

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 4778

3 May 2024

LABOUR RELATIONS ACT, 1995

**BARGAINING COUNCIL FOR THE MEAT TRADE, GAUTENG:
EXTENSION OF AMENDMENT OF MAIN COLLECTIVE AGREEMENT
TO NON-PARTIES**

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 **Bargaining Council for the Meat Trade, Gauteng**, 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: 2024/05/03

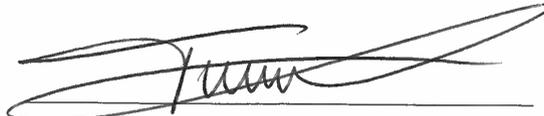
UMNYANGO WEZEMISEBENZI NEZABASEBENZI

R.

USUKU:

UMTHETHO WOBUDLELWENO KWEZABASEBENZI KA-1995**UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI
NABASEBENZI BEMBONI YOKUHWEDA NGENYAMA:****UKWELULWA KWESIVUMELWANO ESICHIBIYELAYO ESIYINGQIKITHI
SABAQASHI NABASEBENZI, SELULELWA KULABO ABANGEYONA
INGXENYE YESIVUMELWANO**

Mina, **THEMBELANI WALTERMADE NXESI**, uNgqongqoshe WezemiSebenzi, Nezabasebenzi, ngokwesigaba-32(2) soMthetho Wobudlelwano KwezabaSebenzi ka-1995, ngazisa ukuthi isivumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini Yokuhweba ngeNyama**, futhi ngokwesigaba 31 soMthetho Wobudlelwano kwezabaSebenzi, ka 1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyoMboni, kusukela ngomSombuluko wesibili emva kokushicilelwa kwalesisaziso kuze kube isikhathi esiphela mhlaka 30 kuNhlanguvana 2026.

**MNUMZANE TW NXESI, MP****UNGQONGQOSHE WEZEMISEBENZI NEZABASEBENZI**

USUKU: 2010312024

SCHEDULE
BARGAINING COUNCIL FOR THE MEAT TRADE GAUTENG
COLLECTIVE AGREEMENT

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

Meat Traders Association Gauteng

(hereinafter referred to as the "employers" or "employers' organisation"), of the one part, and

Meat and Allied Workers Union

Gauteng Meat Traders Employees' Union

(hereinafter referred to as the "employees" or the "trade unions") of the other part,

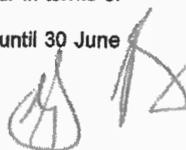
being the parties to the Bargaining Council for the Meat Trade Gauteng to amend the agreement published under Government Notice R643 of 07 July 2017.

1. SCOPE OF APPLICATION OF AGREEMENT

- (1) The terms of this Agreement shall be observed in the Meat Trade in the following Magisterial Districts:
- Alberton, Boksburg, Brakpan, Germiston, Kempton Park, Johannesburg, Randburg, Roodepoort, Benoni, Krugersdorp, Randfontein, Springs, Westonaria and the area within a 25 km radius of Church Square, Pretoria -
- (a) by all employers who are members of the employers' organization and by all
- (b) employees who are members of the trade unions, and who are engaged or employed in the Meat Trade.
- (2) Notwithstanding the provisions of subclause (1), the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in this Agreement.
- (3) The provisions of clauses 1(1)(a) and (b), and 1A of this Agreement shall not be binding on non-parties.

1A. PERIOD OF OPERATION

This Agreement shall come into operation on such a date fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, as amended, and shall remain in force until 30 June 2026.

I.M.C. 

2. CLAUSE 3: REMUNERATION

Substitute the following for clause 3:

"3. REMUNERATION

"(1) As from the date of coming into operation of this Agreement, no employer shall pay and no employee shall accept wages lower than the following: -

| | Per month |
|---|-----------|
| Admin/Office Assistant | 8573.42 |
| Cashier | 6107.40 |
| Butchery Assistant | 5700.50 |
| Shop Assistant | 5474.82 |
| Manager | 14080.74 |
| Master meat cutting technician, grade IA..... | 13025.44 |
| Meat cutting technician, grade IB..... | 11343.40 |
| Meat cutting technician, II | 7160.40 |
| Driver | 5839.78 |
| Security Officer | 5839.78 |
| Area Manager | 22916.88 |

(2) Differential rates - An employer who requires or permits an employee of one category to perform the duties of a higher paid category for longer than one hour in any one day, either in addition to his own work or in substitution thereof, shall pay such employee in respect of that day, not less than one sixth of the higher weekly wage prescribed in subclause (1)."

I.H.G. 
 2

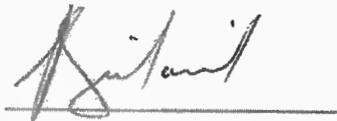
3. CLAUSE 23: SICK BENEFIT FUND

- (4) Substitute the schedule in clause 23 with the following schedule:

"SCHEDULE

| MEMBERSHIP CATEGORY | CONTRIBUTIONS |
|---------------------------------------|----------------------|
| SINGLE MEMBER | R 540.00 |
| MEMBER + 1 ADULT DEPENDANT | R 775.00 |
| MEMBER + 1 CHILD DEPENDANT | R 775.00 |
| MEMBER + 1 ADULT + 1 CHILD DEPENDANT | R 800.00 |
| MEMBER + 2 CHILD DEPENDANTS | R 800.00 |
| MEMBER + 1 ADULT + 2 CHILD DEPENDANTS | R 825.00 |
| MEMBER + 3 CHILD DEPENDANTS | R 825.00 |
| MEMBER + 1 ADULT + 3 CHILD DEPENDANTS | R 860.00 |
| SINGLE PENSIONER | R 500.00 |
| PENSIONER + 1 ADULT DEPENDANT | R 740.00 |
| PENSIONER + MORE THAN 1 DEPENDANT | on request |

THIS DONE AND SIGNED AT JOHANNESBURG ON THIS 24TH DAY OF NOVEMBER 2023.



EMP BIELOVICH

Chairman of the Council



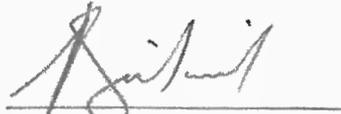
GS KOK

Vice Chairman of the Council



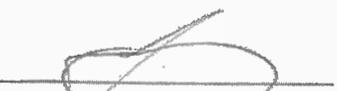
C VAN RENSBURG

Secretary of the Council



EMP BIELOVICH

Chairman of the Meat Traders
Association (Gauteng)



IGNATIUS LING

Meat and Allied Workers Union



GS KOK

Secretary of the Gauteng Meat
Traders Employees Union