

LEGAL NOTICE NO. 37 OF 2023

THE WAGES ACT, 1964
(Act No. 16 of 1964)

THE APPOINTMENT OF MEMBERS OF WAGES COUNCILS NOTICE, 2023
(Under Section 6)

In exercise of the powers conferred by Section 6 of the Wages Act, 1964, the Minister for Labour and Social Security hereby makes the following Notice-

Citation and Commencement

1. (1) This Notice may be cited as the Appointment of Members of Wages Councils Notice, 2023.

(2) This Notice shall come into force on the date of publication in the gazette.

Appointment of Members

2. (1) The persons listed in the Schedule to this Notice are appointed members of the Wages Councils for a period not exceeding three years.

(2) Any independent member of the Wages Council may act as Deputy Chairperson in the absence of the Chairperson of any Wages Council.

Functions of Wages Council

3. A Wages Council may in respect to the sector and area concerned perform the following functions –

- (a) set minimum terms and conditions of employment, including minimum rates of remuneration;
- (b) provide for the adjustment of remuneration by way of minimum rates or minimum increases;
- (c) regulate the manner, timing and other conditions of payment of remuneration;
- (d) prohibit or regulate payment of remuneration in kind;
- (e) require employers to keep employment records;
- (f) require employers to provide records to their employees;
- (g) prohibit or regulate task-based work, piecework, homework, sub-contracting and contract work;
- (h) set minimum standards for housing and sanitation for employees who reside on their employers' premises;
- (i) regulate payment of travelling and other work-related allowances;

- (j) specify minimum conditions of employment for trainees;
- (k) specify minimum conditions of employment for persons other than employees;
- (l) regulate training and education schemes;
- (m) regulate pension, provident fund, medical aid, sick pay, holiday and unemployment schemes or funds; and
- (o) regulate any other matter concerning remuneration or other terms or conditions of employment.

Allowances and Fees

4. The members of the Councils, including the Secretary shall be paid such allowances as are paid to statutory bodies.

Secretariat

5. The secretariat shall offer administrative support to the board, keep records and minutes of board meetings subject to the board's approval and adoption in a subsequent meeting and issue board's decisions or directions on behalf of the board.

Reports

6. The board shall submit a report of its activities within three months after the 31st March of each year subject to any directives as may be issued by the Minister from time to time.

Revocation

7. Legal Notice No. 181 of 2019 is hereby revoked.

SCHEDULE

A. AGRICULTURAL INDUSTRY WAGES COUNCIL

Independent Members

- | | |
|---|------------------|
| 1. Samukelisiwe Simelane - Chairperson; | 2. Sive Dlamini; |
| 3. Khulile Dlamini; | |

Employers' Representatives

- | | |
|------------------------|------------------------|
| 1. Khumbuzile Dlamini; | 2. Sipho Shongwe; |
| 3. Sipho Nyoni; | 4. Nompumelelo Kunene; |

Employees' Representatives

- | | |
|----------------------|---------------------------|
| 1. Mduduzi Gule; | 2. Bongumenzi Roy Mncina; |
| 3. Agrippa Makwakwa; | 4. Mary Hlophe; |
| 5. Lucky Hllophe; | 6. Nhlanhla Mbowane; |

B. BUILDING AND CONSTRUCTION INDUSTRY WAGES COUNCIL**Independent Members**

- | | |
|----------------------------------|-------------------|
| 1. Linda Nkambule - Chairperson; | 2. Musa Sibandze; |
| 3. Vumani Tshabalala; | |

Employers' Representatives

- | | |
|-------------------------|--------------------------|
| 1. Phindile Matsebula; | 2. Mandlenkhosi Dlamini; |
| 3. Thandiwe Hlatshwayo; | 4. Thulani Dlamini; |
| 5. Kyle De Sousa; | 6. Lucky Dlamini; |

Employees' Representatives

- | | |
|----------------------------|----------------------|
| 1. Presumption Hlatshwako; | 2. Leonard Ngozo; |
| 3. Mahlubi Fakudze; | 4. Vikimphi Dlamini; |
| 5. Derrick Dlamini; | 6. Ralph Sauluf; |

C. DOMESTIC EMPLOYEES INDUSTRY WAGES COUNCIL**Independent Members**

- | | |
|----------------------------------|-------------------------|
| 1. Zodwa Dlamini - Chairperson; | 2. Nompumelelo Dlamini; |
| 3. Nomthandazo Phindile Silenge; | |

