NUUSBRIEF: Januarie 2016

Minimum loon

Die nuwe minimum loon vir plaaswerkers wat reeds op 1 Maart 2016 in werking moet tree is nog steeds nie afgekondig nie, en ons is bekommerd dat dit 'n aanduiding is daarvan dat die Minister weer nie die voorgeskrewe formule vir die jaarlikse aanpassing van die minimum loon(VPI plus 1½%) gaan volg nie. Mens kan verwag dat die Minister onder geweldige politieke druk is om 'n hoër persentasie toe te staan met die oog op die komende verkiesing, maar dat die erge droogte en gepaardgaande ekonomiese krisis in baie dele van ons land haar mag bekommer. Mens kan maar net hoop dat rede sal seëvier. Ons hou lede op hoogte.

Minimum Wage

The new minimum wage for farm workers that is to take effect from 1 March 2016 has still not been annoucend. We are concerned that this may be an indication that the Minister will not follow the prescribed formula for the annual adjustment of the minimum wage (CPI plus 1 ½ %). With the upcoming elections in mind one expect that the Minister is under enormous political pressure to annouce a higher percentage, but that the severe drought and accompanying economic crisis in many parts of the country may worry her. One can only hope that reason wil prevail. We will keep members informed.

Vrae en Antwoorde

Ons ontvang oor tyd baie navrae van lede oor die praktiese toepassing van arbeidswetgewing en regulasies wat plaaswerkers betref. Omdat dit van belang vir alle lede kan wees het ons die antwoorde wat ons verskaf het nou saamgevoeg in een dokument en dit op ons webblad geplaas (www.caeo.co.za) . Meeste van die meer as vyftig vrae handel oor die bepalings van die Sektorale Vasstelling vir Plaaswerkers (SD13), en ons het die vrae gerangskik volgens die nommering van SD13, vir makliker verwysing. Dié menings verteenwoordig die breë konsensus mening van ons kundiges, wat noodwendig beteken dat daar hier en daar effe verskillende menings kan wees. Waar daar onsekerheid was het ons bevestiging van die Inspektoraat van die Dept v Arbeid verkry – ook dit is hulle mening; slegs 'n hof sal uitspraak kan gee, welke uitspraak weer op hersiening of appel geneem kan word! Ons beplan om die lys van vrae en antwoorde aan te pas soos bepalings wysig, en nuwe vrae ontvang word. Kontak ons gerus vir verdere toeligting, of met nuwe vrae.

Questions and Answers

We receive many enquiries from members about the practical application of labour laws and the regulations regarding farmworkers. For the benefit of our members we have created a document listing these questions and answers. You can find the document on our website (www.caeo.co.za). The majority of the more than fifty questions deals with the provisions of the Sectoral Determination for Farm Workers (SD 13). For ease of reference we have arranged the questions in line with the numbering of SD13. These views represent the broad consensus opinion of our experienced officials, which of necessity means that there could be slight differences of opinion here and there. Where there was uncertainty, we sought confirmation from the Inspectorate of the Department of Labour – which, in turn, is their opinion; only a court can make a ruling, which can again be appealed against or referred for review! We plan to adapt the list of questions as conditions change and when new questions are received. Please contact us for further information or with new questions.