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## NEWSLETTER!! NEWSLETTER!! NEWSLETTER!! NEWSLETTER!! NEWSLETTER!!

After tough negotiations and objections by some organisations, the Bargaining Council for The Restaurant, Catering and Allied Trades' Collective Agreement was promulgated today in Government Gazette No 41798, R10851, Vol.637.

This agreement is extended to non-parties and is in force for the next 5 years. This means that we do not have to negotiate terms and conditions and benefits for the next 5 years, not only giving stability to the Industry, but allowing employers to plan for the next five years.

The wages negotiated and agreed to, had to take the National Minimum Wage Bill into account, despite the delay in promulgation.

Herewith some of the changes from the last agreement:

- a) **The implementation date is 06/08/2018 (Refer to Government Gazette Notice attached) and the minimum prescribed hourly rate as per Annexure "A" (attached);**
- b) **Laundry allowance R100-00 per month;**
- c) **Transport allowance R200-00 per month;**
- d) **Income and Expenses of the Council:**
  - i. **expenses of the Council, R6-00 per month by the employee and R6-00 per month by the employer;**
  - ii. **resolving of disputes, R4-00 per month by an employee and R4-00 per month by the employer;**
  - iii. **establishment levy, R30-00 per month for each establishment to be paid by the employer.**

Owing to the high increases for some of the categories of employees, CATRA negotiated to amend Clause 5 (3) Basis of Contract. Previously, employers had to pay employees in respect of a week not less than the full week's wage (45 hours wages had to be paid, even if the employee worked less than 45 hours). Employers and employees can now agree that the employee works less than 45 hours a week - but not less than 30 hours per week - and the employee shall be paid in a week only for the hours that the employee works.

The Basic Conditions of Employment Act amendments will empower Labour Inspectors to visit employers and request proof of compliance with the Collective Agreement. All employers in the scope and sector of the Bargaining Council should comply with the Collective Agreement to avoid fines and prosecution.

Should you require further information or assistance, please do not hesitate to contact us.