Employers' Representatives

- | | |
|----------------------|-----------------------|
| 1. Siboniso Makhanya | 2. Sibongile Nxumalo; |
| 3. Zodwa Nhleko; | 4. Sibongile Dlamini; |
| 5. Sanele M. Mchunu; | 6. Louis Abrahams; |

Employees' Representatives

- | | |
|-------------------------|-----------------------|
| 1. Winile Matsenjwa; | 2. Phumelele Dlamini; |
| 3. Gcinaphi Maseko; | 4. Khetsiwe Dlamini; |
| 5. Phendulile Zikalala; | 6. Busisiwe Hlophe; |

D. FORESTRY AND FOREST INDUSTRY WAGES COUNCIL**Independent Members**

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|--|----------------------------|
| 1. Nkhosikhona Advocate Dlamini - Chairperson; | 2. Bonginkhosi Ndzimandze; |
| 3. Eric Maziya; | |

Employers' Representatives

- | | |
|-------------------|-----------------------|
| 1. Dan Maseko; | 2. Andrew le Roux; |
| 3. Melusi Ndlovu; | 4. Makhosini Mkhonto; |

Employees' Representatives

- | | |
|---------------------------|---------------------|
| 1. Majahonke Mazibuko; | 2. Mashumi Shongwe; |
| 3. Samuel Chirwa; | 4. Mefika Tsabedze; |
| 5. Bhekinkhosi Makhatini; | 6. Sabelo Dlamini; |

E. MANUFACTURE AND SALE OF HANDICRAFT INDUSTRY WAGES COUNCIL**Independent Members**

- | | | |
|------------------|----------------|-------------------------|
| 1. Ben Simelane | - Chairperson; | 2. Nompumelelo Dlamini; |
| 3. Musa Fakudze; | | |

Employers' Representatives

- | | |
|---------------------|----------------------|
| 1. Bongekile Myeni; | 2. Bheva Hlophe; |
| 3. Philile Shongwe; | 4. Bongiwe Magagula; |
| 5. Ayanda Kunene; | 6. Phetsile Mabuza; |

Employees' Representatives

- | | |
|--------------------------------|---------------------|
| 1. Khumbuzile Goodness Maseko; | 2. Andrew Makhubu; |
| 3. Sibonelo Tsabedze; | 4. Almon Simelane; |
| 5. Thulani Mabasa; | 6. Santos Makhanya; |

F. MANUFACTURING AND PROCESSING INDUSTRY WAGES COUNCIL**Independent Members**

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|-----------------------------------|----------------------|
| 1. Khulile Dlamini - Chairperson; | 2. Patience Bennett; |
| 3. Vumani Tshabalala; | |

Employers' Representatives

- | | |
|--------------------------|------------------------|
| 1. Bridgette Magongo; | 2. Simon Magagula; |
| 3. Mbongiseni Mashinini; | 4. Khabonina Tsabedze; |

Employees' Representatives

- | | |
|------------------------|------------------------|
| 1. Bongmusa Sikhondze; | 2. Nhlanhla Masina; |
| 3. Wonder Mkhonza; | 4. Thulani Sgudla; |
| 5. Calsile Tfumbatsi; | 6. Thobile Hlatshwako; |

G. MINING AND QUARRYING INDUSTRY WAGES COUNCIL**Independent Members**

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|--------------------------------|-------------------------------|
| 1. Sihle Dlodlu - Chairperson; | 2. Leonard Buyisizwe Dlamini; |
| 3. Samukelisiwe Simelane; | |

Employers' Representatives

- | | |
|---------------------|-----------------------|
| 1. Edwin Mbingo; | 2. Musa Kunene; |
| 3. Thulani Dlamini; | 4. Mzwandile Dlamini; |

Employees' Representatives

- | | |
|----------------------|----------------------|
| 1. Bongani Tsela; | 2. Bongani Ndzinisa; |
| 3. Obed Malaza; | 4. Maqhawe Nxumalo; |
| 5. Mpendulo Sigwane; | |

H. MOTOR ENGINEERING INDUSTRY WAGES COUNCIL**Independent Members**

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|--------------------------------|--------------------|
| 1. Vusi Masilela- Chairperson; | 2. Norman Gamedze; |
| 3. Sipho Magagula; | |

