

Background:

During the month of September 2010, organised trade unions that are parties to the Bargaining Council for Restaurants Catering and Allied Trades (BCRCAT) submitted their collective bargaining demands to the council. These trade unions are; South African Commercial Catering and Allied Workers Union (SACCAWU), Future of South African Workers Union (FOSAWU), Hotel Liquor Catering Commercial and Allied Workers Union (HOTELICCA) and Industrial Commercial and allied Workers Union (ICAWU).

These collective bargaining proposals (wages and other conditions of employment) were tabled to the representative employer party; the Restaurant and Food Services Association of South Africa (CATRA).

Negotiations for a new collective agreement started in the month of February 2011. The five parties in negotiations deadlocked and mediation kicked in. **After three sessions of mediation, parties reached an agreement that was subsequently submitted to the Labour Minister to extended to non-parties within the scope of the BCRCAT.**

Party Representation in the sector:

The restaurant, catering and allied trade unions have a membership of about 17 000 workers out of the 30 000 workers employed within the scope of the BCRCAT.

Furthermore the BCRCAT has recently been joined by another trade union; Socialist Organised Workers Union (SOWU) with an additional membership of 1000 workers.

Organised employers are represented by CATRA which enjoys majority representation within the scope of the BCRCAT. Out of 6 000 employers, CATRA has a membership of 4 400 employers within the scope of the BCRCAT.

CATRA members employ more than 20 000 workers in the sector.

The Collective Agreement:

The percentage increase detailed below is applicable to all employees earning less than R35 000 per annum. All those employees earning R35 000 and above shall receive an increase of not less than five percentage.

All percentage increases are applicable effectively from the 17th October 2011 up to the 31st of August 2014 and will be binding to non-parties as promulgated by the Government Gazette number 34671 of 14 October 2011.

- **The following Across the Board Increase shall be applicable as per the above Gazette.**
 - **7% increase from 17/10/2011 until 21/05/2012**
 - **8% increase from 22/05/2012 until 31/05/2013**
 - **8% increase from 01/06/2013 to 31/08/2014**

- **Annual Leave:**
 - Employees with more than three (3) years consecutive service will receive 30 consecutive annual leave days.

- **Late night allowance**
 - **The late night allowance is increased from R125.00 per month to R150.00 per month.**

- **Provident Fund**
 - **From the effective date of this collective agreement, employers and their employees will each contribute 5% employers towards the Momentum Funds at Work Benefit Scheme.**

- **General**

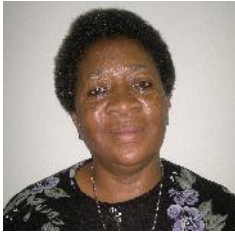
Any other working condition that were not mentioned here that were applicable and gazetted shall remain the same until substituted by another collective agreement

Scope of the agreement:

The collective agreement is applicable to all employers and their employees within the jurisdiction of the BCRCAT as per the above stipulated timeframes.

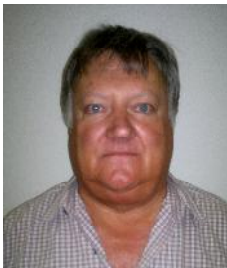
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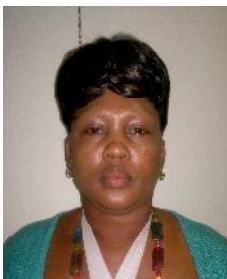
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