BASIC CONDITIONS OF EMPLOYMENT ACT, 1997 Section 50(1)(b)       DEPARTMENT OF LABOUR         Image: Construction of the section soft (b) (b)       APPLICATION FOR MINISTERIAL DETERMINATION         Image: Construction of the section soft (b) (b)       NB. ALL APPLICABLE FIELDS MUST BE COMPLETED         Image: Construction of the section soft (b) (b)       NB. ALL APPLICABLE FIELDS MUST BE COMPLETED         Image: Construction of the section soft (b) (c)       NB. ALL APPLICABLE FIELDS MUST BE COMPLETED         Image: Construction of the section soft (b) (c)       SARS NUMBER :         Image: Construction of the section soft (b) (c) (c) (c) (c) (c) (c) (c) (c) (c) (c	DAGLE CONDITIONS OF	BCEA 6
NE. ALL APPLICABLE FIELDS MUST BE COMPLETED         WHAT IS THE PURPOSE OF THIS FORM?         No.e. ALL APPLICABLE FIELDS MUST BE COMPLETED         A.:       EMPLOYER PARTICULARS         This form is an application for a ministerial determination to replace or exclude certain provisions of the Act or a Sectoral Determination.       I.         WHO FILLS IN THIS FORM? The employer.       SARS NUMBER :	EMPLOYMENT ACT, 1997	DEPARTMENT OF LABOUR
WHAT IS THE PURPOSE OF THIS FORM?       A. EMPLOYER PARTICULARS         I. FULL NAME OF EMPLOYER OR COMPANY TRADING NAME Ministerial determination to replace or exclude certain provisions of the Act or a Sectoral Determination.       I. FULL NAME OF EMPLOYER OR COMPANY TRADING NAME         WHO FILLS IN THIS FORM GO?       UIF REFERENCE NUMBER :	<b>READ THIS FIRST</b>	APPLICATION FOR MINISTERIAL DETERMINATION
what is interformed by the file of the determination to replace or a Sectoral Determination.       I. FULL NAME OF EMPLOYER OR COMPANY TRADING NAME         This form is an application to replace or a Sectoral Determination.       UIF REFERENCE NUMBER :	JL	N.B. ALL APPLICABLE FIELDS MUST BE COMPLETED
1. FULL NAME OF EMPLOYER OR COMPANY TRADING NAME         Ministerial determination to replace or exclude certain provisions of the Act         or a Sectoral Determination         WHO FILLS IN THIS FORM:         GO?         The employer.         WHERE DOES THIS FORM GO?         GO?         The provincial Executive Manager         INSTRUCTIONS         • The sections of the Act or Sectoral Determination for which variation is sought must be mentioned.         • The soctions of the Act or Sectoral Determination for which variation is sought must be mentioned.         • Proof of any consent to the application to the sought must be attached to this form.         • If no consent is obtained, proof of reasonable steps to bring the application to the notize of employees must be attached.         • Shift roster must be included if applicable.         • NOTE         A Department of Labour official may conduct an inspection to varip prication.         T the re is insufficient space on the form use separate piece of paper.         National applications of vary prescribed minimum wages must be forwarded to to the Executive Manadars,         PROVINCE:       Eastern Cape       Free State       Gauteng		A. EMPLOYER PARTICULARS
Ministerial determination to replace or a Sectoral Determination.	THIS FORM?	1. FULL NAME OF EMPLOYER OR COMPANY TRADING NAME
WHO FILLS IN THIS FORM: The employer.       SARS NUMBER :	Ministerial determination to replace or exclude certain provisions of the Act	IIIF REFERENCE NUMBER ·
The employer.       COMPANY REGISTRATION NUMBER :	WHO FILLS IN THIS FORM?	
GO?       COMPENSATION FUND REGISTRATION         GO?       COMPENSATION FUND REGISTRATION         INSTRUCTIONS       NUMBER :	The employer.	SARS NUMBER :
The Provincial Executive Manager       COMPENSATION FUND REGISTRATION         INSTRUCTIONS       NUMBER :		COMPANY REGISTRATION NUMBER :
INSTRUCTIONS       NUMBER :		COMPENSATION FUND REGISTRATION
Determination for which variation is sought must be mentioned.       2. NATURE OF BUSINESS CONDUCTED         • Proof of any consent to the application by the registered trade union(s) in terms of section 50(7)(a) must be attached to this form.       3. CONTACT PERSON(S)         • If no consent is obtained, proof service on registered trade union(s) and proof of reasonable steps to bring the application to the notice of employees must be attached.       • POSTAL ADDRESS         • Shift roster must be included if applicable.       • POSTAL CODE         • Department of Labour official may conduct an inspection to verify the information or seek more information in relation to your application.       POSTAL CODE         If there is insufficient space on the form use separate piece of paper.       POSTAL CODE         National applications to vary prescribed minimum wages must be forwarded to the Executiv Manager, Employment Standards,       PROVINCE:       Eastern Cape       Free State       Gauteng	_	NUMBER :
