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FISHING INDUSTRY BARGAINING COUNCIL SOUTH AFRICA





HISTORY

1996

1st Conference is held between SAMSA, DoL and ILO to amend chapter 4 of the Merchant Shipping Act and increase the rights of merchant marines.

1997

ILO convenes a conference to deal with the specific needs of fishers.

June
2000

The South African Fishing Industry Employers' Organisation (SAFIEO) is established.

14 December
2001

The Bargaining Council for the Fishing Industry is registered.
A milestone in the history of South African fishing industry.

2 May 2003

A Collective Agreement, which sets out basic conditions of employment for the employees, is published in the Government Gazette.

30 March
2011

After many years of having only two chambers (Deep-sea Bottom Trawl Chamber and Inshore Chamber), the Constitution is amended to include a third chamber, namely the Midwater Trawl Chamber.







SCOPE

Purpose

To advance economic development and social justice by fulfilling the primary objects by giving effect to, and regulate the right to, fair labour practices conferred by section 23 of the Constitution of the Republic of South Africa 1996, by establishing and enforcing basic conditions of employment in the scope of the Council for Employees employed on vessels at sea, excluded from the Basic Conditions of Employment Act.

To create stability in the larger fishing industry.



HOW IS THE COUNCIL MADE UP

PARTIES TO THE COUNCIL

EMPLOYER ORGANISATIONS

- South African Fishing Industry Employers' Organisation (SAFIEO)

TRADE UNIONS

- Food and Allied Workers Union (FAWU)

Sectors covered: Deep-Sea Hake Trawl and Inshore Hake Trawl

Parties to the Council

SAFIEO (obo business) and FAWU (obo labour)

Current Executive: Pheobius Mullins (Chairperson); Zolani Mbanjwa (Vice-Chairperson; Sizwe Nojekwa; Alternates - Brendan Jales; Vusumzi Tyhalwa





BENEFITS BELONGING TO THE BC



Maternity
Leave



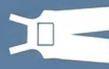
Family
Responsibility



Centralized
Bargaining



Maternity
Leave



Protective
Clothing



Hours of
Work



Sick Leave



Family
Responsibility



Rest Periods



Work Clothes



Hours of Work



Shore Leave





MAIN AGREEMENT

Brief extracts of the Agreement

SCHEDULE 2:

MATTERS TO BE DEALT WITHIN COUNCIL NEGOTIATIONS

- Enforcement of agreements and/or applications of extensions.
- Unemployment funds for the fishing industry, as defined.
- Bargaining Council policy and structures.
- Bargaining Council levies.
- Proposed Legislation.
- Liaison with Government, Nedlac and other institutions.
- Training and development policies for the fishing industry, as defined.
- Dispute resolution-monitoring procedures.
- Minimum conditions in respect of the retirement fund for the fishing industry, as defined.
- Minimum conditions in respect of the medical fund for the fishing industry, as defined.
- Minimum conditions of employment applicable to the fishing industry, as defined, in its entirety.

SCHEDULE 3:

MATTERS TO BE DEALT WITH WITHIN CHAMBER NEGOTIATIONS

- Wage Agreements Regarding Minimums and Actuals in Rand or Percentage Increases on Remuneration.
- Chamber-Specific Policy and Structures (e.g. Deregulation, Negotiation Structure).
- Chamber Specific Levies.
- Chamber Specific Proposed Legislation.
- Chamber Specific Liaison with Government, Nedlac and Other Institutions.
- Actual Terms and Conditions of Employment In Respect of the Specific Chamber.
- Chamber-Specific Restructuring.
- Chamber-Specific Training and Development.
- Chamber-Specific Agreements on Safety, Health and Environment and Job Grading.



KEY STAKEHOLDERS



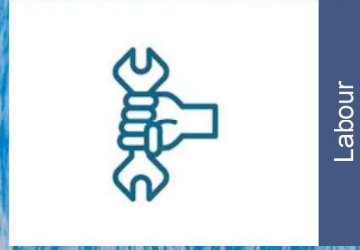
SAMS



DOEL



ILO



Labour



Business



DAFF



CCMA



MEET OUR TEAM

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