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GOVERNMENT NOTICE

DEPARTMENT OF LABOUR

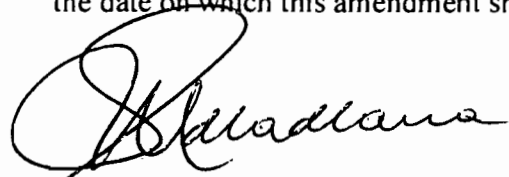
No. R. 872

25 August 2009

BASIC CONDITIONS OF EMPLOYMENT ACT, NO 75 OF 1997

**AMENDMENT OF SECTORAL DETERMINATION 2: CIVIL ENGINEERING
SECTOR, SOUTH AFRICA**

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, in terms of section 56 (1) of the Basic Conditions of Employment Act, No 75 of 1997, hereby amend Sectoral Determination 2: Civil Engineering Sector, South Africa, published under Government Gazette No. 22103 of 2 March 2001 and amended under Government Gazette No. 29635 of 16 February 2007 in accordance with the schedule hereto and fix 1 September 2009 as the date on which this amendment shall become binding.



**M M S MDLADLANA, MP
MINISTER OF LABOUR**

SCHEDULE

1. Replace table 1 in sub-clause 3(2) as reflected in Government Notice R. 204 of 2 March 2001 and amended in Government Notice R.201 of 18 February 2004 and amended in Government Notice R.133 of 16 February 2007 with the following:

Table 1: Minimum wages for all employees in the Civil Engineering Sector.

01 September 2009 -31 August 2010	
Task Grade	Rate per hour.
Task Grade 1	R15.68
Task Grade 2	R16.13
Task Grade 3	R16.58
Task Grade 4	R17.14
Task Grade 5	R20.50
Task Grade 6	R23.30
Task Grade 7	R26.66
Task Grade 8	R29.90
Task Grade 9	R33.77

2. Replace sub-clause 3(4)(a) as reflected in Government Notice No. R.204 of 2 March 2001 and amended in Government Notice R.133 of 16 February 2007 to read:

- (4) **Year end bonus:** Subject to the provision of this sub-clause, employers shall-
- (a) pay an employee an annual bonus as follows:
- (i) December 2009: 17 working days' pay;
 - (ii) December 2010: 18 working days' pay;
 - (iii) December 2011: 19 working days' pay; and
 - (iv) December 2012: 20 working days' pay.

3. Amend clause 7 (4)(b) as reflected in Government Notice No. R.204 of 2 March 2001 to read:

(b) whenever the ordinary hours of work prescribed in clause 8 are reduced on account of inclement weather, the following arrangements will apply:

- (i) where no work has begun at all on site, and if an employee has reported for work, the employee will be paid for the hours as set out hereunder,
 - (aa) from 1 September 2009 for 6 hours;
 - (bb) from 1 September 2010 for 7 hours;
 - (cc) from 1 September 2011 for 8 hours;
 - (dd) from 1 September 2012 for 9 hours;

provided the employee has at the request of the employer, remained at the workplace during this period.

- (ii) should work be stopped after the hours as set out in (i), the employee would be paid for the hours worked;
- (iii) should the work be stopped during hours as set out in (i), the employee will be paid for those hours only;
- (iv) where the employer has given the employees notice on the previous working day, that no work will be available due to inclement weather, then no payment will be made, provided that clause 7(4)(a)(i) is complied with.
- (v) Upon completion of the phasing-in of hours as indicated above, sub clause 7(4) (b)(i) to (iv) will have no effect.

Printed by and obtainable from the Government Printer, Bosman Street, Private Bag X85, Pretoria, 0001
Publications: Tel: (012) 334-4508, 334-4509, 334-4510
Advertisements: Tel: (012) 334-4673, 334-4674, 334-4504
Subscriptions: Tel: (012) 334-4735, 334-4736, 334-4737
Cape Town Branch: Tel: (021) 465-7531

Gedruk deur en verkrygbaar by die Staatsdrukker, Bosmanstraat, Privaatsak X85, Pretoria, 0001
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