<ul> <li>application by the registered trade union(s) in terms of section 50(7)(a) must be attached to this form.</li> <li>If no consent is obtained, proof of service on registered trade union(s) and proof of reasonable steps to bring the application to the notice of employees must be attached.</li> <li>Shift roster must be included if applicable.</li> <li>NOTE A Department of Labour official may conduct an inspection to verify the information or seek more information in relation to your application. If there is insufficient space on the form use separate piece of paper. National applications and applications to vary prescribed minimum wages must be forwarded to the Executive Manager, Employment Standards, ROVINCE: Exatern Cape Eree State Gauteng Mumalanga KwaZulu-Natal Limpopo Mpumalanga</li></ul>	Determination for which variation	2. NATURE OF BUSINESS CONDUCTED
<ul> <li>service on registered trade union(s) and proof of reasonable steps to bring the application to the notice of employees must be attached.</li> <li>Shift roster must be included if applicable.</li> <li>NOTE A Department of Labour official may conduct an inspection to verify the information or seek more information in relation to your application. If there is insufficient space on the form use separate piece of paper. National applications and applications to vary prescribed minimum wages must be forwarded to the Executive Manager, Employment Standards, <b>4. POSTAL ADDRESS 4. POSTAL ADDRESS 5. 6.</b> &lt;</li></ul>	application by the registered trade union(s) in terms of section 50(7)(a) must be attached to this	3. CONTACT PERSON(S)
applicable.NOTEA Department of Labour official may conduct an inspection to verify the information or seek more information in relation to your application.If there is insufficient space on the form use separate piece of paper.National applications and applications to vary prescribed minimum wages must be forwarded to the Executive Manager, Employment Standards,PROVINCE:LimpopoMathematical applications minimum wages must be forwarded to the Executive Manager, Employment Standards,	service on registered trade union(s) and proof of reasonable steps to bring the application to the notice of employees must be	4. POSTAL ADDRESS
A Department of Labour official may conduct an inspection to verify the information or seek more information in relation to your application.       POSTAL CODE         If there is insufficient space on the form use separate piece of paper.       TEL. NO. ()		
information or seek more information         in relation to your application.         If there is insufficient space on the         form use separate piece of paper.         National applications and         applications to vary prescribed         minimum wages must be         forwarded to the Executive         Manager, Employment Standards,         Interval         Interval </td <td>A Department of Labour official may</td> <td></td>	A Department of Labour official may	
If there is insufficient space on the form use separate piece of paper.       IEL. NO. ()	information or seek more information	POSTAL CODE
form use separate piece of paper.         National applications and applications to vary prescribed minimum wages must be forwarded to the Executive Manager, Employment Standards,         E-MAIL:         MAIL:         MAIL:         MAIL:         Manager, Employment Standards,    E-MAIL:		TEL. NO. () FAX. NO. ()
applications to vary prescribed minimum wages must be forwarded to the Executive Manager, Employment Standards,	*	E-MAIL:
forwarded to the Executive <b>Limpopo Li Mpumalanga</b> Manager, Employment Standards,	applications to vary prescribed	PROVINCE: 🗆 Eastern Cape 🛛 Free State 🗖 Gauteng
V D/Dec V L1/ Distance (NO)	forwarded to the Executive Manager, Employment Standards,	🗆 KwaZulu-Natal 🗆 Limpopo 🛛 Mpumalanga
P/Bag X117, Pretoria. 0001	P/Bag X117, Pretoria. 0001	□ Northern Cape □ North-West □ Western Cape

