



FURNITURE BARGAINING COUNCIL

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CIRCULAR 01/24

TO ALL EMPLOYERS AND EMPLOYEES IN THE INDUSTRY

DEATH AND FUNERAL SCHEME (DFS) CONTRIBUTIONS

At two separate Council meetings held respectively on 17 October 2023 and 21 November 2023, the Parties to the Council unanimously agreed to amend the Industry's Main Collective Agreement. The most important amendments are in relation to the Death and Funeral Scheme (DFS) contributions and Overtime which may be worked.

All the amendments have been published in Notice No. 4233 of Government Gazette No. 49966 of 5 January 2024. These amendments become effective for all party and non-party establishments as from the first full pay week in **February 2024**.

1. DEATH AND FUNERAL SCHEME (DFS) CONTRIBUTIONS

Death and Funeral Scheme (DFS) contribution per employee per week shall be a fixed amount, where **1 hour or more** wages per week are payable to an employee, with the following values:

Category of DFS contribution	Employee DFS contribution payable from the first full pay week in February 2024	Employer DFS contribution per Employee payable from the first full pay week in February 2024
Standard DFS contribution	R10-00 per employee per week	R10-00 per employee per week
Employees employed under the Newly Employed Employee Concession (NEEC)		
Year One to Year Three of employment (Employer only contribution)	R0-00 per employee per week	R8-00 per employee per week
Year Four of employment and onwards	R10-00 per employee per week	R10-00 per employee per week
Newly established small employer concession (NESEC)		
Phase One and Phase Two (Employer only contribution)	R0-00 per employee per week	R8-00 per employee per week
Phase Three and Phase Four	R10-00 per employee per week	R10-00 per employee per week

2. OVERTIME

All time worked in excess of an establishment's ordinary number of hours of work in a week shall be regarded as overtime.

An employer may request an employee to work overtime. This request shall not unreasonably be rejected and the employee shall not be permitted to work overtime in excess of 15 hours in any one pay week. All employees shall be given at least 24 hours' prior notice of overtime to be worked, provided that employers and employees may agree to work emergency overtime at shorter notice.

In the event that an employer wants to work overtime in excess of 15 hours in any one pay week, prior written permission shall be obtained from the Council by submitting proper written motivation and proper written proof of an agreement between the employer and the employees concerned, acceptable to the Council, to work overtime as follows:

- Overtime in excess of 15 hours in any one pay week, up to a maximum of 35 hours in any one pay week; or
- Overtime in excess of 15 hours in any one pay week, up to 20 weeks consecutively.

Any overtime to be worked in excess 35 hours in any one pay week, the employer has to apply for exemption to the Independent Exemption Body of the Council.

NB: All other provisions of the Industry's Main Collective Agreement will remain applicable.

Kindly ensure that all provisions of this Circular are complied with. Please contact the Council's Inspectorate Department should you require any additional information or clarity regarding this Circular.

Please do not contact any junior staff members of the Council for any additional information or clarity regarding this Circular.

A COPY OF THIS CIRCULAR MUST BE DISPLAYED ON YOUR ESTABLISHMENT'S NOTICE BOARD

10 January 2024