

No. R. 1031

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); 15(1)(a) and 17(1)

2. Extent of the variation:

- (a) To average hours of work over the agreed period with an average of 10 hours' overtime;
- (b) To reduce the daily rest period to not less than 8 hours for the purposes of rapid changeovers; and
- (c) 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:

Category 3 to 8 employees 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; and
- (b) 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**ANGLO GOLD**

Free State

Free State Business Services
Bambanani Mine
Joel Mine
Matjhabeng Mine
Tshepong Mine

Vaal River

Vaal River Business Services
Great Noligwa Mine
Kopanang Mine
Moab Khotsong Mine
Tau Lekoa Mine

West Wits

West Wits Business Service
Mponeng Mine
Savuka Mine
Tau Tona

Other entitites

Anglogold Health Services

DURBAN ROODEPOORT DEEP (DRD)

Blyvooruitzicht Mine
Buffelsfontein Gold Mines Limited
Hartebeesfontein Gold Mine (including Duff Scott Hospital)

GOLD FIELDS

Driefontein Consolidated
Kloof Consolidated
Beatrix Mine
Oryx Mine
St Helana Mine
Gold Fields Training Services
Gold Fields Protection Services
Gold Fields Health Services

HARMONY GOLD MINING COMPANY

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