5.	STREET ADDRESS		
	TOWN/ SUBURB:		
	PROVINCE: Eastern Cape Free State Gauteng		
	🗆 KwaZulu-Natal 🗆 Limpopo 🛛 Mpumalanga		
	□ Northern Cape □ North-West □ Western Cape		
<u>B.</u>	DETAILS OF APPLICATION		
1			
1.	VARIATION IS APPLIED FOR IN RESPECT OF THE FOLLOWING SECTION(S) OF THE ACT OR CLAUSE(S) OF THE FOLLOWING SECTORAL DETERMINATION(S):		
2.	AREA AND PROJECT FOR WHICH VARIATION IS SOUGHT:		
3	PERIOD FOR WHICH VARIATION IS SOUGHT:		
4.	TOTAL NUMBER OF EMPLOYEES:		
5.	NUMBER OF EMPLOYEES AFFECTED BY APPLICATION:		

**GRANTED:** ..... ..... ..... ..... ..... ..... ..... ..... 

6.

MOTIVATION AND REASONS WHY THE APPLICATION FOR VARIATION SHOULD BE

## C. PREREQUISITES

- 1. IF THIS APPLICATION HAS THE CONSENT OF ALL THE REGISTERED TRADE UNION(S) THAT REPRESENT THE EMPLOYEES IN RESPECT OF WHOM THE DETERMINATION IS TO APPLY, PROOF OF THAT CONSENT SHOULD BE ATTACHED TO THIS FORM.
- 2. IN THE ABSENCE OF THE CONSENT REFERRED TO IN 1. PROOF OF SERVICE OF A COPY OF THIS APPLICATION ON ALL REGISTERED TRADE UNIONS THAT REPRESENTED EMPLOYEES AFFECTED BY THIS APPLICATION MUST BE ATTACHED.
- 3. IN ADDITION, IF THE MAJORITY OF EMPLOYEES ARE NOT REPRESENTED BY A REGISTERED TRADE UNION, PROOF OF REASONABLE STEPS TAKEN TO BRING THIS APPLICATION TO THE NOTICE OF EMPLOYEES MUST BE ATTACHED.
- 4. IF NO AGREEMENT COULD BE REACHED WITH THE PARTIES REFERRED TO IN 1, 2 OR 3 POINTS OF DISSENSION

..... ..... ..... \_\_\_\_\_ ..... ..... NAME: ..... SIGNATURE: ..... POSITION: .....

**DATE:** .....

In the province of KwaZulu/Natel	In the province of Northern Cana
In the province of KwaZulu/Natal: The Provincial Executive Manager	In the province of Northern Cape: The Provincial Executive Manager
Department of Labour	Department of Labour
P O Box 940	Private Bag X5012
DURBAN	KIMBERLEY
4000	8300
4000	8500
TEL: (031) 336 2022	TEL: (053) 838 1502
FAX: (031) 305 9540	FAX: (053) 832 9386
In the Limpopo Province:	In the province of North-West:
The Provincial Executive Manager	The Provincial Executive Manager
Department of Labour	Department of Labour
Private Bag X9368	Private Bag X2040
POLOKWANE	MMABATHO
0700	2735
0700	2755
TEL: (015) 290 1607	TEL: (018) 387 8101
FAX: (015) 290 1608	FAX: (018) 384 2597
In the province of Eastern Cape:	In the Province of the Western Cape:
The Provincial Executive Manager	The Provincial Executive Manager
Department of Labour	Department of Labour
Private Bag X9005	P O Box 872
EAST LONDON	CAPE TOWN
5200	8000.
5200	0000.
TEL: (043) 701 3128	TEL: (021) 441 8110/8112
FAX: (043) 722 1012	FAX: (021) 441 8111
In the province of Gauteng:	In the province of Gauteng:
Gauteng-North:	Gauteng-South:
	8
In the Magisterial Districts of:	In the Magisterial Districts of: Alberton, Boksburg,
Bronkhorstspruit, Cullinan, Krugersdorp,	Brakpan, Germiston. Heidelberg, Johannesburg,
Pretoria, Randfontein, Soshanguve I, Soshanguve	Kempton Park, Oberholza, Randburg, Roodepoort,
2, and Wonderboom.	Nigel, Benoni, Springs, Vanderbijlpark, Vereeniging
	and Westonaria.
The Provincial Executive Manager	The Provincial Executive Manager
Department of Labour	Department of Labour
P O Box 393	P O Box 4560
PRETORIA	JOHANNESBURG
0001	2000
TEL: (012) 309 5253	TEL: (011) 853 0302
FAX: (012) 320 2367	FAX: (011) 853 0470
In the Province of Mpumalanga:	In the Province of the Free State:
The Provincial Executive Manager	The Provincial Executive Manager
Department of Labour	Department of Labour
Private Bag X7263	PO Box 522
WITBANK	BLOEMFONTEIN
1035	9300
TEL: (013) 655 8700/8701	TEL: (051) 505 6200/6203
FAX: (013) 655 8838	FAX: (051) 447 5329

## ADDRESSES OF PROVINCIAL EXECUTIVE MANAGERS