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No. R. 551

DEPARTMENT OF LABOUR

LABOUR RELATIONS ACT, 1995

LIQUOR, CATERING AND ACCOMMODATION TRADES, SOUTH COAST, NATAL: EXTENSION OF MAIN COLLECTIVE AMENDING AGREEMENT TO NON-PARTIES

I, Membathisi Mphumzi Shepherd Mdladlana, Minister of Labour, hereby in terms of section 32 (2) of the Labour Relations Act, 1995, declare that the Collective Amending Agreement which appears in the Schedule hereto, which was concluded in the Bargaining Council for the Liquor, Catering and Accommodation Trades, South Coast, Natal, and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Amending Agreement, shall be binding on the other employers and employees in that industry, with effect from 19 June 2000, and for the period ending 31 December 2003.

M. M. S. MDLADLANA
Minister of Labour

Note: A copy of the Zulu translation is available from the Council.

SCHEDULE**BARGAINING COUNCIL FOR THE LIQUOR, CATERING AND ACCOMMODATION TRADES, SOUTH COAST, NATAL****MAIN COLLECTIVE AGREEMENT**

The parties to this Agreement are Natal South Coast Accommodation Association and Hospitality Industries and Allied Workers' Union (HIAWU).

This Agreement incorporates two different sectors, being?

1. the Private Hotel and Boarding House Trade consisting of the Natal South Coast Accommodation Association representing the employers and Hospitality industries and Allied Workers' Union (HIAWU) representing the employees; and
2. the Liquor and Catering Trade consisting of the Natal South Coast Accommodation Association representing the employers and Hospitality Industries and Allied Workers' Union (HIAWU) representing the employees.

In accordance with the provisions of the Labour Relations Act, No. 66 of 1995, this Agreement is entered into between the Natal South Coast Accommodation Association, representing the employers in the Private Hotel and Boarding House Trade (hereinafter referred to as "the employers" or the "employers' organisation") and Hospitality Industries and Allied Workers' Union (HIAWU) representing the employees in the Private Hotel and Boarding House Trade (hereinafter referred to as the "employees" or the "trade union") of the first part; and on the second part Natal South Coast Accommodation Association, representing the employers in the Liquor and Catering Trade (hereinafter referred to as "the employers" or the "employers' organisation" and Hospitality Industries and Allied Workers' Union (HIAWU) representing the employees in the liquor and catering trade (hereinafter referred to as "the employees" or the "trade unions") of the second part, being parties of the Bargaining Council for the Liquor, Catering and Accommodation Trades, South Coast, Natal, to amend the Agreement published under Government Notice No. R.194 of 19 February 1999 as amended by Government No. R. 870 of 16 July 1999, and re-enacted by Government Notice. No. 81 of 4 February 2000

1. SCOPE OF APPLICATION OF AGREEMENT

1. The terms of this Agreement shall be observed in the Liquor Trade, the Catering Trade and the Private Hotel and Boarding House Trade?
 - a. by all employers who are members of the employers' organisation and by all employees who are members of the trade unions;
 - b. in the Magisterial Districts of Durban (excluding the area within a radius of 16 kilometres of the General Post Office, Durban), Port Shepstone and Umzinto.
2. Notwithstanding the provisions of subclause 1 (1), the terms of this Agreement shall only apply in respect of employees for whom wages are prescribed in the Main Agreement.
3. The terms of clauses 1 (1) (a) and 2 of this Agreement shall not apply to employers and employees who are not members of the employers' organisation or the trade union.

2. PERIOD OF OPERATION

This Agreement shall come into operation on such date as may be fixed by the Minister of Labour in terms of section 32 of the Labour Relations Act, 1995, and shall remain in force until 31 December 2003.

CHAPTER 1

ACCOMMODATION TRADE

3. CLAUSE 35. REMUNERATION

Substitute Schedules B1, B2, C1 and C2 for the following Schedules B and C:

Scale of remuneration in the Accommodation Trade in the Magisterial Districts of Umzinto and Port Shepstone with effect from the date of coming into operation of this Agreement to 30 June 2000:

SCHEDULE B

	Monthly	Weekly	Daily	Hourly	Pro rata leave (over 3 years' service)	Pro rata leave (over 3 years' service)
Assistant manager.....	1 072,00	247,88	45,01	5,63	15,16	20,63
Caretaker (up to 10 flats).....	964, 00	222, 63	40, 48	5,06	13,63	18,55
Caretaker (more than 10 flats).....	1 038, 00	239,72	43,59	5,45	14,68	19,58
Clerical Employee:						
First year of experience.....	1 025,00	236,72	43,04	5,38	114,49	19,73
Second year of experience.....	1 047, 00	241,80	43,96	5,50	14,80	20,15
Thereafter	1 214, 00	280,37	50,98	6,37	17,17	23,36
Cook:						
First year of experience.....	918,00	212,01	38,55	4,82	12,98	17,67
Second year of experience.....	1 001,00	231,18	42,03	5,25	14,15	19,27
Thereafter	1 025,00	236,72	43,04	5,38	14,49	23,36

