
GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

No. R. 864

14 October 2011

LABOUR RELATIONS ACT, 1995

NATIONAL BARGAINING COUNCIL OF THE LEATHER INDUSTRY OF SOUTH AFRICA: EXTENSION TO NON-PARTIES OF THE FOOTWEAR SECTION COLLECTIVE AMENDING AGREEMENT

I, **MILDRED NELISIWE OLIPHANT**, Minister of Labour, hereby in terms of section 32(2) of the Labour Relations Act, 1995, declare that the collective agreement which appears in the Schedule hereto, which was concluded in the **National Bargaining Council of the Leather Industry of South Africa** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the agreement, shall be binding on the other employers and employees in that Industry, with effect from **24 October 2011** and for the period ending 30 June 2012.

MN OLIPHANT
MINISTER OF LABOUR

**NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA**

FOOTWEAR SECTOR COLLECTIVE AGREEMENT

In accordance with the provisions of the Labour Relations Act No 66 of 1995,
made and entered into by and between the

Southern African Footwear & Leather Industries Association (SAFLIA)

(hereinafter referred to as the "employer" or the "employer organisation" of the
one part, and the

National Union of Leather & Allied Workers' Union (NULAW)

and

Southern African Clothing & Textile Workers' Union (SACTWU)

(hereinafter referred to as the "employees" or the "trade unions") of the
other part, being parties to the National Bargaining Council of the
Leather Industry of South Africa, to amend the agreement published
under Government Notice Nos R.906 of 16 September 2005, R.849 of 25
August 2006, R.63 of 2 February 2007, R.512 of 22 June 2007, R.1070 of 16
November 2007, R.1175 of 7 November 2008, R.479 of 8 May 2009, R.1152
of 11 December 2009, R.1188 of 17 December 2010 and R.522 of 24 June
2011.

1. SCOPE OF APPLICATION

- (1) The terms of this Agreement shall be observed in the *Footwear Section* of the *Leather Industry*:-
 - (a) by all employers who are members of the employers' organisation and by all employees who are members of the trade unions and who are engaged or employed in the said section of the *Industry*;
 - (b) in the Republic of South Africa.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall ;
 - (a) apply only to all employees for whom wages are prescribed in the Annexures to this Agreement;
 - (b) not apply to employers and employees in Informal sector establishments, save in respect of clause 4.
- (3) The terms of this agreement will not apply to non-parties in respect of clauses 1(1)(a), 2(1).

2. DATE AND PERIOD OF OPERATION

- (1) This Agreement will come into operation for the parties on 1 July 2011 and remain in force for the period ending 30 June 2012.
- (2) This agreement shall come into operation for non-parties on such date as the Minister of Labour extends the agreement to them, and remain in force for the period ending 30 June 2012.

3. ANNEXURE D

Substitute the following for Annexure D:

AS b A/B →

ANNEXURE D**WAGES: GENERAL**

	Column A Per week	Column B Per week
A. Watchman	872.89	960.18
B. Storeman and or warehouseman, despatch clerk	896.53	986.18
C. Boiler attendant.....	872.89	960.18
D. Motor vehicle driver driving a vehicle authorized to carry or haul a payload of-		
(i) under 2722 kg	884.69	973.16
(ii) 2722 kg.....	896.53	986.18
(iii) over 2722 kg but not exceeding 4546 kg	954.28	1049.71
(iv) over 4546 kg but not exceeding 6350 kg	1133.18	1246.50
E. Minors employed in occupations for which rates have not been prescribed in this Agreement:		
First six months.....	560.06	616.07
Second six months	625.64	688.20
Third six months	694.16	763.58
Thereafter	872.89	960.18
Provided that an adult employee who has had less than 12 months experience shall nevertheless be deemed to have had 12 months experience		
F. Cardboard box-making operations:		
(i) Guillotine and/or rotary cutting machine and/or scoring machine operated by-		
(a) power	1294.83	1424.31
(b) hand	1043.83	1148.21
(ii) Cardboard box-makers	872.89	960.18
(iii) Making cardboard boxes, according to experience:		
First six months	620.63	682.69
Second six months	625.64	688.20
Thereafter	872.89	960.18
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
G. Employees employed on hand typesetting and printing labels on a printing machine ...	1171.93	1289.12
H. Employees employed on welt-making:		
(i) Splitting, skiving, cutting, grooving and bevelling	872.89	960.18
(ii) All other operators	872.89	960.18
I. Packers	872.89	960.18
J. Employees employed on currying	1010.09	1111.10
K. Employees employed on spraying of leather	1169.64	1286.60
L. Employees employed on knife-making		
(i) Welding and/or brazing and/or silver soldering	1408.77	1549.65
(ii) Finishing of joints after welding	916.13	1007.74
(iii) Tack and/or spot welding	872.89	960.18
(iv) Bending to templet and/or patterns, hand punching of size onto knife, marking and cutting of bracing steel, oxidising of finished articles and grinding.....	872.89	960.18
(Note: For the purpose of par. L, welding means continuous drawing of weld on seams or joints but excludes track and/or spot welding)		

