

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 4039

10 November 2023

LABOUR RELATIONS ACT, 1995

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

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and 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 the second Monday after the date of publication of this notice and for the period ending 30 June 2026.



MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 25/10/2023

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA 1995****UMKHANDLU KAZWELONKE WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI
BEMBONI YEZIKHUMBA: UKWELULWA KWESIVUMELWANO SABAQASHI NABASEBENZI
BESIGABA SOKUSHUKWA KWEZIKHUMBA ESICHIBIYELAYO; SELULELWA KULABO
ABANGEYONA INGXEYENYE YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, onguNgqongqoshe Wezemisebenzi Nezabasebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano Kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa kuMkhandlu KaZwelonke Wokuxoxisana phakathi kwabaQashi Nabasebenzi Embonini Yezikhumba, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabasebenzi ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngoMsombuluko wesibili emva kosuku lokushicilelwa kwalesiSaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlanguvana 2026.



MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI
USUKU: 25/10/2023

SCHEDULE
NATIONAL BARGAINING COUNCIL OF THE LEATHER
INDUSTRY OF SOUTH AFRICA

TANNING SECTION COLLECTIVE AGREEMENT

in accordance with the provisions of the Labour Relations Act, 1995, made
and entered into between the

South African Tanning Employers' Organisation (SATEO)

(hereafter referred to as the "employers" or the "employers' organisation")

and the

Southern African Clothing and Textile Workers' Union

And

National Union of Leather and Allied Workers (N.U.L.A.W)

(hereafter referred to as the "employees" or the "trade unions")

being parties to the National Bargaining Council of the Leather Industry of South Africa, to extend and amend the Agreement published under Government Notices No R.1318 of 6 November 1998 as further amended, renewed and re-enacted under Government Notices Nos. R287 of 12 March 1999, R.1017 of 27 August 1999, R.47 of 28 January 2000, R.555 of 9 June 2000, R.128 of 9 February 2001, R.389 of 18 May 2001, R823 of 7 September 2001, R.1230 of 30 November 2001, R.693 of 17 May 2002, R.1531 of 13 December 2002, R.714 of 6 June 2003, R.1357 of 3 October

Handwritten signatures and initials in the bottom right corner of the page. There are three distinct marks: a stylized 'M' or 'W' at the top, a signature that appears to be 'AS' in the middle, and a large, looped signature at the bottom.

2003, R.748 of 25 June 2004, R.592 of 24 June 2005, R.593 of 24 June 2005, R.335 of 13 April 2006, R.631 of 30 June 2006, R.1269 of 15 December 2006, R.513 of 22 June 2007, R.1068 of 16 November 2007, R.1038 of 3 October 2008, R.474 of 8 May 2009, R.1184 of 18 December 2009, R.1191 of 17 December 2010, R.523 of 24 June 2011, R.886 of 28 October 2011, R.886 of 2 November 2012, R.770 of 18 October 2013, R.789 of 17 October 2014, R.1045 of 30 October 2015, R.764 of 24 June 2016, R.1281 of 21 October 2016, R.757 of 29 September 2017, R.1229 of 16 November 2018, R.1393 of 30 October 2019, R.218 of 18 March 2021, R.455 of 28 May 2021, R.1587 of 10 December 2021 and R.2740 of 18 November 2022.

Handwritten signature and initials, possibly 'AS' and 'GB', with a stylized 'M' above.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this agreement will be observed in the tanning section of the leather industry -
 - (a) in the Republic of South Africa,
 - (b) 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.
- (2) The terms of this Agreement will apply only to employees for whom wages are prescribed in terms of this agreement, and to employers of such employees.
- (3) The terms of this agreement will not apply to non parties in respect of clauses 1 (1)(b) and 2 (1).

2. DATE AND PERIOD OF OPERATION

- 1) This Agreement will come into operation for the parties on 1 July 2023 and remain in force for the period ending 30 June 2026.
- 2) This Agreement will come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to them, and will remain in force for the period ending 30 June 2026.

Handwritten signature and initials, possibly 'AF' and 'M'.

3. CLAUSE 6 LEAVE

3.1 Subclause 6.4 “**Family Responsibility Leave**”

Substitute subclause 6.4 (1) (c) (i) with the following:

- (i) when the employee’s child, spouse or biological grandparent is sick, or

4. CLAUSE 7 REMUNERATION

Clause 7.1 Wages and Wage Rates

Substitute the following for subclause (1):

- (a) An employer will pay an employee at least the wages prescribed in terms of **Schedule 1** for the operations performed by the employee.



