

BOARD NOTICE 137 OF 2020

NATIONAL COUNCIL OF SOCIETIES FOR THE PREVENTION OF CRUELTY TO ANIMALS**R U L E S****1 AMMEND RULE 6.30**

The committee of every Society shall ensure that a provision is inserted in all future employment contracts of general managers, as a pre-requisite to their employment, the necessity for them to attend an Inspectors' Training Course and to qualify as an inspector within 12 months of their signature of their contract of employment. This rule comes into effect 60 days after being gazetted.

2 AMMEND RULE 6.17

All Inspectors are required to attend a Refresher Course every 5 years and pass the appropriate examination.

3 NEW RULE TO BE NUMBERED 3.10

All Societies, regardless of income status or size, are required to comply with all the provisions contained in national legislation. This includes, but is not restricted to, the following:

South African Revenue Services (SARS)

- (a) All Societies are required to deduct PAYE from staff salaries and wages (where this is applicable) and forward payment to SARS before the 7th day of each month.
- (b) Biannual returns also need to be submitted to SARS.
- (c) VAT registered Societies are required to submit either a monthly or bi-monthly return (dependent on registration) to SARS by the 24th of the month.
- (d) Form IRP5 / Form IT3 (a) tax certificates must be submitted for all employees.

Unemployment Insurance Fund

All Societies are required to forward deductions from staff salaries and wages for the Unemployment Insurance Fund to the Department of Labour every month.

Minimum Wages

All Societies are to adhere to the minimum wage schedules laid down by the Department of Labour.

Workmen's Compensation Fund

All Societies are required to register with the Workmen's Compensation Fund and submit an annual return of earnings to the Workmen's Compensation Commissioner.