WAGES: FOOTWEAR NOT ELSEWHERE SPECIFIED

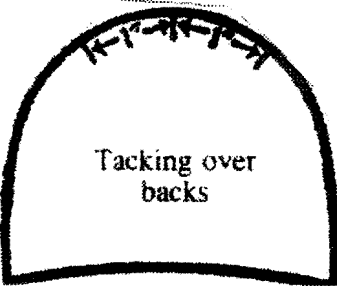
	Column A Per week	Column B Per week
(A) PATTERN DEPARTMENT		
(i) Qualified employees employed as pattern cutters producing original standards and hand grading to restrictions, and/or shoe draughtsman	1466.52	1613.17
(ii) Qualified employees-		
(a) (a) employed on hand grading but not restrictions and not producing original standards.....	1239.38	1363.32
(b) employed on grading machines	1239.38	1363.32
(c) employed on making original lining patterns from upper patterns, where no last copies or original standards are produced	1239.38	1363.32
(ii) Qualified employees on any operation not specified in (i) and (ii) hereof	980.93	1079.02
(B) CLICKING DEPARTMENT		
Qualified employees on:		
(i) Clicking and cutting uppers by hand or machine:		
(c) Vegetable or chrome split, vegetable or semi-chrome kip, suede chrome kip and vegetable tanned sheepskins and goatskins	1453.19	1598.51
White full chrome kip for the production of whole-cuts, blunchers and veldskoens only, but excluding miners' and miners' type footwear (all South African (tannage) Children's work, any material, all sizes up to and including size 1 1/2, and all leather slippers (men's, women's and children's)	1453.19	1598.51
(b) Any other materials	1453.19	1598.51
<i>[Ratio: for every four or part of four qualified clickers there may be employed not more than one learner. Part of four means a remainder of not less than one after the total number of qualified clickers has been divided by four.]</i>		
(c) Upper leather sorter grading and/or sorting for quality for issue to clickers	1466.52	1613.17
(d) Examining of cut leather components for quality	1466.52	1613.17
(ii) Lining, sock and fitting cutting and/or small trimmings and/or cut-outs died out by clicking press, revolution press, eccentric press or mallet	1010.09	1111.10
<i>Note: A trimming is a decoration which is not an essential part of the shoe upper. In the event of any disputes as to what comprises a small trimming, the Council's decision shall, after investigation, be final.</i>		
Cutting from offal of inside tongues and narrow backstraps from children's, youth's and maids' stitchdowns or Oxford and Derby patterns	1010.09	1111.10
All other tongue and backstrap cutting shall be paid for at the rate applicable to clicking of the materials in terms of paragraph (i) hereof.		
Strap cutting to length from continuous rolls or hanks of pre-prepared material	1010.09	1111.10
<i>[Ratio: For every qualified employee in this section there may be employed not more than two learners at wages in accordance with the scale laid down for learners in subclause (N)(i) of this Annexure]</i>		
(iii) Cut-outs died out by a Western type cut-out machine and automatic multipunch/slashing machine/gang strap punching.....	896.53	986.18
(iv) Giving out patterns	980.93	1079.02
Operating splitting machine	980.93	1079.02
(v) Size stamping and/or painting	872.89	960.18
Applying acme backing	872.89	960.18

	Column A Per week	Column B Per week
(C) CLOSING DEPARTMENT		
Qualified employees on:		
(iii) Puritan machining.....	1074.91	1182.40
(iv) Stitching aprons on uppers on out-sole stitching machines	1074.91	1182.40
(v) Pilot machining	1016.67	1118.34
(vi) Other machining:		
(a) All closing operations on vegetable and chrome split, vegetable and semi-chrome kip, suede and chrome kip lining machining	878.23	966.05
White full chrome kip for the production only of the whole-cuts, bluchers and veldschoens, but excluding miners' and miners' type footwear (all in South African tannage)	878.23	966.05
(b) Operations on leathers other than those specified in (a):		
Vamping	922.09	1014.30
Flat binding by machine	922.09	1014.30
Machining additional rows of stitching on the vamp, parallel to the vamp stitching.....	922.09	1014.30
Golosh machining (whole goloshes).....	922.09	1014.30
Fancy shoes on the held-together system, machined through (all classes).....	922.09	1014.30
Fancy machining on the held-together system, including collars, cut-outs, overlays and fancy pattern stitching without markers)	922.09	1014.30
Running round on any operation on post-trimming machine, excluding Oxford and Derby pattern Derby-sides	922.09	1014.30
Vamping shoes with quarters over vamps.....	922.09	1014.30
Conveyor belt console operator feeding individual operators.....	922.09	1014.30
(c) Operations other than those specified in (a) and (b) above, including attaching binding for French binding on flat or post machine and including handlacing of two upper components to form a seam, and including examining for quality	922.09	1014.30
(d) All operations on children's work up to size 1½.....	878.23	966.05
All leather slippers (men's, women's and children's).....	878.23	966.05
All operations on box hide and willow hide (excluding goloshing, fancy work and miners' and/or miners' type).....	878.23	966.05
(v) Eyeletting, riveting, perforating, skiving, folding and burnishing by machine or hand and pleating by machine	922.09	1014.30
(vi) Bagging	872.89	960.18
Turning of binding.....	872.89	960.18
Button fastening.....	872.89	960.18
Buttonholding.....	872.89	960.18
Lacing	872.89	960.18
Handpunching	872.89	960.18
Portuguese seaming.....	872.89	960.18
Staying and taping.....	872.89	960.18
Seam rubbing	872.89	960.18
Seam hammering	872.89	960.18
Sewing on bows and buckles by hand or machine.....	872.89	960.18
Silk screen printing	872.89	960.18
Table-hands.....	872.89	960.18
Loading other closing conveyors, but excluding a conveyor belt console operator (feeding individual operators)	872.89	960.18

	Column A Per week	Column B Per week
(D) ROUGH STUFF DEPARTMENT		
Class I Operations		
Qualified employees:		
(i) On cutting sole from leather	1395.88	1535.47
On sorting, examining and fitting up ungraded and unstamped stock	1395.88	1535.47
On sorting and examining graded and stamped stock	1395.88	1535.47
(ii) On cutting insoles, stiffeners, throughs, runners and puffs from leather other than splits and cutting sole from material other than leather	1228.04	1350.84
On reducing shaped rubber soles on the press	1228.04	1350.84
<i>[Ratio: See subclause P]</i>		
Class II Operations		
Qualified employees on:		
(i) Channelling:		
Welted insoles	1010.09	1111.10
Other work	1010.09	1111.10
(ii) Press cutting operations, other than those in Class I	1038.60	1142.46
(iii) Assembling from stock, whether or not sorted or graded	980.93	1079.02
Attaching ribs to welted insoles	980.93	1079.02
Flap splitting	980.93	1079.02
Gemming and taping	980.93	1079.02
Heel breasting	980.93	1079.02
Heel building	980.93	1079.02
Heel compressing	980.93	1079.02
Slugging	980.93	1079.02
Sole and Insole rounding	980.93	1079.02
Sole grooving, sole roughening and reducing on automatic machine	980.93	1079.02
Tip filling	980.93	1079.02
<i>[Ratio: See subclause (P)]</i>		
Class III Operations		
Qualified employees on:		
Channel opening	872.89	960.18
Edge covering	872.89	960.18
Edge reducing	872.89	960.18
Automatic edge preparation machine operating for soles prior to attachment	872.89	960.18
Flexing	872.89	960.18
Insole feathering	872.89	960.18
Insole grooving	872.89	960.18
Insole slotting	872.89	960.18
Insole marking	872.89	960.18
Lift and/or rand tacking	872.89	960.18
Lip turning	872.89	960.18
Press room scouring operations	872.89	960.18
Shank assembling	872.89	960.18
Shank moulding	872.89	960.18
Skiving	872.89	960.18
Size stamping	872.89	960.18
Sole, insole and stiffener moulding	872.89	960.18
Sole and insole splitting	872.89	960.18
Sole grading machine operating	872.89	960.18
Sole roughening for stuck-on work	872.89	960.18
Solutioning	872.89	960.18
Staining and/or inking of insoles	872.89	960.18
Stiffener waxing and crimping	872.89	960.18
Welt preparation	872.89	960.18
<i>[Ratio: See subclause (P)]</i>		