Employers' Representatives

- | | |
|--------------------|-----------------------|
| 1. Carol Nkumane; | 2. Tamsanqa Ndabezwe; |
| 3. Barnes Dlamini; | 4. Dan Dlamini; |

Employees' representatives

- | | |
|---------------------|----------------------|
| 1. Zakhe Dlamini; | 2. Mlungisi Littler; |
| 3. Manqoba Mhlanga; | 4. Alfred Dlamini; |
| 5. Thulani Phiri; | 6. Sibusiso Mkhonta; |

I. HOTEL AND CATERING INDUSTRY WAGES COUNCIL**Independent Members**

- | | |
|-------------------------------|---------------------|
| 1. Sive Dlamini- Chairperson; | 2. Xolile Nkambule; |
| 3. Xolile Peaceful Mkhonta; | |

Employers' Representatives

- | | |
|--------------------|----------------------|
| 1. Fortunate Fyfe; | 2. Jaques Robbertze; |
| 3. Samuel Nabaala; | |

Employees' Representatives

- | | |
|----------------------------------|----------------------|
| 1. Makhosonkhe Makewell Dlamini; | 2. Sanele Masuku; |
| 3. Siphiso Mpila; | 4. Ncamiso Dlamini; |
| 5. Veli Mkhonta; | 6. Bongani Ndzinisa; |

J. ROAD TRANSPORTATION INDUSTRY WAGES COUNCIL**Independent Members**

- | | |
|----------------------------------|------------------------|
| 1. Nsindiso Thwala- Chairperson; | 2. Sihlangu Nhlabatsi; |
| 3. Sandile Gumede; | |

Employers' Representatives

- | | |
|--------------------|-----------------------|
| 1. Miliswa Mamba; | 2. Maqawe Fakudze; |
| 3. Thembi Dlamini; | 4. Phiwa Masilela; |
| 5. Moses Baras; | 6. Johannes Manikela; |

Employees' Representatives

- | | |
|-----------------------------|------------------------|
| 1. Mngqobi Linda Mkhonta; | 2. Nhlanhla Matsebula; |
| 3. Wandile Sticks Nkambule; | 4. Bheki Nhlabatsi; |
| 5. Machawe Mamba; | 6. Diago Mkhonta; |

K. RETAIL, HAIRDRESSING, WHOLESALE AND DISTRIBUTIVE TRADES INDUSTRY WAGES COUNCIL**Independent Members**

- | | |
|----------------------------------|----------------------|
| 1. Bongani Fakudze- Chairperson; | 2. Welcome Mthethwa; |
| 3. Thulani Ndlovu; | |

Employers' Representatives

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|-----------------------|----------------------|
| 1. Willem De Kocker; | 2. Ronnie Egambaram; |
| 3. Sibongile Nxumalo; | 4. Jobe Mashwama; |

Employees' Representatives

- | | |
|-------------------------|----------------------|
| 1. Ayanda Ndwandwe; | 2. Phila Mthethwa; |
| 3. Sibongile Dlamini; | 4. Faith Madau; |
| 5. Bonginkhosi Dlamini; | 6. Sibonelo Dlamini; |

L. WATCHING AND PROTECTIVE (SECURITY) SERVICES INDUSTRY WAGES COUNCIL

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|----------------------------------|------------------|
| 1. Musa Sibandze - Chairperson; | 2. Derrick Jele; |
| 3. Nkhosikhona Advocate Dlamini; | |

Employers' Representatives

- | | |
|----------------------|--------------------|
| 1. Portia Mutale; | 2. Themba Fakudze; |
| 3. Mbuso Dube; | 4. Louis Abrahams; |
| 5. Masotsha Dlamini; | |

Employees' Representatives

- | | |
|---------------------|--------------------|
| 1. Jeremiah Maziya; | 2. Jerry Nkonyane; |
| 3. Frank Mncina; | 4. Sunford Msane; |
| 5. Mfanzile Maziya; | |

M. TEXTILE AND APPARREL INDUSTRY WAGES COUNCIL**Independent Members**

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|--------------------------------|---------------------|
| 1. Derrick Jele - Chairperson; | 2. Nsindiso Thwala; |
| 3. Mandla Mamba; | |

Employers' Representatives

- | | |
|---------------------|------------------|
| 1. Tokky Hou; | 2. Kenneth Zerf; |
| 3. Bongekile Myeni; | 4. Mars Tsang; |
| 5. John Fang; | |

