

No. R. 1444

10 October 2003

LABOUR RELATIONS ACT, 1995 (ACT NO 66 OF 1995)

COMMISSION FOR CONCILIATION, MEDIATION AND ARBITRATION

TARIFF OF FEES

Under section 123(3) of the Labour Relations Act, 1995 (Act No. 66 of 1995), the Commission for Conciliation, Mediation and Arbitration hereby publish the tariff of fees, as established by the Governing Body in the Annexure.

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Annexure

The Commission may charge a fee in accordance with the tariff shown in Column 3 of Table 1 for a purpose listed in Column 2 of that Table. All fees exclude VAT.

TABLE CCMA1 – TARIFF OF FEES

1 SECTION	2 SERVICE	3 TARIFF OF FEES
Advice and training		
115(3)	Providing advice or training to employees, employers, registered trade unions, registered employers' organisations, federations of trade unions, federations of employers' organisations or councils relating to the primary objects of the Labour Relations Act.	R1 125,00 – R1 250,00 for each day or part thereof.
Ballots and elections		
123(1)(b)	Conducting, overseeing or scrutinizing any election of ballot of a registered trade union or registered employers' organisation.	R1 125,00 – R2 250,00 for each day or part thereof
Procedurally unfair dismissals		
140(2)	If a commissioner appointed to resolve a dismissal dispute through arbitration finds that the dismissal is unfair only because the employer did not follow a fair procedure.	R1 125,00 for each day of the arbitration or part thereof.
Dispute resolution in exceptional circumstances		
147(1)	Resolving a dispute about the interpretation or application of a collective agreement if – (i) the collective agreement does not provide a procedure for resolving that dispute through conciliation and arbitration; (ii) the procedure provided in the collective agreement is not operative; or (iii) a party to a collective agreement has frustrated that resolution of the dispute.	R1 125,00 – R3 000,00 for each day or part thereof.
147(2)	Resolving a dispute between parties to a council of the council's dispute resolution procedures are not operative.	R1 125,00 – R3 000,00 for each day or part thereof.
147(3)	Resolving a dispute between parties who fall within the registered scope of a council if the council's dispute resolution procedures are not operative.	R1 125,00 – R3 000,00 for each day of part thereof.
147(5)	Resolving a dispute between parties to a collective agreement that provides for the resolution of that dispute by an accredited agency if the accredited agency's dispute resolution procedures are not operative.	R1 125,00 – R3 000,00 for each day of part thereof.
188A	Resolving a dispute by pre-dismissal arbitration.	R3 000,00 per day.