	Column A Per week	Column B Per week
(E) MAKING DEPARTMENT		
Class I Operations		
Qualified employees on:		
(i) Pulling over, Consol lasting and/or Littleway lasting		
(a) Welted work, other than staple welted work	1395.88	1535.47
(d) Riveted and/or riveted and stitched work, excluding miners' and miners' type and army boots.....	1228.04	1350.84
(e) Combined pulling over and forepart lasting.....	1395.88	1535.47
(f) All other grades	1395.88	1535.47
(ii) Bed lasting (toes only):		
(a) Welted work, other than staple welted work	1395.88	1535.47
(b) Other work	1395.88	1535.47
(iii) Lasting of seats and sides by machine		
(a) Welted work, other than staple welted work	1113.39	1224.73
(b) Other work	1113.39	1224.73
<i>Note: If a lasting machine operator is required to last boots or toes through (i.e. seats and or sides and toes), he shall be paid at the highest rate and no differential rates may be applied. If a pullover and/or Consol lasting machine operator is required on any one day to work on pulling over and lasting toes, seats and/or sides, he shall be paid at the highest rate and no differential rate shall be applied.</i>		
(v) Complete sole attaching by staple machine	1000.86	1100.95
Staple welt attaching	1000.86	1100.95
(ii) Welt sewing.....	1395.88	1535.47
(vi) Rough rounding:		
(a) Welted work, other than staple welted work	1395.88	1535.47
(b) Stitchdowns	1395.88	1535.47
(c) Other work	1395.88	1535.47
(vii) Sole sewing by any machine	1395.88	1535.47
(viii) Sole stitching:		
(a) Welted work, other than staple welted work	1395.88	1535.47
(b) Stitching outer soles to runners on Indian sandals on a No.6 harness stitching machine and stitching runners or throughs to uppers of the moccasin type of footwear	1228.04	1350.84
(c) Other work	1395.88	1535.47
(ix) (a) Stitchdown staple lasting	1000.86	1100.95
(b) Stitchdown thread lasting	1000.86	1100.95
(c) Stitchdown toe forming	1000.86	1100.95
(d) Wiping platform covers by machine	1000.86	1100.95
(e) Lasting operations on a Kamborian machine.....	1000.86	1100.95
(f) String-lasting by hand	1000.86	1100.95
(x) Pounding:		
(a) Welted work, other than stapeled welted work.....	1170.73	1287.80
(b) Miners' and miners' type and army type boots (Army type boots means the heavy type of boot involving the same strenuous pounding as contract army boots)	1283.06	1411.37
(c) Other work.....	1170.73	1287.80
<i>Note: No employee under the age of 18 may be employed on pounding</i>		
(xi) Examining.....	1395.88	1535.47
<i>Ratios - Class I Operations : Marketing Department</i>		
(a) For every three or part of three qualified employees in pulling over, machine and/or bed lasting (excluding seat and side lasting), welt and/or sole sewing, stitching and rough rounding, there may be employed not more than one learner.		
(b) For every three or part of three qualified employees on operations, other than those referred to in (a), one learner may be employed.		
(c) "Part of three" referred to in (a) and (b) means a remainder of not less than two after the total number of qualified employees have been divided by three.		

	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
(i) Sole positioning on upper with pre-finished extended welt edge.....	1068.06	1174.87
(ii) Positioning of pre-trimmed soles prior to and/or with stuck-on press	1038.60	1142.46
(iii) Stuck-on process work:		
Sole positioning on upper and press, operating in one operation	980.93	1079.02
Sole positioning on upper at forepart and seat before pressing	980.93	1079.02
Press operating with the sole previously positioned (See Class III for tracking at seat only)	980.93	1079.02
Stitching soles together by machine, other than the rapid stitcher, prior to being attached to footwear, but excluding miners' and miners' type footwear	980.93	1079.02
Stitchdown assembling and pulling over stitchdown work	980.93	1079.02
Cutting off excess upper, insole and through material on stitchdown footwear prior to sole attaching and/or rough rounding	980.93	1079.02
Hobnailing by hand or machine	980.93	1079.02
Putting on toe plates and heel tips by hand or machine	980.93	1079.02
Heel attaching	980.93	1079.02
Football boot studding and barring	980.93	1079.02
Handlevelling, other than stitchdown	980.93	1079.02
Inseam trimming	980.93	1079.02
Jointing (clearing linings and tacking uppers down over joints)	980.93	1079.02
Loose nailing or pegging foreparts and waists	980.93	1079.02
Louis flap trimming by hand	980.93	1079.02
Machine levelling	980.93	1079.02
Screwing	980.93	1079.02
Sole attaching machine-sewn, riveted and/or riveted and stitched work	980.93	1079.02
Sole adhesive heat activating by machine	980.93	1079.02
Stiffener cornering and tacking	980.93	1079.02
Stitch separating	980.93	1079.02
String nailing	980.93	1079.02
Tacking forward of heel seats	980.93	1079.02
Upper roughening	980.93	1079.02
Waist reducing after being sewn	980.93	1079.02
Wooden heel fitting	980.93	1079.02
Welt butting and skiving	980.93	1079.02
Welt wheeling	980.93	1079.02
Rand wetting by machine	980.93	1079.02
Slugging and gang slugging	980.93	1079.02
Attaching rand wetting or foxing, whether vertical or horizontal or a combination thereof, by hand or machine	980.93	1079.02
Back part and waist pre-moulding	980.93	1079.02
Back part moulding	980.93	1079.02
(iv) Vulcanising process:		
Vulcanising soles to lasted uppers	980.93	1079.02
Rand wetting by machine	980.93	1079.02
Moulding of sole units	980.93	1079.02

	Column A Per week	Column B Per week
Class III Operations		
Qualified employees on:		
Beating	872.89	960.18
Application by machine of hardening resins to puffs.....	872.89	960.18
Bottom filling	872.89	960.18
Channel closing and edge raising.....	872.89	960.18
Feeding nails to heeling machines.....	872.89	960.18
Hand levelling of stitchdowns.....	872.89	960.18
Heel covering	872.89	960.18
Inserting stiffeners and puffs.....	872.89	960.18
Louis heel flap clamping, Louis heel slicking	872.89	960.18
Louis heel flap trimming by machine.....	872.89	960.18
Reverse seat moulding for stitchdowns	872.89	960.18
Seat nailing and/or pegging	872.89	960.18
Seat rounding	872.89	960.18
Shank attaching	872.89	960.18
Sole tacking at seat for stuck-on process	872.89	960.18
Solutioning, damping and pasting.....	872.89	960.18
Sorting hobs.....	872.89	960.18
Sole laying welted work and/or rubber soles.....	872.89	960.18
Sole tacking or sole fitting throughs and runners.....	872.89	960.18
Tack pulling.....	872.89	960.18
Tacking bottom stock to last	872.89	960.18
Tacking over backs before pulling over on closed back shoes, task being placed not further than 25 mm from middle of back of heel seat.....	872.89	960.18
	872.89	960.18
		