Employees' Representatives

- | | |
|-------------------------|----------------------|
| 1. Mduduzi J. Mkhalihi; | 2. Ncamsile Nxumalo; |
| 3. Wonder Mkhonza; | 4. Phindile Dlamini; |
| 5. Thuli Shabangu; | 6. Mduduzi Nxumalo; |

N. FUNERAL UNDERTAKERS INDUSTRY WAGES COUNCIL**Independent Members**

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|-------------------------------|---------------------------|
| 1. Eric Maziya - Chairperson; | 2. Khulile Glory Dlamini; |
| 3. Peter Mavuso; | |

Employers' Representatives

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|----------------------|-----------------------|
| 1. Musa Vilakati; | 2. Nelisiwe De Souza; |
| 3. Melissa Zikalala; | 4. Dudu Dlamini; |

Employees' Representatives

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|--------------------|------------------------|
| 1. Angel Dlamini; | 2. Louis Machado; |
| 3. Philani Mavuso; | 4. Sandile Mngomezulu; |

O. MICRO-MONEY LENDERS INDUSTRY WAGES COUNCIL**Independent Members**

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|-----------------------------------|------------------|
| 1. Bongani Fakudze - Chairperson; | 2. Peter Mavuso; |
| 3. Simangele Kunene; | |

Employers Representatives

- | | |
|-------------------------|------------------------|
| 1. Thomas Boahen; | 2. Mcolisi Vice Gwebu; |
| 3. Simile Khumalo; | 4. Xolile Nkambule; |
| 5. Pat Jabulani Tibane; | |

Employees Representatives

- | | |
|---------------------|--------------------------------|
| 1. Siphwe Tsabedze; | 2. Sanele M. Mchunu; |
| 3. Mcolisi Dlamini; | 4. Phumelele Pholile Masilela; |

P. PRE-SCHOOL AND DAY-CARE CENTRES INDUSTRY WAGES COUNCIL**Independent Members**

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|--------------------------------|---------------------|
| 1. Ben Simelane - Chairperson; | 2. Philile Shongwe; |
| 3. Ayanda Kunene; | |

Employers Representatives

- | | |
|---------------------|------------------|
| 1. Tiyamika Chunga; | 2. Carol Manana; |
| 3. Malta Mabuza; | 4. Jabu Dlamini; |

Employees' representatives

- | | |
|-----------------------|-----------------------|
| 1. Busisiwe Hlophe; | 2. Nokthula Simelane; |
| 3. Phumelele Dlamini; | 4. Lindiwe Tsabedze; |

Q. MEDIA INDUSTRY WAGES COUNCIL**Independent Members**

- | | |
|--------------------------------|-------------------|
| 1. Mandla Mamba - Chairperson; | 2. Zodwa Dlamini; |
| 3. Samukelisiwe Simelane; | |

Employers' Representatives

- | | |
|--------------------|---------------------|
| 1. Tanele Dlamini; | 2. Nomzamo Mkhonta; |
| 3. Simon Khumalo | 4. Silver Mnisi |

Employees' Representatives

- | | |
|-------------------|---------------------|
| 1. Thembi Bhembe; | 2. Lington Gule; |
| 3. Sicelo Vilane; | 4. Welcome Dlamini; |
| 5. Bheki Dlamini | 6. Mhleli Simelane |

R. SCHOOLS AND OTHER EDUCATIONAL INSTITUTIONS SUPPORT STAFF INDUSTRY WAGES COUNCIL**Independent Members**

- | | |
|-----------------------------------|---------------------|
| 1. Ephraim Dlamini - Chairperson; | 2. Bongani Fakudze; |
| 3. Eric Maziya; | |

Employers' Representatives

- | | |
|-------------------------------|--------------------|
| 1. Lungelo Nhlengetfwa; | 2. Brenda Nhleko; |
| 3. Xolela Myeni; | 4. Cookie Qwashie; |
| 5. Siphasha Phumaphi Dlamini; | 6. Themba Dlamini; |

Employees' Representatives

- | | |
|-----------------------|----------------------|
| 1. Phumelele Dlamini; | 2. Lindiwe Tsabedze; |
| 3. Musa Dlamini; | |

S. SECRETARIAT

1. Thabiso Dlamini;
2. Samuel Mvila;
3. Talatona Sacolo;
4. Thuli Gama;
5. Nomsa Silenge; and
6. Thoko Mhlanga.

PHILA BUTHELEZI

MINISTER FOR LABOUR AND SOCIAL SECURITY