

NON-GOVERNMENTAL ORGANIZATION

NO. R. 2574

7 October 2022

**LABOUR RELATIONS ACT, 1995 (ACT NO 66 of 1995), as amended
COMMISSION FOR CONCILIATION, MEDIATION AND ARBITRATION****TARIFF OF FEES**

The Governing Body of the Commission for Conciliation, Mediation and Arbitration hereby repeals the Tariff of Fees published in terms of the Labour Relations Act 66 of 1995 as amended under the Government Notice No.43376 of 01 June 2020.
No. R. 616

**LABOUR RELATIONS ACT, 1995 (ACT NO 66 of 1995), as amended
COMMISSION FOR CONCILIATION MEDIATION AND ARBITRATION
TARIFF OF FEES**

Under section 123 (3) of the Labour Relations Act 66 of 1995, as amended, the Commission for Conciliation, Mediation and Arbitration hereby publish the tariff of fees as established by the Governing Body in the Annexure effective from **1 SEPTEMBER 2022**.

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.

TABLE 1 – TARIFF OF FEES

	SERVICE	TARIFF OF FEES (per day or part thereof)
1.	Training and Advice in terms of 115 (3)	R3 213.50 – R 7 301.73
1A	PLUS Administration fee for the coordination and / or preparation of training and training material to be delivered in terms of item 1 to this Tariff of Fees and section 115(3) of the LRA	All direct variable costs. PLUS , 8% of the total direct fixed and variable costs.

2.	Conducting, overseeing or scrutinizing any election of ballot of a registered trade union or registered employers' organization in terms of S123(1)(b) of the LRA.	R3 213.50 – R 7 301.73 PLUS , All direct variable costs. PLUS , 8% of the total direct fixed and variable costs.
2A	Sale of CCMA publications developed for purposes of executing discretionary functions in terms of section 115 of the LRA.	All direct variable costs. PLUS , 8% of the total direct fixed and variable costs.
3.	Costs where a dismissal is found to be unfair only because the employer did not follow a fair procedure in terms of S140 (2) of the LRA.	R3 213.50 – R 7 301.73
4.	Resolving a dispute about the interpretation or application of a collective agreement under S147 (1) of the LRA.	R3 213.50 – R 7 301.73 PLUS , All direct variable costs. PLUS , 8% of the total direct fixed and variable costs.
5.	Resolving a dispute between parties to a council of the council's dispute resolution procedure are not operative in terms of S147 (2) of the LRA.	R3 213.50 – R 7 301.73 PLUS , All direct variable costs. PLUS , 8% of the total direct fixed and variable costs.
6.	Resolving a dispute between parties who fall within the registered scope of a council if the council's dispute resolution procedures are not operative in terms of S147(3) of the LRA.	R3 213.50 – R 7 301.73 PLUS , All direct variable costs. PLUS , 8% of the total direct fixed and variable costs.
7.	Resolving a dispute between parties to a collective agreement in terms S147 (5) of the LRA.	R3 213.50 – R 7 301.73 PLUS , All direct variable costs. PLUS , 8% of the total direct fixed and variable costs.
8.	Resolving a dispute by inquiry by arbitrator in terms of S188A	R3 213.50 – R 7 301.73 PLUS , All direct variable costs. PLUS , 8% of the total direct fixed and variable costs.

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