Tacking over sandal backs where no stiffener is inserted	872.89	960.18
Tacking top pieces on stitchdowns and sandals.....	872.89	960.18
All other wire grip tacking	872.89	960.18
Upper stapling after lasting sides.....	872.89	960.18
Upper trimming	872.89	960.18
Plastic pelletising and granulating.....	872.89	960.18
[Ratio: See subclause (P)]		

	Column A Per week	Column B Per week
<u>HAND-LASTING OPERATIONS</u>		
Qualified employees on:		
(i) Pulling over by hand and/or hand-lasting miners' or miners' type footwear	1239.38	1363.32
<i>Note: There shall be no quantum or supplementary wage allowed for the hand-lasting of miners' and miners' type footwear.</i>		
(ii) Other pulling over by hand and/or hand-lasting, including forced lasting of moccasins		
Hand-lasting seats of stitchdowns	980.93	1079.02
Hand-lasting in the manufacture of clogs	980.93	1079.02
Bench work such as riveting, putting on soles and/or heels by hand, including rubber quartertip	980.93	1079.02
Tacking leather straps to wooden soles	980.93	1079.02
<i>[Ratio: There may be employed not more than one learner to each qualified employee on operations specified in (i) and (ii).]</i>		
<u>(F) FINISHING DEPARTMENT</u>		
Class I Operations		
Qualified employees on:		
(i) Edge trimming:		
(a) (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	1228.04	1350.84
Rubber and rubber composition soles	1228.04	1350.84
Children's footwear, all sizes up to and including size 12	1228.04	1350.84
All slippers (men's, women's and children's)	1228.04	1350.84
Stitchdown footwear produced from box hide and willow hide	1228.04	1350.84
(b) All other work	1395.88	1535.47
(ii) Edge setting:		
(a) (a) Riveted and/or riveted and stitched work, but excluding miners' and miners' type and army boots	1000.86	1100.95
Through runners	1000.86	1100.95
Waist and/or top pieces	1000.86	1100.95
Children's footwear, all sizes up to and including size 12	1000.86	1100.95
All slippers (men's, women's and children's)	1000.86	1100.95
Stitchdown footwear produced from box hide and willow hide	1000.86	1100.95
(b) Automatic edge-setting machine, all grades	1000.86	1100.95
(c) All other work	1228.04	1350.84
(iii) Heel trimming	1000.86	1100.95
(vii) Examining	1395.88	1535.47
<i>[Ratio: See subclause (P)]</i>		

	Column A Per week	Column B Per week
Class II Operations		
Qualified employees on:		
Bitting by hand or machine.....	980.93	1079.02
Bottom scouring.....	980.93	1079.02
Heel scouring.....		
Heel spraying.....	980.93	1079.02
Ploughing out.....	980.93	1079.02
Complete finishing by hand.....	980.93	1079.02
Top piece trimming.....		
Bunk wheeling.....	980.93	1079.02
Louis flap ironing.....	980.93	1079.02
Rubbing down of edges and bottoms and repairing of defects in edges, heels, waists, corners of bottoms and feather of edge.....	980.93	1079.02
Seat wheeling.....	980.93	1079.02
Top ironing, i.e. Marking edge of forepart or waist of sole by machine or by hand tool, whether before or after bottoms are faked and polished.....	980.93	1079.02
Welt wheeling.....	980.93	1079.02
Decorative feather stitching by hand after the sole is permanently attached to the upper.....	980.93	1079.02
	980.93	1079.02
<i>[Ratio: See subclause (P)]</i>		
Class III Operations		
Qualified employees on:		
Brushing, padding and/or burnishing.....	872.89	960.18
Crow wheeling.....	872.89	960.18
Finger scouring.....	872.89	960.18
Heel breast cornering.....	872.89	960.18
Inking, staining, waxing and damping.....	872.89	960.18
Inserting, slipping and putting away lasts.....	872.89	960.18
Ploughing (removing the scarf round under edge of sole).....	872.89	960.18
Rubbing of edges and bottoms.....	872.89	960.18
Spew and/or flash trimming.....	872.89	960.18
Conveyor belt loading.....	872.89	960.18
	872.89	960.18
<i>[Ratio: See subclause (P)]</i>		
(G) SHOE ROOM		
Qualified employees on:		
Faking.....	1181.68	1299.85
Examining.....	1181.68	1299.85
Patent repairing.....	872.89	960.18
Embossing and/or stamping.....	872.89	960.18
Boxing.....	872.89	960.18
Dressing and/or sizing.....	872.89	960.18
Dressing by spray-gun.....	872.89	960.18
Hand polishing and cleaning.....	872.89	960.18
Ironing.....	872.89	960.18
Labelling.....	872.89	960.18
Lining trimming.....	872.89	960.18
Size stamping on footwear.....	872.89	960.18
Socking.....	872.89	960.18
Stamping descriptions and sizes on labels.....	872.89	960.18
Quarter forming by machine.....	872.89	960.18
Smoothing insole before socking or boxing.....	872.89	960.18

