



COMPLIANCE ORDER

Company Name	TSHINGOMBE CCMA LABOUR
Trading Name	TSHINGOMBE LABOUR CCMA
CIPC Registration Number	2005/124132/23
Physical Address	OFFICE BLOCK BENONIE NICOLE ROAD GEMISTON BEDFORVIEW VILLAGE MALL 6 1501
Email Address	tshingombekb@gmail.com
Contact Number	
Contact Person	FISTON TSHINGOMBE
Levy Number	LV5090
NBCPSS Office	BRAAMFONTEIN
Case Number	LEVOCAS/000168/GP

1. You are hereby ordered to comply with the below provisions of the Levies Collective Agreement (No. 42975 Government Gazette 29 January 2020).

CONTRAVENTIONS FROM THE LEVIES COLLECTIVE AGREEMENT

CONTRAVENTION/S	PERIOD OF CONTRAVENTION		AMOUNT (R)
	FROM	TO	
Clause 5.1 & 5.2 – Levies Contributions	01 March 2020	July 2024	R74 200.00
Clause 6.1- Levies Schedules	01 March 2020	July 2024	N/A
Clause 7.1 (ii) - Interest	01 March 2020	July 2024	R12 963.71
TOTAL MONEY DUE TO THE COUNCIL	R87 163.71		
FINES	01 March 2020	July 2024	R20 000.00
TOTAL AMOUNT PAYABLE INCLUSIVE OF FINES (failure to comply with Section 33A(13)(a) see paragraph 4 below)	R107 163.71		



2. Should you comply as indicated with the above-mentioned contraventions within the 14 - day period, the matter will be regarded as finalised. Should you however fail to comply, the matter will be referred for arbitration and you may be held liable for further arbitration costs.

3. **FINES**

If you fail to comply, the Secretary of the Council may recommend to an Arbitrator that a fine **reflected in Paragraph 1 table** be imposed in accordance with the tables provided for in Section 33A (13) (a) of the Labour Relations Act 66 of 1995 as set out hereunder.

4. **Objections**


You may object to this compliance order by making a representation to the General Secretary/CEO of the Council within 14 days of the receipt of this Compliance Order. Failure to do so will lead to the invocation of dispute resolution procedures as contained in the Labour Relations Act 66 of 1995 or other legal resources.



Fines in terms of the Section 33A (13) (a) of the Labour Relations Act 66 of 1995

TABLE ONE: MAXIMUM PERMISSIBLE FINE NOT INVOLVING AN UNDERPAYMENT	
No previous failure to comply	R100.00 per employee in respect of whom the failure to comply occurs.
A previous failure to comply in respect of the same provision	R200.00 per employee in respect of whom the failure to comply occurs.
A previous failure to comply within the previous 12 months or two previous failures to comply in respect of the same provisions within three years.	R300.00 per employee in respect of whom the failure to comply occurs.
Three previous failures to comply in respect of the same provisions within three years.	R400.00 per employee in respect of whom the failure to comply occurs.
Four previous failures to comply in respect of the same provisions within three years.	R500.00 per employee in respect of whom the failure to comply occurs.

SERVED BY / ENQUIRIES

Designated Agent	Thobani Ndlela
Email Address	Thobani@nbcps.org.za
Contact Number	063 407 5656/ 010 824 8339
Signed	
Date	19 July 2024



Assessment breakdown calculation/s as per attached
calculation sheet marked Annexure A

