

DEPARTMENT OF LABOUR

NO. 569

15 JUNE 2017

LABOUR RELATIONS ACT, 1995: NATIONAL BARGAINING COUNCIL FOR THE WOOD AND PAPER SECTOR: EXTENSION TO NON PARTIES OF THE AMENDING COLLECTIVE AGREEMENT ON CONDITIONS OF SERVICE FOR THE PULP AND PAPER SECTOR

I, **MILDRED NELISIWE OLIPHANT**, Minister of 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, with the exclusion of clause 2(1) thereof, which was concluded in the **National Bargaining Council for the Wood and Paper Sector** 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 Sector, with effect from the second Monday after the date of publication of this Notice and for the period ending **31 December 2018**.


MINISTER OF LABOUR
31/05/2017

UMNYANGO WEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995****LABOUR RELATIONS ACT, 1995: NATIONAL BARGAINING COUNCIL FOR THE
WOOD AND PAPER SECTOR: UKWELULWA KWESIVUMELWANO SABAQASHI
NABASEBENZI SEZIMISELO ZOKUSEBENZA EMKHAKHENI WENKAFUNKAFU
KANYE NEPHEPHA**

Mina, **MILDRED NELISIWE OLIPHANT**, uNgqongqoshe Wezabasebenzi, lapha ngokwesigaba 32(2) soMthetho Wobudlelwano Kwezabasebenzi ka-1995, ngazisa ukuthi isiVumelwano phakathi kwabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, kukhiswa imishwana 2(1) esenziwa ku**National Bargaining Council for the Wood and Paper Sector** futhi ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi ka 1995, esibopha labo abasenzayo, sizobopha bonke abaqashi nabasebenzi kuleyoMboni kusukela ngoMsombuluko wesibili emva kokushicilelwa kwalesiSaziso futhi kuze kube isikhathi esiphela mhlaka **31 kuZibandlela 2018**.


UNGQONGQOSHE WEZABASEBENZI
31/05/2017

SCHEDULE

THE NATIONAL BARGAINING COUNCIL FOR THE WOOD AND PAPER SECTOR

(Hereinafter referred to as "the Council")

**AMENDING COLLECTIVE AGREEMENT ON CONDITIONS OF SERVICE FOR THE PULP
AND PAPER SECTOR**

In accordance with the provisions of the Labour Relations Act, 1995, made and entered into
by and between the:

EMPLOYERS ASSOCIATION FOR THE PULP AND PAPER INDUSTRY

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

and

**CHEMICAL, ENERGY, PAPER, PRINTING, WOOD AND ALLIED WORKERS' UNION
(CEPPWAWU),**

UASA-THE UNION

and

SOLIDARITEIT/SOLIDARITY

(hereafter referred to as the "employees" or the "trade unions"), of the other part,
being the parties to the National Bargaining Council for the Wood and Paper Sector to
extend and amend the **Collective Agreement on Conditions of Service for the Pulp and
Paper Sector** published under Government Notice No. R.709 of 10 June 2016 and R. 21
of 20 January 2017.

PART A: SCOPE OF APPLICATION AND DEFINITIONS**1. SCOPE OF APPLICATION**

- 1 The terms of this Agreement shall be observed in the Pulp and Paper Sector of the Wood and Paper as defined in the registered scope of the National Bargaining Council of the Wood and Paper Sector in the Republic of South Africa
- 2 Notwithstanding the provisions of sub-clause 1, the terms of this Agreement shall –
 - (a) only apply in respect of employers and employees who fall within the bargaining unit in the Pulp and Paper Sector;
 - (b) not apply to full-time students and scholars who have obtained employment within the Industry during vacation periods.

2. PERIOD OF OPERATION OF AGREEMENT

- 1 This Agreement shall come into effect from *date of signature by the parties* until 31 December 2018.
- 2 This agreement shall come into operation in respect of non- parties, on a date to be determined by the Minister of Labour, and shall remain in force until the period ending 31 December 2018.

PART B: WORKING TIME AND WAGE**3. CLAUSE 4: WAGE AND DETERMINATION OF WAGES**

Substitute the following for the existing clause 4:

- "1. The minimum wage for the Pulp and Paper Sector which an employer shall pay an employee falling within the Bargaining Unit shall be. R7 006. 98 per month until the expiry of this Agreement.

2. Wages will be calculated in accordance with the Collective Agreement on Conditions of Service for the Pulp and Paper Industry.
- 3 Every employer must pay each employee falling within the bargaining unit a wage increase of 7.75% across the board on actual rates with effect from the coming into operation of this Agreement until 30 June 2017.
- 4 The wages for employees as calculated in paragraph 3 above will apply until 30 June 2017.
- 5 Any calculation of wages must be based on the hourly rate of the employee's ordinary working hours and any fraction of a cent after completing the calculation must be adjusted to the nearest cent;
- 6 As a result of the different shift configurations in different workplaces and the reduction of working hours to 42 hours per week without loss of pay for employees in the Bargaining Unit and at no additional cost to the Employers in the Industry, the number of hours per week may differ from workplace to workplace, which, in turn, leads to different rates of basic pay per hour for different workplaces.
7. The basic hourly wage in each workplace is as calculated and agreed during the reduction to a 42 hour week.
- 8 The basic daily, weekly and monthly wage in each workplace is therefore as calculated during the reduction of working hours to a 42- hour week. "
- 9 An employer shall pay an employee who works shifts a shift allowance of 10% of basic pay until the expiry of this agreement

**PART D: NOTICE PERIOD AND PAYMENT ON REMUNERATION OF
EMPLOYMENT**

4. CLAUSE 22: SEVERANCE PAY

Substitute the following for the existing clause 22:

"22.1 Severance pay in the case of dismissals for operational reasons (retrenchments) will be calculated at the rate of 2 (two) weeks remuneration for each year of completed service."