	Column A Per week	Column B Per week
<u>(H) MILL-ROOM OPERATIONS</u>		
Qualified employees on:		
(i) Group 2:		
Calendar operating	892.66	981.93
Batch mass-measuring and assembling of chemicals.....	892.66	981.93
Operating extruding machine.....		
Operating an open mixing mill with a width of not less than 1,52m	892.66	981.93
Operating internal mixer	892.66	981.93
Slabbing sheet rubber to gauge (stretching compound).....	892.66	981.93
Operating an open mixing mill with a width of less than 1,52m but not less than 1,01m.....	892.66	981.93
Warming compound on open mill.....	892.66	981.93
Hydraulic press operating.....	892.66	981.93
Operating splitting machine	892.66	981.93
(ii) Group 1:		
Issuing soles and heels	872.89	960.18
Press cutting blanks (clicking)	872.89	960.18
Attending autoclave	872.89	960.18
Assisting mass-measurer	872.89	960.18
Mould checking.....	872.89	960.18
Operating an open mixing mill with a width of less than 1,01m.....	872.89	960.18
Masticating, sheeting out, cracking or breaking compound.....	872.89	960.18
Buffing or scouring machine operations	872.89	960.18
Feeding rubber into calendar (feeding stretchers).....		
Grinding scrap by machine	872.89	960.18
Mould cleaning	872.89	960.18
Trimming.....		
Blank cutting and mass-measuring to fixed standards	872.89	960.18
Extruding into trays.....	872.89	960.18
Bale cutting.....	872.89	960.18
Sieving chemicals, buffings and grindings.....	872.89	960.18
Stencilling or making bales.....	872.89	960.18
Applying powder	872.89	960.18
Packing soles and heels.....	872.89	960.18
Granulating.....	872.89	960.18
Assisting calendar operator	872.89	960.18
Dipping machine operator	872.89	960.18
<i>[Ratio: For every three qualified employees employed in this section not more than one learner may be employed]</i>		
<u>(I) HIGH FREQUENCY WELDING</u>		
Qualified employees on:		
(i) High-frequency welding, embossing pre-cut uppers.....	916.13	1007.74
(ii) High-frequency welding, embossing combined with cutting of uppers (cut welding).....	1453.19	1598.51
(iii) High-frequency welding, embossing of socks and other components.....	872.89	960.18
(iv) High-frequency welding, combined with cutting of socks and other components.....	1010.09	1111.10
<i>[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]</i>		

	Column A Per week	Column B Per week
<u>(J) FLOW MOULDING</u>		
Qualified employees on:		
(i) Flow moulding pre-cut uppers	916.13	1007.74
(ii) Flow moulding pre-cut socks	916.13	1007.74
(iii) Flow moulding where eventual upper is presented in liquid form	916.13	1007.74
(iv) Colour application to moulds prior to flow moulding	916.13	1007.74
(v) Mould making of moulds for flow moulding out of silicone rubber or any other suitable materials	916.13	1007.74
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed]		
<u>(K) INJECTION MOULDING OR POURING OF ANY MATERIAL USED FOR SOLING AND UNIT CONVERTING</u>		
Qualified employees on:		
Injection moulding units to lasted uppers or string-lasting uppers or sole units:		
(a) Where one employee is employed on an injection moulding machine	980.93	1079.02
(b) Where two employees are employed on an injection moulding machine each shall be paid	980.93	1079.02
(c) Every employee in excess of two employed on an injection moulding machine shall be paid	872.89	960.18
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]		
<u>(L) STRINGLASTING OF LINED OR UNLINED FOOTWEAR BY HAND PULLING OF WITH THE ASSISTANCE OF ANY OTHER DEVICE</u>		
Qualified employees on:		
(i) String-lasting of fabric uppers	980.93	1079.02
(ii) String-lasting of synthetic uppers	980.93	1079.02
[Ratio: For every two qualified employees employed in this section not more than one learner may be employed.]0		

	Column A Per week	Column B Per week
(M) WOODEN UNIT MANUFACTURING		
Operations not provided for in any other section in clause 1 of this Annexure:		
(a) Manufacture of covered or uncovered wooden heels (including the processing of laminated layered covers):		
Qualified employees on:		
(i) Machine setting to ensure the automatic or semi-automatic operation of any machine contained in this section.....	1038.60	1142.46
(ii) Cutting of blanks prior to laminating in the preparation of layered heel covers.....	1038.60	1142.46
(iii) Scouring, cementing, positioning and pressing of blanks prior to cutting or guillotining of layered heel covers.....	872.89	960.18
(iv) Cutting or guillotining of laminated blanks to produce heel covering material	1038.60	1142.46
(v) Cutting of heel covers to a pattern from layered heel covering material	1038.60	1142.46
(vi) (aa) Cross cutting of timber into lengths.....	872.89	960.18
(ab) Shaping of heels and heel-breasts, using templets and/or jigs and/or guides.....	872.89	960.18
(ac) Cutting or scouring for pitching of heels, using templets and/or jigs and/or guides.....	872.89	960.18
(ad) Cupping of heels to fit heel seats.....	872.89	960.18
(vii) Cementing heels and heel covers.....	872.89	960.18
(viii) Spotting of heel covers to heels and pressing	872.89	960.18
(ix) Trimming of heel covers.....	872.89	960.18
(x) Top piece attaching.....	980.93	1079.02
(b) Manufacture of wooden units inclusive and/or exclusive of heels:		
Qualified employees on:		
(i) Selecting and/or planning of raw timber	872.89	960.18
(ii) Measuring, marking and cutting timber into required lengths.....	872.89	960.18
(iii) Marking top and side elevation for profile cutting of unit	872.89	960.18
(iv) Cutting and shaping from wood of a combined unit forming a foot shaped base and cutting of fancy cut-outs on the base.....	980.93	1079.02
(v) Cutting or routing of a margin partly or right round a wooden unit to countersink lasting margin	980.93	1079.02
(vi) Cementing or solutioning and laminating of two or more pieces of wood to increase final substance	872.89	960.18
(vii) Positioning and pressing of pre-trimmed or untrimmed soles to wooden units.....	980.93	1079.02
(viii) Solutioning or cementing and attaching heel pieces to soles prior to attaching to wooden units, provided such pieces do not exceed the substance of the soles	872.89	960.18
(ix) Attaching top pieces to heels	980.93	1079.02
(x) (aa) Scouring units by automatic machines prior to or after sole attaching.....	872.89	960.18
(ab) Scouring units by hand prior to or after sole attaching.....	980.93	1079.02
(xi) Polishing of units using sandpaper and/or wax after varnishing, painting or spraying or between applications of these operations.....	872.89	960.18
(xii) Examining for quality	1181.68	1299.85
(xiii) Repairing of units	872.89	960.18
(xiv) Size stamping.....	872.89	960.18
(xv) Varnishing, painting, spraying or dipping units.....	872.89	960.18
(xvi) Attaching of decorative studs and/or nails and/or rivets and/or tacks to units after lasting.....	872.89	960.18