General service employee.....	874,00	201,85	36,70	4,59	12,36	16,82
Handyman.....	918,00	212,01	38,55	4,82	12,98	17,67
Headwaiter.....	1 038,00	239,72	43,59	5,45	14,68	19,98
Housekeeper.....	1 025,00	236,72	43,04	5,38	14,49	19,73
Kitchen supervisor.....	893,00	206,24	37,50	4,69	12,63	17,19
Laundry supervisor	893,00	206,24	37,50	4,69	12,63	17,19
Manager.....	1 263,00	291,69	53,03	6,63	17,86	24,31
Motor vehicle driver	953,00	220,09	40,02	5,00	13,47	18,34
Porter/Night porter.....	953,00	220,09	40,02	5,00	13,47	18,34
Receptionist	1 168,00	269,75	49,05	6,13	16,52	22,48
Telephone switchboard operator.....	893,00	206,24	37,50	4,69	12,63	17,19
Waiter:						
First year of experience	883,00	203,93	37,08	4,63	12,49	16,99
Thereafter	929,00	214,55	39,01	4,88	13,14	17,88
Watchman				3,88		

N.B.: Hours of work:

Watchmen: 60 hours in any six days or 10 hours per day until 31 October 1999.
55 hours per week from 1 November 1999 to 31 October 2000.
50 hours per week from 1 November 2000 to 31 October 2001.
45 hours per week from 1 November 2001.

Others : 44 hours in 5,5 days or 8 days and 4 hours on 1 day

Scale of remuneration in the Accommodation Trade in the Magisterial District of Durban with effect from the date of coming into operation of this Agreement to 30 June 2000

SCHEDULE C

	Monthly	Weekly	Daily	Hourly	Pro rata leave (up to 3 years' service)	Pro rata leave (up to 3 years' service)
Assistant manager.....	1 096,00	253,12	46,02	5,75	15,50	21,09
Caretaker (up to 10 flats).....	1 096,00	253,12	46,02	5,75	15,50	21,09
Caretaker (more than 10 flats).....	1 168,00	269,75	49,05	6,13	16,52	22,48
Clerical Employee:						
First year of experience.....	1 025,00	236,72	43,04	5,38	14,49	19,73
Second year of experience.....	1 047,00	241,80	43,96	5,50	14,80	20,15
Thereafter	1 214,00	280,37	50,98	6,37	17,17	23,36

Cook						
First year of experience.....	918,00	212,01	38,55	4,82	12,98	17,67
Second year of experience.....	1 018,00	235,10	42,75	5,34	14,39	19,59
Thereafter	1 047,00	241,80	43,96	5,50	14,80	20,15
General service employee.....	903,00	208,55	37,92	4,74	12,77	17,38
Handyman.....	953,00	220,09	40,02	5,00	13,47	18,34
Headwaiter.....	1 047,00	241,80	43,96	5,50	14,80	20,15
Housekeeper.....	1 072,00	247,58	45,01	5,63	15,16	20,63
Kitchen supervisor.....	918,00	212,01	38,55	4,82	12,98	17,67
Laundry supervisor	918,00	212,01	38,55	4,82	12,98	17,67
Manager.....	1 286,00	297,00	54,00	6,75	18,18	24,75
Motor vehicle driver	978,00	225,87	41,07	5,13	13,83	18,82
Porter/Night porter.....	978,00	225,87	41,07	5,13	13,83	18,82
Receptionist	1 168,00	269,75	49,05	6,13	16,52	22,48
Telephone switchboard operator.....	904,00	208,78	37,96	4,75	12,78	17,40
Waiter:						
First year of experience.....	906,00	209,24	38,04	4,76	12,81	17,44
Thereafter	978,00	225,87	41,06	5,13	13,83	18,82
Watchman						
				3,98		

N.B.: Hours of work

Watchmen: 60 hours in any six days or 10 hours per day until 31 October 1999.
 55 hours per week from 1 November 1999 to 31 October 2000.
 50 hours per week from 1 November 2000 to 31 October 2001.
 45 hours per week from 1 November 2001.

Others : 44 hours in 5,5 days or 8 hours in any 5 days and 4 hours on 1 day

Signed at Port Shepstone, on behalf of the parties, this 16th day of February 2000.

D.G. COMINOS
 Chairperson of the Council

L.REDDY
 Vice-Chairperson of the Council

PAUL VAN GORKOM
 Secretary of the Council