

**DEPARTMENT OF EMPLOYMENT AND LABOUR****NO. R. 1139****23 OCTOBER 2020****LABOUR RELATIONS ACT, 1995**

The Minister of Employment and Labour has, under section 208 of the Labour Relations Act, 1995 (Act No. 66 of 1995) and after consultation with NEDLAC, made the regulations in the Schedule.

**SCHEDULE****Definition**



1. In these regulations “the Regulations” means the Regulations published under Government Notice No. R. 1016 of 19 December 2014.



**Amendments of Regulations**

2. The Regulations are hereby amended by replacing LRA Form 3.1 and LRA Form 3.2 which deals with the agency fees deducted from conscientious objectors’ wages.

Section 208 of the Labour Relations Act empowers the Minister to make regulations regulating any matter that may or must be prescribed.

The amended LRA Forms 3.1 and 3.2 are hereby published.”

<p><b>LRA Form 3.1</b>  <b>Sections 25(4)(b)</b>  <b>and 26(8)</b>  <b>Labour Relations Act,</b>  <b>1995</b></p>	<p align="center"><b>CONSCIENTIOUS OBJECTOR</b>  <b>REQUESTS AGENCY FEE TO BE PAID</b>  <b>TO DEPARTMENT</b></p> 
<p><b>READ THIS FIRST</b></p>  <p><b>WHAT IS THE PURPOSE OF THIS FORM?</b></p> <p>This form requests an employer to pay an amount deducted from a conscientious objector's wage into a fund administered by the Department of Labour.</p> <p><b>Banking details:</b>          Department of Labour –          Deposit Account          Account no. 62025135577          Account type: Current          Branch: Commercial Accounts          Services          Branch code: 210 554          Swift code: FIRNZAJJ</p> <p><b>WHO FILLS IN THIS FORM?</b></p> <p>The employee who is a conscientious objector.</p> <p><b>WHERE DOES THIS FORM GO?</b></p> <p>To the employer.</p> <p><b>OTHER INSTRUCTIONS</b></p> <p>The LRA Form 3.2 together with proof of payment must be sent by the employer to the Chief Director Labour Relations: Department of Employment and Labour.          Private Bag X 117          Pretoria          0001</p>	<p><b>1) EMPLOYEE DETAILS</b></p> <p>I, ..... object on          (name of conscientious objector)</p> <p>grounds of conscience to belonging to or contributing money to a trade union. My grounds of conscience are:</p> <p>.....</p> <p>.....</p> <p>.....</p> <p>.....</p> <p align="right">(reasons)</p> <p>I request my employer to remit the amount deducted as an agency fee to the Department of Labour for payment into a fund administered by the Department.</p> <p>Signature: .....</p> <p>Date: .....</p> <p><b>2) EMPLOYER DETAILS</b></p> <p>Name: .....</p> <p>.....</p> <p>Postal address: .....</p> <p>.....</p> <p>.....</p> <p>.....</p>

<p><b>LRA Form 3.2</b>  <b>Section 25(4)(b)</b>  <b>Labour Relations Act,</b>  <b>1995</b></p>	<p align="center"><b>LIST OF DEDUCTIONS FROM  CONSCIENTIOUS OBJECTORS' WAGES</b></p> 																		
<p><b>READ THIS FIRST</b></p>  <p><b>WHAT IS THE PURPOSE OF THIS FORM?</b></p> <p>This form lists the names of conscientious objectors and the amounts deducted by the employer for the Department of Employment and Labour.</p> <p><b>WHO FILLS IN THIS FORM?</b></p> <p>The employer.</p> <p><b>WHERE DOES THIS FORM GO?</b></p> <p>To the Chief Director Labour Relations, Department of Employment and Labour.  Private Bag X 117  Pretoria  0001</p> <p><b>OTHER INSTRUCTIONS</b></p> <p>The agency fee deducted must be deposited to the following bank account:</p> <p><b>Banking details:</b>  Department of Labour – Deposit Account  Account no. 62025135577  Account type: Current  Branch: Commercial Accounts Services  Branch code: 210 554  Swift code: FIRZAJJ</p>	<p><b>1) CONSCIENTIOUS OBJECTORS' DETAILS</b></p> <table border="0"> <thead> <tr> <th align="left">Names of employees</th> <th align="left">Amount</th> </tr> </thead> <tbody> <tr><td>1. ....</td><td>.....</td></tr> <tr><td>2. ....</td><td>.....</td></tr> <tr><td>3. ....</td><td>.....</td></tr> <tr><td>4. ....</td><td>.....</td></tr> <tr><td>5. ....</td><td>.....</td></tr> <tr><td>6. ....</td><td>.....</td></tr> <tr><td>7. ....</td><td>.....</td></tr> <tr> <td align="right" colspan="2"><b>TOTAL:</b> .....</td> </tr> </tbody> </table> <p><b>2) EMPLOYER DETAILS</b></p> <p>Name: .....</p> <p>.....</p> <p>Postal address: .....</p> <p>.....</p> <p>.....</p> <p>.....</p>	Names of employees	Amount	1. ....	.....	2. ....	.....	3. ....	.....	4. ....	.....	5. ....	.....	6. ....	.....	7. ....	.....	<b>TOTAL:</b> .....	
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