	Column A Per week	Column B Per week
(N) LEARNERS		
(i) Learners employed on the operations referred to in Clause 4, according to experience:		
First six months.....	732.66	805.93
Second six months	809.30	890.23
Third six months	889.93	978.92
Fourth six months	956.77	1052.45
Fifth six months	1073.58	1180.94
Thereafter, the prescribed rate		
(xvii) Learners in Class III in the Rough Stuff, Making and Finishing Departments, according to experience:		
First six months	560.27	616.30
Second six months	625.70	688.27
Third six months	694.16	763.58
Thereafter, the prescribed rate.		
(xviii) Learners employed on the operations referred to in subclause (H), according to experience:		
First six months	560.27	616.30
Second six months	625.70	688.27
Thereafter, the prescribed rate		
(xix) Other learners, according to experience:		
First six months	560.27	616.30
Second six months	625.70	688.27
Third six months	694.16	763.58
Fourth six months	770.68	847.75
Fifth six months	866.73	953.40
Thereafter, the prescribed rate.		
Provided that -		
(i) an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience;		
(ii) A learner who, during the currency of this Agreement, is engaged at a higher rate than that prescribed for one of his experience, shall be paid increments as though he has been, by experience, entitled to be paid at the rate on which he is engaged;		
(iii) learners in the Closing Department or Shoe Room shall -		
(aa) after the third six months of experience become entitled to a wage of R872.89 per week if employed on operations for which this rate is prescribed;		
(ab) after the fourth six months of experience become entitled to a wage of R922.09 per week or R1016.67 per week or R1074.91 if employed on operations for which these rates are prescribed;		
(xx) learners in the Clicking Department shall, on size stamping and/or planing and/or applying acme backing, after the third six months of experience, become entitled to a wage of R872.89.		
Recruitment of any learner for an operation in Class I or Class II shall be by promotion from the class next below at a wage of not less than that which the employee was receiving on the date of promotion:		
Provided that if no employee is available or if an available employee is unfit for promotion, an employee may be introduced from another class of operations or a new learner may be engaged for the operation concerned.		

	Column A Per week	Column B Per week
<u>(O) GENERAL WORKERS</u> General Workers	872.89	960.18
<u>(P) RATIOS</u> (v) Class I Operations in the Rough Stuff and Finishing Departments For every three or part of three qualified employees on Class I operations collectively in the Rough Stuff and Finishing Departments, there may be employed not more than one learner. "Part of three" means a remainder of not less than two less after the number of qualified employees have been divided by three. (vi) Class II Operations in the Rough Stuff and Finishing Departments On these operations all taken collectively there may be employed not more than one learner to three or part of three qualified employees. "Part of three" for this purpose means a remainder of not less than two after the number of qualified employees have been divided by three. (vii) Class III Operations in the Rough Stuff and Finishing Departments On these operations all taken collectively there may be employed not more than two learners to each qualified employee.		
<u>(Q) MILK</u> All employees in the mill room and on press cutting operations shall be supplied with half a litre of milk per day.		

WAGES: FOOTWEAR AS SPECIFIED BELOW

[For applicable definitions, see subclause (5) hereunder]

Group 1: Footwear designed for active participation in sport made with an upper of canvas fabric in conjunction if necessary with edging, moulding, guards or toecaps manufactured only from rubber, all of one colour, the binding of which shall be no greater than the binding depicted in the line drawings in illustration 1 (a) and (b) and substantially similar in colour to the canvas uppers. Provided that where there is a difference in depth between the shade of the uppers and that of a binding it shall not exceed the difference represented by Grade 3 of the Grey Scale for assessing Change in Colour (Society of Dyers and Colourists Standard methods, Third Edition, page 10, British Standard BS 2662: 1961 International Standards Organisation R105 / Part 2) Provided further that -

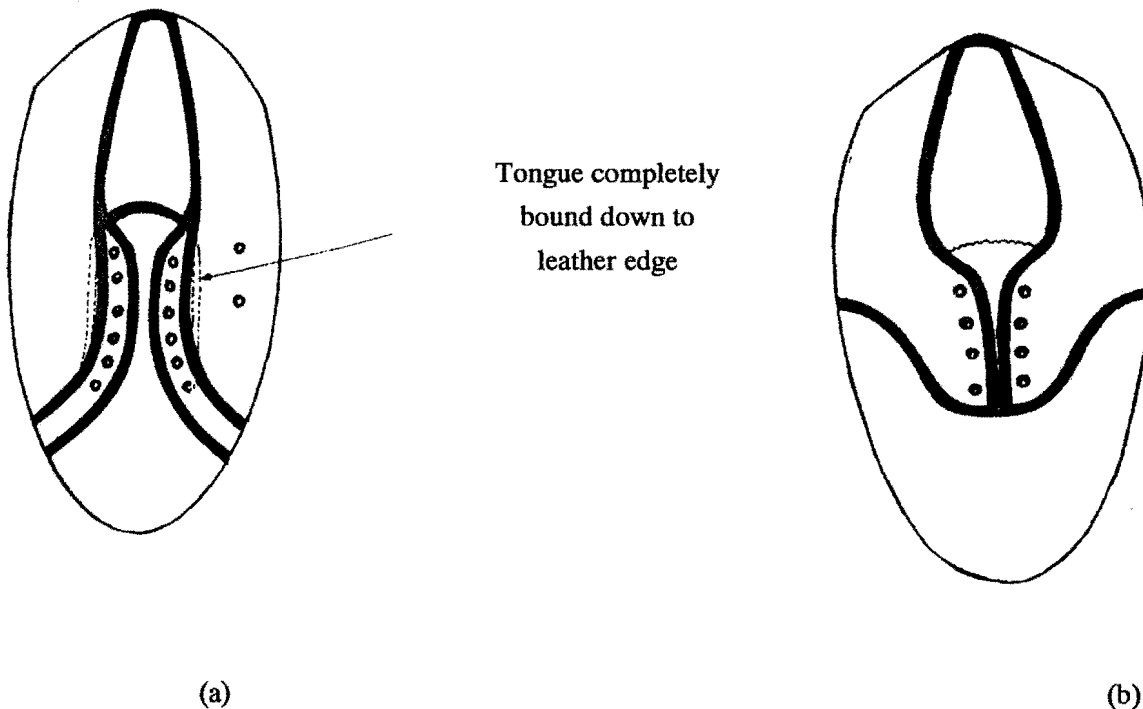
- (i) the sole shall be of rubber which is either vulcanised in an autoclave or is directly moulded;
- (ii) the footwear as defined may be retained on the foot by means of lacing up through metal or non-metal eyelets located on the top of the upper generally as depicted in illustration 1 (a) and (b);
- (iii) where studs and/or bars are provided, these shall not protrude more than six millimetres from the soles;
- (iv) where a heel is provided, it shall not protrude more than six millimetres, measured from the surface of the sole at the waist;
- (v) the said bindings shall be made of canvass fabric but that its mass may be less than 400 grammes per square metre.

Group 2: Rubber footwear, either unlined or lined with fabrics.

Group 3: Wholly moulded footwear

Group 4: Canvas fabric sandals.

