

## DEPARTMENT OF EMPLOYMENT AND LABOUR

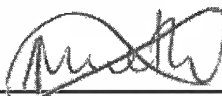
NO. R. 5769

24 January 2025

## 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, **NOMAKHOSAZANA METH**, 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.



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MS N METH, MP

MINISTER OF EMPLOYMENT AND LABOUR

DATE: 12 January 2025

**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

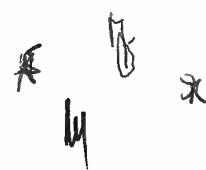
**Southern African Clothing and Textile Workers' Union**

And

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

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

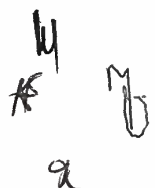
being parties to the National Bargaining Council of the Leather Industry of South Africa, to extend and amend the Agreement published under Government Notices No R.1318 of 6 November 1998 as further amended, renewed and re-enacted under Government Notices Nos. R287 of 12 March 1999, R.1017 of 27 August 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 2003, R.748 of 25 June 2004, R.592 of 24 June 2005, R593 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, 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, R.2740 of 18 November 2022 and R.4039 of 10 November 2023.

#### **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).

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## 2. DATE AND PERIOD OF OPERATION

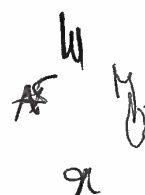
- 1) This Agreement will come into operation for the parties on 1 July 2024 and remain in force for the period ending 30 June 2026.
- 2) This Agreement will come into operation for non-parties on such date as the Minister of Employment and Labour extends the agreement to them, and will remain in force for the period ending 30 June 2026.

## 3. 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.

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**SCHEDULE 1**  
**WAGES AND WAGE RATES**

		<b><u>Rate Per Hour</u></b> <b><u>From</u></b> <b><u>01/07/2024</u></b>	<b><u>Rate Per Hour</u></b> <b><u>From</u></b> <b><u>01/07/2025</u></b>
1	<p><b>Lime/Tan Yard, Shaving, Splitting, Dyeing, Drying and Finishing Section Rates:</b></p> <p><b>Band A1 employees engaged in:</b></p> <p>ROUNDING ..... 68.38 72.82</p> <p>SPLITTING ..... 84.61 90.11</p> <p><b>Band A2 employees engaged in:</b></p> <p>SHAVING ..... 72.49 77.20</p> <p><b>Band B employees engaged in:</b></p> <p>COLOUR MATCHING ..... 63.91 68.06</p> <p>GLAZING ..... 63.91 68.06</p> <p>HAND SPRAYING ..... 67.53 71.92</p> <p>HAND TIPPING ..... 63.91 68.06</p> <p>PILOT PLANT OPERATING ..... 67.53 71.92</p> <p>POLISHING ..... 63.91 68.06</p> <p><b>Band C employees engaged in:</b></p> <p>ASSISTING SPLITTER ..... 62.99 67.08</p> <p>BRUSHING ..... 62.99 67.08</p> <p>BUFFING ..... 62.99 67.08</p> <p>CHEMICAL WEIGHING ..... 62.99 67.08</p> <p>COLOUR MIXING ..... 62.99 67.08</p> <p>CURTAIN COATING ..... 62.99 67.08</p> <p>CONDITIONING ..... 58.85 62.68</p> <p>DRUM OPERATING ..... 58.85 62.68</p> <p>DRY CLEANING MACHINE ..... 58.85 62.68</p> <p>EMBOSSING/PRINTING ..... 62.99 67.08</p> <p>FLESHING (HAND OR MACHINE) ..... 62.99 67.08</p> <p>HIDE STAMPING ..... 59.51 63.38</p> <p>HYDRAULIC PRESS ..... 62.99 67.08</p> <p>MEASURING ..... 62.99 67.08</p> <p>PADDING ..... 62.99 67.08</p> <p>PASTING ..... 62.99 67.08</p> <p>ROLLER COATING ..... 62.99 67.08</p> <p>ROTOR PRESS ..... 62.99 67.08</p> <p>ROTOR SPRAYING ..... 62.99 67.08</p> <p>SAMMYING ..... 62.99 67.08</p> <p>SETTING ..... 62.99 67.08</p> <p>SOLE ROLLING ..... 62.99 67.08</p> <p>STAKING ..... 62.99 67.08</p> <p>TRIMMING AFTER SHAVING ..... 58.85 62.68</p> <p>VACUUM DRYING ..... 62.99 67.08</p>		

*G. M. A*  
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