. 1029

12 October 2001

BCEA 7

DEPARTMENT OF LABOUR**DETERMINATION IN TERMS OF SECTION 50**

The Minister of Labour, make the following determination in terms of Section 50(8)(c) of the Act:

1. The following sections of the Act are replaced or excluded:

Sections 12(2)(b), 14, 15(1)(a), 17(1)

2. Extent of the variation:

- (a) To average hours of work over the agreed period with an average of 10 hours' overtime per week;
- (b) That employees who work underground and in processing plants dispense with a meal interval;
- (c) To reduce the daily rest period to not less than 8 hours for the purposes of rapid changeovers; and
- (d) That shifts commencing at or after 04:00 are not regarded as night work.

3. Employers or employees in respect of whom the determination applies:

Miners and Artisans on Gold Mines listed in Annexure A who are members of Chamber of Mines of South Africa.

4. Conditions on which determination is granted:

- (a) Overtime is worked voluntary or as agreed collectively;
- (b) That informal rest arrangements and opportunities to take sustenance are made and existing meal arrangements with regard to employees in processing plants remain in place; and
- (c) That rapid changeovers do not occur on more than two occasions per month per employee.

5. Period for which the determination is granted:

With effect from 1 October 2001 to 30 September 2003.

SIGNED under delegated authority in terms of section 85 of the Basic Conditions of Employment Act, 1997 at Pretoria on this the 8th day of October 2001.

DIRECTOR GENERAL: LABOUR

ANNEXURE A**ANGLOGOLD****Business units**

Free State

- Free State Business Services
- Bambanani Mine
- Joel Mine
- Mathjabeng Mine
- Tshepong Mine

Vaal River

- Vaal River Business Services
- Great Nologwa Mine
- Kopanang Mine
- Moab Khotsong Mine
- Tau Lekoa Mine

West Wits

- West Wits Business Services
- Mponeng Mine
- Savuka Mine
- Tau Tona

Other operations

- Anglogold Health Services

GOLD FIELDS

- Driefontein Consolidated
- Kloof Consolidated
- Beatrix Mine
- Oryx Mine
- St Helena Mine

HARMONY

- Harmony Gold Mining (Free State Operations)
- Masimong Mine
- Evander Gold Mines
- Randfontein Estates Limited
- Deelkraal Mine
- Elandsrand Mine

PLACER DOME WESTERN AREAS JOINT VENTURE

- South-Deep