ILLUSTRATION 1



	Column A Per week	Column B Per week
(1) WAGES		
A. LACE-UP RUBBER BOOTS		
Qualified employees on:		
(i) Marking and/or cutting of textile fabrics.....	1295.29	1424.82
(ii) Cutting of rubber uppers.....	1010.09	1111.10
(iii) Cutting of fabric impregnated with rubber.....	1010.09	1111.10
(iv) Closing Departments:		
(a) Upper closing.....	922.09	1014.30
(b) Lining closing.....	922.09	1014.30
(c) Eyeletting.....	922.09	1014.30
(d) Buffing tongues.....	872.89	960.18
(e) Inserting tongues.....	872.89	960.18
(f) Securing tongues.....	872.89	960.18
(g) Table-hands.....	872.89	960.18
(xvi) All sole cutting operations, whether by hand or press.....	1239.38	1363.32
(xvii) All other press cutting operations (bottom stock only).....	872.89	960.18
(xviii) Hand-lasting (means the pulling over of the prepared upper over the last and securing it to the insole).....	980.93	1079.02
(xix) Insole attaching.....	872.89	960.18
(xx) Placing material around the last.....	872.89	960.18
(xxi) Sole attaching.....	872.89	960.18
(xxii) Atteriding an autoclave.....	872.89	960.18
(xxiii) Solutioning by hand.....	872.89	960.18
(xxiv) Solutioning by machine.....	872.89	960.18
(xxv) (a) Moulding of soles, heels and/or sole and heel units.....	872.89	960.18
(b) Moulding of boots other than in an autoclave.....	872.89	960.18
(xxvi) Hobnailing.....	980.93	1079.02
(xxvii) Sole roughing.....	872.89	960.18
(xxviii) Upper roughing.....	872.89	960.18
(xxix) Edge trimming.....	872.89	960.18
(xxx) Spew and/or flash trimming on moulded boots.....	872.89	960.18
(xxxi) Inserting laces.....	872.89	960.18
(xxxii) Slipping and sorting lasts.....	872.89	960.18
(xxxiii) Trimming linings.....	872.89	960.18
(xxxiv) Rolling uppers.....	872.89	960.18
(xl) Cutting and/or inserting stays.....	872.89	960.18
(xli) Dressing.....	872.89	960.18
(xlii) Cleaning.....	872.89	960.18
(xliii) Stamping sizes on linings.....	872.89	960.18
(xliv) Loading trolley for autoclave.....	872.89	960.18
(xlv) Pairing.....	872.89	960.18
(xlvi) Attaching thoughts or insole covers.....	872.89	960.18
(xlvii) Operations not specified in (i) to (xxx) above.....	872.89	960.18
(xlviii) General workers.....	872.89	960.18

	Column A Per week	Column B Per week
B. OTHER FOOTWEAR IN THIS SECTION		
Qualified employees on:		
(i) Upper cutting Department:		
Group 1:		
Marking and/or cutting (from canvas or fabric).....	1295.28	1424.81
Group 2:		
Assisting clicker.....	872.89	960.18
Marking and/or cutting gumboots (from rubber and/or canvas impregnated with rubber)	872.89	960.18
Gum boots.....	872.89	960.18
Size marking.....	872.89	960.18
(ii) Closing Department:		
Group 3:		
Attaching stays.....	872.89	960.18
Size stamping on linings.....	872.89	960.18
Tread trimming.....	872.89	960.18
All other closing room operations, including eyeletting, perforating and skiving.....	922.09	1014.30
(iii) Bottom stock Department:		
Group 4:		
Sole cutting from rubber by press or by hand.....	1239.38	1363.32
Group 5:		
Cutting or extruding blanks for the moulding of soles and/or heels.....	872.89	960.18
Group 6:		
All other press cutting operations.....	872.89	960.18
(iv) Making Department:		
Group 7:		
Applying insole filler.....	872.89	960.18
Size stamping insole.....	872.89	960.18
Hand-lasting, rubber sole attaching by hand.....	872.89	960.18
Vulcanising soles to uppers.....	872.89	960.18
Solutioning by hand or machine.....	872.89	960.18
Assembling.....	872.89	960.18
Direct moulding of soles to canvas uppers.....	916.13	1007.74
Injection moulding of units to lasted uppers or string-lasting uppers or of sole units:		
(a) Where one employee is employed on an injection moulding machine.....	980.93	1079.02
(b) Where two employees are employed on an injection moulding machine, each shall be paid.....	980.93	1079.02
(c) Where more than two employees are employed on an injection moulding machine, each shall be paid.....	980.93	1079.02
String-lasting.....	916.13	1007.74
Lasting operations on a Kamborian machine.....	1010.09	1111.10
Lasting seats or sides by machine.....	1123.72	1236.09
Combined pulling over and forepart lasting.....	1408.77	1549.65
(v) Group 8:		
Hobnailing by hand or machine.....	980.93	1079.02
(vi) Group 9:		
Attaching back strip.....	872.89	960.18
Attaching foxing.....	872.89	960.18
Attaching insole.....	872.89	960.18
Attaching lining to upper.....	872.89	960.18
Cementing.....	872.89	960.18
Cleaning soles.....	872.89	960.18

Cutting foxing	872.89	960.18
Feeding conveyer		
Granulating	872.89	960.18
Inserting the puffs	872.89	960.18
Rolling uppers	872.89	960.18
Slipping lasts	872.89	960.18
Sole rolling	872.89	960.18
Supplying lasts	872.89	960.18
Trimming uppers	872.89	960.18
Mass-measuring pellets for direct moulding	872.89	960.18
Wheeling	872.89	960.18
Checking and repairing	872.89	960.18
Edge scouring		
Silk screen printing	872.89	960.18
	872.89	960.18
(vii) Any operations not specified in (i) to (vi) above		
(viii) General Workers	872.89	960.18
	872.89	960.18
(2) LEARNERS EMPLOYED ON OPERATIONS REFERRED TO IN SUBCLAUSE (1) A AND B (EXCLUDING GENERAL WORKERS)		
According to experience:		
First six months	560.06	616.07
Second six months	625.70	688.27
Thereafter, the prescribed rate:		
Provided that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) RATIOS		
(a) Before a learner may be employed on any of the operations referred to in subclause (1) A, one qualified employee shall be employed and for every one qualified employee so employed, not more than two learners may be employed.		
(b) Before a learner may be employed in any of the nine groups of operations referred to in subclause (1) B, one qualified employee shall be employed in that group, and for every one qualified employee so employed, not more than two learners may be employed.		
(4) DIFFERENTIAL WORKING		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wages which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
(5) DEFINITIONS		
For the purposes of this clause -		
"Rubber" includes natural and synthetic rubber and any thermoplastic organic substance or compound thereof;		
"canvas fabric" means a fabric woven from yarns made from cotton and/or man-made fibres which in appearance is similar to cotton fabric and which fabric, whether bonded or not, is not more than 1,36 millimetres at 1 kilopascals or 1,32 millimetres at 5 kilopascals and its mass shall be not less than 400 grammes per square metre, the characteristics of which are strength and firmness;		
"one colour" is an entirely natural or bleached colour of one solid shade or tone.		