Annexure

LEVIES CALCULATION BREAKDOWN								
Month Outstanding	Total Months Outstanding	Total EE	Rvalue pm Outstanding (EE)	Interest Period (Published Date)	Total BCEA	Rvalue pm Outstanding (BCEA)	Interest Calculation	Gross Due
Mar-20	52	100	R 1 400,00	Mar-20		R -	R 530,83	R 1 930,83
Apr-20	51	100	R 1 400,00	Mar-20		R -	R 520,63	R 1 920,63
May-20	50	100	R 1 400,00	May-20		R -	R 422,92	R 1 822,92
Jun-20	49	100	R 1 400,00	May-20		R -	R 414,46	R 1 814,46
Jul-20	48	100	R 1 400,00	Jul-20		R -	R 392,00	R 1 792,00
Aug-20	47	100	R 1 400,00	Jul-20		R -	R 383,83	R 1 783,83
Sep-20	46	100	R 1 400,00	Jul-20		R -	R 375,67	R 1 775,67
Oct-20	45	100	R 1 400,00	Jul-20		R -	R 367,50	R 1 767,50
Nov-20	44	100	R 1 400,00	Jul-20		R -	R 359,33	R 1 759,33
Dec-20	43	100	R 1 400,00	Jul-20		R -	R 351,17	R 1 751,17
Jan-21	42	100	R 1 400,00	Jul-20		R -	R 343,00	R 1 743,00
Feb-21	41	100	R 1 400,00	Jul-20		R -	R 334,83	R 1 734,83
Mar-21	40	100	R 1 400,00	Jul-20		R -	R 326,67	R 1 726,67
Apr-21	39	100	R 1 400,00	Jul-20		R -	R 318,50	R 1 718,50
May-21	38	100	R 1 400,00	Jul-20		R -	R 310,33	R 1 710,33
Jun-21	37	100	R 1 400,00	Jul-20		R -	R 302,17	R 1 702,17
Jul-21	36	100	R 1 400,00	Jul-20		R -	R 294,00	R 1 694,00
Aug-21	35	100	R 1 400,00	Jul-20		R -	R 285,83	R 1 685,83
Sep-21	34	100	R 1 400,00	Jul-20		R -	R 277,67	R 1 677,67
Oct-21	33	100	R 1 400,00	Jul-20		R -	R 269,50	R 1 669,50
Nov-21	32	100	R 1 400,00	Nov-21		R -	R 270,67	R 1 670,67
Dec-21	31	100	R 1 400,00	Nov-21		R -	R 262,21	R 1 662,21
Jan-22	30	100	R 1 400,00	Jan-22		R -	R 262,50	R 1 662,50
Feb-22	29	100	R 1 400,00	Jan-22		R -	R 253,75	R 1 653,75
Mar-22	28	100	R 1 400,00	Mar-22		R -	R 253,17	R 1 653,17
Apr-22	27	100	R 1 400,00	Mar-22		R -	R 244,13	R 1 644,13
May-22	26	100	R 1 400,00	May-22		R -	R 250,25	R 1 650,25
Jun-22	25	100	R 1 400,00	May-22		R -	R 240,63	R 1 640,63
Jul-22	24	100	R 1 400,00	Jul-22		R -	R 252,00	R 1 652,00
Aug-22	23	100	R 1 400,00	Jul-22		R -	R 241,50	R 1 641,50
Sep-22	22	100	R 1 400,00	Sep-22		R -	R 250,25	R 1 650,25
Oct-22	21	100	R 1 400,00	Sep-22		R -	R 238,88	R 1 638,88
Nov-22	20	100	R 1 400,00	Nov-22		R -	R 245,00	R 1 645,00
Dec-22	19	100	R 1 400,00	Nov-22		R -	R 232,75	R 1 632,75
Jan-23	18	100	R 1 400,00	Jan-23		R -	R 225,75	R 1 625,75
Feb-23	17	100	R 1 400,00	Jan-23		R -	R 213,21	R 1 613,21
Mar-23	16	100	R 1 400,00	Mar-23		R -	R 210,00	R 1 610,00
Apr-23	15	100	R 1 400,00	Mar-23		R -	R 196,88	R 1 596,88
May-23	14	100	R 1 400,00	May-23		R -	R 191,92	R 1 591,92
Jun-23	13	100	R 1 400,00	May-23		R -	R 178,21	R 1 578,21
Jul-23	12	100	R 1 400,00	May-23		R -	R 164,50	R 1 564,50
Aug-23	11	100	R 1 400,00	May-23		R -	R 150,79	R 1 550,79
Sep-23	10	100	R 1 400,00	May-23		R -	R 137,08	R 1 537,08
Oct-23	9	100	R 1 400,00	May-23		R -	R 123,38	R 1 523,38
Nov-23	8	100	R 1 400,00	May-23		R -	R 109,67	R 1 509,67
Dec-23	7	100	R 1 400,00	May-23		R -	R 95,96	R 1 495,96
Jan-24	6	100	R 1 400,00	May-23		R -	R 82,25	R 1 482,25
Feb-24	5	100	R 1 400,00	May-23		R -	R 68,54	R 1 468,54
Mar-24	4	100	R 1 400,00	May-23		R -	R 54,83	R 1 454,83
Apr-24	3	100	R 1 400,00	May-23		R -	R 41,13	R 1 441,13
May-24	2	100	R 1 400,00	May-23		R -	R 27,42	R 1 427,42
Jun-24	1	100	R 1 400,00	May-23		R -	R 13,71	R 1 413,71
Jul-24	0	100	R 1 400,00	May-23		R -	R -	R 1 400,00
			R 74 200,00			R -	R 12 963,71	R 87 163,71

Assessment breakdown calculation/s as per attached calculation sheet marked Annexure B
**Registered in terms of Section 29 (15)(a) of the Labour Relations Act, 1995 Reference
LR 2/6/6/164.**



Annexure B

LEVIES AGREEMENT FINES CALCULATIONS			
CONTRAVENTION/S	Total EE	MAXIMUM PERMISSIBLE FINE	TOTAL FINE IMPOSED PER CONTRAVENTION
Clause 5.1 & 5.2 - Levies Contributions	100	R 100,00	R 10 000,00
Clause 6.1 - Non-Submission of Levies Schedules	100	R 100,00	R 10 000,00
TOTAL FINE IMPOSED (INCLUSIVE OF ALL CONTRAVENTIONS)			R 20 000,00