PART I: ANCILLARY PROVISIONS

5. CLAUSE 27. OCCUPATIONAL CATEGORIES

Substitute the following for the existing clause 27:

"The following occupational categories shall be covered by the scope of this agreement. Parties acknowledge that the table below is used for the purpose of grades correlation and actual grades may differ from company to company.

JOB TITLE	TASK GRADE	PEROMNES	PATTERSON
General Worker	1	18	A1
Filing Clerk	1	17	A2
Stores Issuer/Receiving	3	17	A2
Relief operator	3	16	A3
Access Controller	4	15	B1
Artisan Assistant	4	15	B1
Baleman	4	15	B1
Boiler Operator Assistant	4	15	B1
Coal Handler	4	15	B1
Component Controller	4	15	B1
Corecutter	4	15	B1
Cutter Feeder	4	15	B1
Greaser	4	15	B1
Lister	4	15	B1
Manipulator Operator	4	15	B1
Milling operator	4	15	B1
Operator Line	4	15	B1
Pulper Operator	4	15	B1
Raumaster Operator	4	15	B1
Sorter	4	15	B1
Splicerman	4	15	B1


Stock Prep Assistant	4	15	B1
Workshop Clerk	4	15	B1
Wrappemen/Roil Wrapper	4	15	B1
Administrative Clerk	5	14	B2
Boiler Attendant	5	14	B2
Chipper Operator	5	14	B2
Crane Operator	5	14	B2
Driver/Storeman	5	14	B2
Engineering Administrator	5	14	B2
Forklift Driver	5	14	B2
Knife Grinder	5	14	B2
Knife Helper	5	14	B2
Layboy Operator	5	14	B2
Order Fulfillment Representative	5	14	B2
Order Picker – country branch	5	14	B2
Order Picker – logistics	5	14	B2
Packing Plant Operator	5	14	B2
Quality Analyst	5	14	B2
Shunter	5	14	B2
Storeman	5	14	B2
Board Grader	6	13	B3
Boiler Operator	6	13	B3
Component Controller	6	13	B3
Croc Operator	6	13	B3
Data Capturer	6	13	B3
Despatch Clerk	6	13	B3
Dryerman	8	13	B3
Dryer Operator	6	13	B3
Front End Loader Driver	6	13	B3
Heavy Duty Driver	6	13	B3
Laboratory Supervisor	6	13	B3
Lubricator	6	13	B3
Order Intake Representative	6	13	B3
Process Operator	6	13	B3
Rewinderman	6	13	B3
Saw Operator- Country Branch	6	13	B3
Storeman: country branch	6	13	B3
Telephonist	6	13	B3
Wet End Operator	6	13	B3
Wet Laboratory Analyst	6	13	B3
Winder Helper	6	13	B3
Administrative Clerk-General	7	12	B4


Artisan Aide	7	12	B4
Assistant Winderman	7	12	B4
Board Gdger Operator	7	12	B4
Laboratory Supervisor	6	13	B3
Chargehand Logistics	7	12	B4
Clarification Plant Operator	7	12	B4
Despatcher	7	12	B4
Driver Loco	7	12	B4
Dryer Operator	7	12	B4
Clarification Plant Operator	7	12	B4
FIS Operator	7	12	B4
HR Administrator	7	12	B4
Light Motor Vehicle Driver	7	12	B4
Planned Maintenance Clerk	7	12	B4
Press Operator	7	12	B4
Quality Analyst	7	12	B4
Senior Process Operator	7	12	B4
Stock Quality Controller	7	12	B4
Winderman	7	12	B4
Coating Plant Operator	8	11	B5
Colour Kitchen Operator	8	11	B5
Handyman	8	11	B5
Laboratory Technician	8	11	B5
Post Form Operator	8	11	B5
Production Clerk	8	11	B5
Saw Operator	8	11	B5
Driver Svet/Gantry Drivers	8	11	B5
Log quality Inspector	8	11	B5
Plant Operator Stock Prep	8	11	B5
Senior Packing Plant Operator	8	11	B5
Administrator Risk Controller	9	10	C1
Broke Supervisor	9	10	C1
Buyer	9	10	C1
Conditioning Analyst	9	10	C1
Cutteman	9	10	C1
Diesel Mechanic	9	10	C1
Effluent Officer	9	10	C1
Financial Assistant	9	10	C1
Fire Officer	9	10	C1
Fitter	9	10	C1
Machine man	9	10	C1
Quality Assurance Monitor	9	10	C1

Raw Material Supervisor	9	10	C1
Senior HR Administrator	9	10	C1
Structural Plater	9	10	C1
Chargehand : Electrical	10	10	C2
Cook Controller	10	10	C2
Boilerhouse Senior Operator	10	10	C2
Boilermaker	10	10	C2
CAD Operator	10	10	C2

THIS DONE AND SIGNED AT JOHANNESBURG ON THIS THE 6th DAY OF
MARCH 2017.


 Mr. D. Dlamini
 Chairperson of Council


 Mr. T.V Mhlongo
 Vice-Chairperson of Council


 Mr. L. Dlamini
 General Secretary of Council