	Column A Per week	Column B Per week
CLAUSE 3 : SLIPPERS, THE UPPERS OF WHICH ARE MADE OF MATERIALS OTHER THAN LEATHER (1) WAGES Qualified employees on:		
A. Upper Cutting Department:		
(i) Upper cutting.....	1294.83	1424.31
(ii) Stock cutting and/or lining cutting	1010.09	1111.10
(iii) Upper assembling	1010.09	1111.10
(iv) Marking and/or stamping.....	872.89	960.18
B. Machining Department:		
(i) Machining toe caps, collars, seams, binding, tongues, socks and pads, buttonholing, buttoning	878.23	966.05
(ii) Machining of uppers, socks, pads and soft soles together	922.09	1014.30
(iii) Machining elastic bound edges of uppers to soft soles.....	922.09	1014.30
C. Rough Stuff Department:		
(i) Sole cutting from leather.....	1408.77	1549.65
(ii) Sole cutting from other than leather	1239.38	1363.32
(iii) Insole cutting and lift and top-piece cutting	1239.38	1363.32
(iv) Stamping.....	872.89	960.18
(v) Heel covering.....	872.89	960.18
D. Making Department:		
(i) Slipper turn sewing.....	1070.18	1177.20
(v) Steaming and blocking into shape:		
(a) Felt work	980.93	1079.02
(b) Leather work, fabric Cubans	980.93	1079.02
(iii) Stuck-on process:		
(a) Hand-lasting	980.93	1079.02
Sole roughening	980.93	1079.02
Sole positioning on upper and press operating in one operation.	980.93	1079.02
Sole positioning on upper and forepart seat before pressing.....	980.93	1079.02
Press operating with sole previously positioned.	980.93	1079.02
(b) Solutioning operation	980.93	1079.02
(b) Sole and insole tacking	872.89	960.18
	872.89	960.18

	Column A Per week	Column B Per week
(iv) Vulcanising soles to lasted uppers	980.93	1079.02
(v) Slugging	872.89	960.18
(vi) Channelling	872.89	960.18
Hand-levelling	872.89	960.18
Heel attaching	872.89	960.18
Tacking backs	872.89	960.18
(vii) Slipper turning	872.89	960.18
(viii) Fetching and putting away lasts	872.89	960.18
(ix) Inserting heel pads	872.89	960.18
(x) Conveyor operating	872.89	960.18
(xi) Direct injection moulding or pouring of any materials used for soiling and unit converting: Direct injection moulding of units to lasted uppers or string-lasting uppers or uppers with stitched-in socks:		
(a) Where one employee is employed on an injection moulding machine	980.93	1079.02
(b) Where two employees are employed on an injection moulding machine each shall be paid	980.93	1079.02
(c) Where more than two employees are employed on injection moulding machine each shall be paid	980.93	1079.02
E. Finishing Department		
Edge trimming	1239.38	1363.32
Edge setting	1011.22	1112.34
Heel trimming	872.89	960.18
Scouring operations	872.89	960.18
Inking, staining and brushing	872.89	960.18
Slipping uppers	872.89	960.18
F. Shoe Room Department		
Examining	872.89	960.18
All other Shoe Room operations		
(2) LEARNERS		
According to experience:		
First six months	560.06	616.07
Second six months	625.64	688.20
Third six months	694.16	763.58
Fourth six months	770.69	847.75
Fifth six months	866.73	953.40
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged:		
Provided further that learners on operations for which a wage rate of R872.89 prescribed shall, after the third six months of experience, become entitled to this wage rate;		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
(3) GENERAL WORKERS		
General workers	872.89	960.18
(4) RATIO		
For every one qualified employee engaged on the operations specified in subclause (1) hereof there may be employed not more than two learners at the wages in accordance with the scale laid down for learners under subclause (2) hereof: Provided that one employee in receipt of the wage prescribed for a qualified employee shall be employed in each department before a learner may be employed.		

	Column A Per week	Column B Per week
<u>(5) DIFFERENTIAL WORKING</u>		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time worked during that week solely on the higher or highest rated of those operations.		
<u>CLAUSE 4: "PLATNATE" AND "DOPPERS"</u>		
Note: "Platnate" and "doppers" mean footwear wholly or mainly stitched by hand with riempies or pitch thread.		
Qualified employees on:		
(i) Clicking	979.42	1077.36
(ii) Machining by power.....	878.23	966.05
Machining other than by power	878.23	966.05
Other Closing Department operations	878.23	966.05
(iii) Sole cutting by power	1158.86	1274.75
Sole cutting other than by power	872.89	960.18
(iv) Pulling over by hand and/or hand-lasting	872.89	960.18
Stitching by hand.....	872.89	960.18
(v) Edge trimming by power.....	988.47	1087.32
Edge trimming other than by power	872.89	960.18
(vi) Pairing and/or size marking.....	872.89	960.18
(vii) Any operation other than those specified in (i) to (vi) hereof.....	872.89	960.18
<u>(2) LEARNERS</u>		
According to experience:		
First six months	560.06	616.07
Second six months	625.64	688.20
Provided that a learner shall not be entitled to a wage higher than that prescribed for a qualified employee on the operation on which such learner is engaged;		
Provided further that an adult employee who has had less than 12 months' experience shall nevertheless be deemed to have had 12 months' experience.		
<u>(3) GENERAL WORKERS</u>		
General workers	872.89	960.18
<u>(4) RATIO</u>		
For every three employees receiving not less than R872.89 per week there may be employed not more than one employee at a wage of less than R872.89 per week.		
<u>(5) DIFFERENTIAL WORKING</u>		
A qualified employee who is employed in any one week on two or more operations specified in this section of this Annexure shall be paid the wage which he would earn if employed for the whole time during that week solely on the higher or highest rated of those operations.		

SIGNED BY THE PARTIES AT DURBAN ON THIS THE 6th DAY OF JULY, 2011.

P THERON, Member of the Council

A BENJAMIN, Member of the Council

B LOUBSER, Member of the Council

S NAIDOO, General Secretary of
the Council
