



KAAPSE AGRI WERKGEWERSORGANISASIE

6 Februarie 2017 // KAW Nuusbrief

Minister Oliphant se appel misluk

Aangesien die KAW nou skakel met die Registrateur van Arbeidsverhoudinge het ons die verwydering van Johan Crouse uit sy pos, en die sage daarna, met belangstelling gevolg. Ons is bly die Arbeidshof het nou in sy guns beslis en vertrou dat hy binnekort weer in sy pos heraangestel sal word. (Sou hy dit aanvaar!)

Minimum Loon vir Plaaswerkers

Ons het reeds voorheen hieroor berig, maar herinner net ons lede daaraan dat die verhoging 1 Maart 2017 in werking tree en dat die daaglikse loon (R138.52) baseer is op 'n 9 uur dag.

Meeste produsente werk op die uurloon en kry dan nie dieselfde syfers as die Departement wanneer hulle dit oorsit na daagliks, weekliks of maandeliks nie.

Dit blyk asof die Departement die vorige maandelikse bedrag van R2 778.83 met 8% vehoog het = R3001.13 (na onder afgerond) en dan met 21.6667 gedeel het vir daagliks = R138.52 (na onder afgerond) en met 9 gedeel het vir uurliks = R15.39.

Ons raai produsente aan om hierdie berekeninge in loonprogramme te gebruik.

Ons het geen verdere nuus omtrent die nasionale minimum loon wat veronderstel is om 1 Julie in werking te tree verneem nie, maar sal lede op hoogte hou van enige verwickelinge in die verband.

Amendment Bills signed into Law

It is important that Employers note the following Bills that were signed into law on the 11th January 2017:

Employment Tax Incentive

- The expiry date for ETI has been extended until 28 Feb 2019 (Effective date 1 October 2016)
- The definition of monthly remuneration was amended to read "where an employer employs and remunerates a qualifying employee for at least 160 hours per month" This means unpaid hours (e.g. unpaid leave) will no longer be counted towards the 160 hours to determine a full month. (Effective date: 1 October 2016)

- Limit on back-dated claims. Monthly claims can only be made up to the date of each 6-monthly reconciliation. After that no further claims for that specific reconciliation period will be allowed (Effective date 1 March 2017)

Leanership allowances

- The period for the allowance has been extended to 31 March 2022.(Effective date: 1 October 2016 and applies to Leanership agreements entered on or after that date.)
- The tax deduction value will be based on the NQF level of the learner.
- For learners with a qualification equal to NQF level 1 - 6, the employer qualifies for an annual deduction of R40 000 and R20 000 for NQF 7 - 10.
- For learners with a disability, and a qualification equal to NQF level 1 -6, the employer qualifies for an additional deduction of R20 000 and R30 000 for NQF 7- 10.

Unemployment Insurance Act, 2016

- Extension of Unemployment Insurance benefits to learners who are undergoing Leanership training
- UIF benefits increased from 238 days to 365 days
- Maternity leave benefits increased to 66%
- Payment of maternity benefits may not affect the payment of unemployment benefits
- Employees who lost working hours due to reduced time at their work places, will be entitled to benefits
- Families and/or nominated beneficiaries of a deceased claimant will be allowed to receive the deceased's benefits
- Charging of fees by any party (e.g. agency) to a UIF claimant for helping them submit their claims, are prohibited.