

Mondstuk van die Suid-Afrikaanse aartappelbedryf • Mouthpiece of the South African potato industry

# CHIPS

VOL 35 NO 05 • NOVEMBER / DECEMBER 2021

**CERES/KOUE BOKKEVELD-  
KULTIVARPROEF ONDER BESPROEING:  
DONKERBOS 2020/2021**

**EMPANGENI INFORMATION DAY  
A SPUD-TACULAR  
LEARNING EXPERIENCE**

**Die GeoFarmer-platform  
maak monitering maklik**

**Stuit Alfalfa-mosaïekvirus  
in sy spore**

**Potato product exports:  
A twelve-month snapshot**

# Important dates on the labour law calendar

By Anneline Scriven, senior legal advisor, LWO

Labour legislation stipulates important events and/or dates that employers must adhere to in order to limit risks and be in line with legislation.

## National minimum wage

The national minimum wage is adjusted annually and producers must budget in advance for this increase. The trend is for the National Minimum Wage Commission to increase the wage by adding 1% to the consumer price index (CPI) percentage. This increase usually takes effect **on 1 March each year**. Permanent and temporary (seasonal) employees may not receive less than the national minimum wage.

## Seasonal work

Employees appointed for a specific season or period must also sign an employment contract to confirm the terms and conditions of employment. These contracts are commonly referred to as temporary, seasonal or fixed-term contracts. Finalise these employment contracts on the **first day of employment** to avoid disputes. This type of employment contract usually cannot exceed a period longer than three months, unless a valid reason is stipulated in the contract. The contract gives the employee the same rights as a permanent employee.

## Unemployment insurance

The *Unemployment Insurance Act, 2001 (Act 63 of 2001)* applies to all employers and employees, except those who work less than 24 hours per month, pupils, and members of parliament (national and provincial). An amount equal to 1% of the employee's salary is deducted (the employee's contribution) and a further 1% is paid by the employer. It is the employer's duty to pay the 2% to the Unemployment Insurance Fund. These contributions must be paid within **seven days after month end**.

**Table 1: Total annual turnover of designated employers by industry.**


Agriculture	R6 million
Mining and quarries	R22.5 million
Manufacturing	R30 million
Electricity, gas and water	R30 million
Construction	R15 million
Retail, motor trade and repair services	R45 million
Wholesale, commercial agents and allied trade	R75 million
Catering, accommodation and other trade	R15 million
Transport, storage and communication	R30 million
Finance and business services	R30 million
Community, special and personal services	R15 million

## Employment equity

The purpose of the *Employment Equity Act, 1998 (Act 55 of 1998)* is to eliminate unfair discrimination in the workplace by promoting equal opportunities and fair treatment, and by implementing affirmative action. Designated employers are obligated to comply with this Act. A 'designated employer' is an employer with 50 or more employees or who has a certain total annual turnover (*Table 1*).

Such an employer is obligated to submit employment equity reports annually. The reports (EEA2 and EEA4) must be submitted electronically on the Department of Employment and Labour's website by **15 January each year**.

## The COIDA Act

According to the *Compensation for Occupational Injuries and Diseases Act, 1993 (Act 130 of 1993)*, or COIDA, all employers must register with the Compensation Commissioner. When an employee is injured or dies while on duty, this Act provides for disability compensation. Employers must submit a return in **May each year** for the fee payable to be calculated. Domestic workers must now also be registered with the Compensation Commissioner. 

Die LWO help **boere as werkgewers** om aan **arbeidswetgewing te voldoen**.




**Geniet 'n stresvrye arbeidsomgewing**

**Word lid:**  
 ➔ beskerm **jou** boerdery  
 ➔ beskerm **jou** regte as werkgewer

### Ons dienste as geregistreerde werkgewersorganisasie:

**Arbeidsoudit** | Gratis **24/7 regsadvies hulplyn** |  
 Gratis arbeidsreg dokumentasie & **dienskontrakte** |  
**Disipline in die werksplek** - konsultasies,  
 waarskuwings, dissiplinêre verhore |  
**KVBA en Arbeidshof verteenwoordiging**  
 Bystand met stakings | Herstrukturering |  
**Personeelvermindering** | Vakbond onderhandelinge |  
 Bystand met Departement van Indiensneming en  
 Arbeid **inspeksies** | Billike Werksgeleentede, ens.

☎ 086 110 1828 ✉ info@lwo.co.za 🌐 www.lwo.co.za

