
GOVERNMENT NOTICES • GOEWERMENTSKENNISGEWINGS

DEPARTMENT OF EMPLOYMENT AND LABOUR

NO. R. 2119

27 May 2022

LABOUR RELATIONS ACT, 1995**BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY
(BCCEI): EXTENSION OF CONDITIONS OF EMPLOYMENT
CONSOLIDATED COLLECTIVE AGREEMENT TO NON-PARTIES**

I, **THEMBELANI WALTERMADE NXESI**, Minister of Employment and Labour hereby in terms of section 32(2) read with section 32(8) of the Labour Relations Act, 1995, declare that the Conditions of Employment Consolidated Collective Agreement which appears in the Schedule hereto, which was concluded in the **Bargaining Council for the Civil Engineering Industry (BCCEI)** and is binding in terms of section 31 of the Labour Relations Act, 1995, on the parties which concluded the Conditions of Employment Collective Agreement, shall be binding on the other employers and employees in that Industry, with effect from the date of publication of this notice and for the period ending 31 August 2024.



MR TW NXESI, MP
MINISTER OF EMPLOYMENT AND LABOUR
DATE: 28/03/2022

UMNYANGO WEZEMISEBENZI NEZABASEBENZI**UMTHETHO WOBUDLELWANO KWEZABASEBENZI KA-1995**

UMKHANDLU WOKUXOXISANA PHAKATHI KWABAQASHI NABASEBENZI EMBONINI YONJINIYELA BEZOKWAKHIWA KWEMIGWAQO NAMABHULOHO: UKWELULWA KWESIVUMELWANO ESIHLANGANISAYO SEZIMO ZEMISEBENZI, SELULELWA KULABO ABANGEYONA INGXYENYE YESIVUMELWANO

Mina, **THEMBELANI WALTERMADE NXESI**, onguNgqongqoshe Wezemisebenzi Nezabasebenzi, ngokwesigaba 32(2) sifundwa nesigaba 32(8) soMthetho Wobudlelwano Kwezabasebenzi, ka-1995, ngazisa ukuthi isivumelwano sabaqashi nabasebenzi esitholakala kwiSheduli yesiNgisi exhunywe lapha, esenziwa **uMkhandlu Wokuxoxisana phakathi Kwabaqashi Nabasebenzi Embonini Yonjiniyela Bezokwaxhiwa Kwemigwaqo Namabhuloho**, futhi ngokwesigaba 31 soMthetho Wobudlelwano Kwezabasebenzi, ka-1995 esibopha labo abasenzayo, sizobopha bonke abanye abaqashi nabasebenzi kuleyomboni, kusukela ngosuku lokushicilelwa kwalesiSaziso kuze kube mhlaka 31 kuNcwaba 2024.



MNUMZANE TW NXESI, MP
UNGQONGQOSHE WEZEMISEBENZI EZABASEBENZI
USUKU: 28/03/2022



CONDITIONS OF EMPLOYMENT COLLECTIVE AGREEMENT

LV  F. Maseta

SCHEDULE**BARGAINING COUNCIL FOR THE CIVIL ENGINEERING INDUSTRY
CONDITIONS OF EMPLOYMENT COLLECTIVE AGREEMENT**

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

Employers Organisations

Consolidated Employers Organisation (CEO)

South African Forum of Civil Engineering Contractors (SAFCEC)

(Hereinafter referred to as the “employer” or the “employers organisation” of the one party and the –

Trade Unions

Building, Construction and Allied Workers Union (BCAWU)

National Union of Mineworkers (NUM)

(Hereinafter referred to as the “employees” or the “trade union” of the other party, being the parties to the Bargaining Council for the Civil Engineering Industry) to amend the agreement published under Government Gazette No. R.1428 of 8 November 2019

PREAMBLE

This agreement was entered into by and between the members of the employer organisations and the members of the trade unions after conclusion of the industry national wage negotiations undertaken under the auspices of the Bargaining Council for the Civil Engineering Industry.

The Minister of Employment and Labour has extended this agreement to all the employers and employees in the industry that are not signatories of this agreement. This has the effect of making the agreement applicable to all employers and employees in the industry.

A1

LV 

Table of Contents

SCHEDULE -----	A1
1. CHAPTER 1 - APPLICATION AND INTERPRETATION OF AGREEMENT -----	1
1.1 Scope of the agreement-----	1
1.2 Period of operation of agreement-----	2
1.3 Definitions and expressions-----	2
2. CHAPTER 2 - REGULATION OF WORKING TIME -----	7
2.1 Weekly hours of ordinary work-----	7
2.3 Overtime-----	7
2.4 Meal intervals-----	8
2.5 Rest period-----	8
2.6 Compressed working week-----	9
2.7 Averaging hours of work-----	9
2.8 Payment for overtime-----	10
2.9 Payment for work on a Sunday-----	10
2.10 Payment for public holidays-----	10
2.11 Night work-----	11
2.12 Short time-----	12
2.13 Inclement weather-----	13
3. CHAPTER 3 - REGULATION OF LEAVE -----	13
3.1 Annual leave-----	13
3.2 Sick leave-----	15
3.3 Maternity leave-----	18
3.4 Family responsibility leave-----	19
3.5 Parental leave-----	20

LV ✱ F. Maseta