SCHEDULE 1
WAGES AND WAGE RATES

		<u>Rate Per Hour</u>
1	<p>Lime/Tan Yard, Shaving, Splitting, Dyeing, Drying and Finishing Section Rates:</p> <p>Band A1 employees engaged in:</p> <p>ROUNDING 64.21</p> <p>SPLITTING 79.45</p> <p>Band A2 employees engaged in:</p> <p>SHAVING 68.07</p> <p>Band B employees engaged in:</p> <p>COLOUR MATCHING 60.01</p> <p>GLAZING 60.01</p> <p>HAND SPRAYING 63.41</p> <p>HAND TIPPING 60.01</p> <p>PILOT PLANT OPERATING 63.41</p> <p>POLISHING 60.01</p> <p>Band C employees engaged in:</p> <p>ASSISTING SPLITTER 59.15</p> <p>BRUSHING 59.15</p> <p>BUFFING 59.15</p> <p>CHEMICAL WEIGHING 59.15</p> <p>COLOUR MIXING 59.15</p> <p>CURTAIN COATING 59.15</p> <p>CONDITIONING 55.26</p> <p>DRUM OPERATING 55.26</p> <p>DRY CLEANING MACHINE 55.26</p> <p>EMBOSSING/PRINTING 59.15</p> <p>FLESHING (HAND OR MACHINE) 59.15</p> <p>HIDE STAMPING 55.88</p> <p>HYDRAULIC PRESS 59.15</p> <p>MEASURING 59.15</p> <p>PADDING 59.15</p> <p>PASTING 59.15</p> <p>ROLLER COATING 59.15</p> <p>ROTOR PRESS 59.15</p> <p>ROTOR SPRAYING 59.15</p> <p>SAMMYING 59.15</p> <p>SETTING 59.15</p> <p>SOLE ROLLING 59.15</p> <p>STAKING 59.15</p> <p>TRIMMING AFTER SHAVING 55.26</p> <p>VACUUM DRYING 59.15</p>	

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	Band D employees engaged in:	
	EFFLUENT PLANT OPERATOR	54.47
	FLESH TRIMMING	54.47
	HANG DRYING	54.47
	MILLING	54.47
	SUBSTANCE CHECKING	54.47
	TOGGLING	54.47
	Band E Employees	
	General Workers on operations as defined in the Definition Of "General Worker"	46.03
	Learners employed on operations specified in Bands A1, A2, B C and E will be paid on the following basis:	
	First six months of experience	80% of prescribed wage
	Thereafter	100% of prescribed wage
2	Quality examining and/or Sorting rates:	
	Band A1 employees engaged as a:	
	FINAL SORTER.....	64.21
	WET BLUE SORTER.....	64.21
	Band B employees engaged as a:	
	CRUST SORTER.....	60.01
	Band C employees engaged as a:	
	SPLIT SORTER.....	59.15
3	Fellmongering Section Rates:	
	Band B Employees engaged in –	
	PICKLE SORTING	60.01
	Band C Employees engaged in –	
	BREAK FLESHING	59.15
	FINAL FLESHING	59.15
	PICKLE DRUM OPERATING	55.26
	SULPHIDE PAINTING	55.26
	Band D Employees engaged in –	
	BREAK FLESHING ASSISTANT	54.47
	COUNTING AND PACKING	54.47
	DRUM CLOSING	54.47
	HAND WOOL PULLING	54.47
	MACHINE WOOL PULLING	54.47
	PADDLE OPERATING	54.47
	WOOL BALING / PACKING	54.47
	WOOL DRYING	54.47
	WOOL PICKING	54.47
	WOOL WASHING	54.47

4	Band E Employees General Workers on operations as defined in the Definition Of "General Worker"	46.03
	Learners employed on operations as specified in Bands B, C and E will be paid on the following basis:	
	First six months of experience	80% of prescribed wage
	Thereafter	100% of prescribed wage
	Wool-Skin Processing and Operations not elsewhere Specified rates:	
	Band C employees engaged in – CARDING	56.55
	COMBING	56.55
	CUTTING TO PATTERNS	55.65
	IRONING	56.55
	SHEARING	56.55
5	STITCHING BY MACHINE.....	57.59
	<u>Cutting Section Rates:</u>	
	Band A1 employees engaged in: CUTTER 1	69.12
	FINAL INSPECTING	64.21
	Band A2 employees engaged in: HAND CUTTING	64.21
	Band B employees engaged in: COMPONENT SPLITTING	58.41
	CUTTER 2	63.41
	HIDE MARKING	63.41
	Band C employees engaged in: COMPONENT PACKING	55.88
	LAMINATING	55.88
	LAYING OUT	55.88
	PERFORATING	55.88
	STAMPING (PIECE MARKING)	55.88
	TEMPLATE CONTROL	55.88

		<u>Rate Per Hour</u>
6	Learners employed on operations as specified in Bands A1, A2, B, C and E will be paid on the following basis:	
	First six months of experience	80% of prescribed wage
	Thereafter	100% of prescribed wage
	Band E Employees	
	General Workers on operations as defined in the Definition Of "General Worker"	46.03
	The following wage rates will be paid to employees other than those referred to in 1, 2, 3, 4 and 5:	
	Band A2 employees engaged as a:	
	Motor Vehicle Delivery Driver..... (Code C Licence or higher)	63.32
	Band B employees engaged as a:	
	Despatch Clerk	57.96
	Handyman	56.84
	Motor Vehicle General Driver	59.21
	(Code C1 Licence or lower)	
	Spray Gun Mechanic	63.41
	Storeman and/or Warehouseman	57.96
	Tractor Driver	59.21
	Band C employees engaged as a:	
	Boiler Attendant	55.88
	Forklift Driver	59.15
	Security Guard	55.88
	Store Assistant and/or Warehouseman Assistant	55.88
	Band D employees engaged as a:	
	Nylon Replacer	54.47

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SIGNED IN **DURBAN** ON THIS **26th** DAY OF **JULY 2023**.

M OOSTHUIZEN, Member of the Council


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V MEMBINKOSI, Member of the Council


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A BENJAMIN, Member of the Council


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S NAIDOO, General Secretary of the Council


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