

Our services include:

- Online SHE Legal Registers
- Customised SHE Legislation updates
- Corporate Sustainability & ESG

FACILITATING LEGAL COMPLIANCE



DECEMBER 2025 SHE LEGISLATION UPDATE

SAFETY, HEALTH & ENVIRONMENTAL (SHE) LEGISLATION UPDATE

Note that clients who have a current SHE Legal Register with IMBEWU, as well as paid-up subscribers to the IMBEWU's SHE legislation update service, are entitled to receive electronic copies of the government gazettes listed below.

INDEX

PART ONE: LEGISLATION, DRAFT LEGISLATION, REGULATIONS, POLICY AND OTHER DOCUMENTS - NATIONAL AND PROVINCIAL GAZETTES

SECTION A: ENVIRONMENTAL (NATIONAL)

SECTION B: SAFETY, HEALTH & OTHER (NATIONAL)

SECTION C: DRAFT SAFETY, HEALTH AND ENVIRONMENTAL FOR COMMENT

SECTION D: SHE PROVINCIAL AND MUNICIPAL BY-LAWS

SECTION E: DRAFT SHE PROVINCIAL AND MUNICIPAL BY-LAWS FOR COMMENT

PART TWO: PARLIAMENTARY MONITORING

SECTION A: ENVIRONMENTAL (NATIONAL)

National Water Act 36 of 1998 ("NWA"):

1. Notice announces the revised Raw Water Use Charges for the 2026/27 financial year, issued under section 57(3)(a) of the National Water Act 36 of 1998. These charges outline tariffs for water resource management and infrastructure, including abstraction and waste-related activities. Published in GG 53818 NN 3687 dated 9 December 2025.
2. Notice proposes Regulations for the Management and Control of Government Waterworks and Adjacent State-Owned Land for Recreational Use, issued under section 116 of the National Water Act 36 of 1998. These regulations outline governance measures for waterworks, access protocols, safety requirements, permissible recreational activities, and responsibilities for maintaining state-owned land surrounding water infrastructure. Published in GG 53848 NN 6946 dated 12 December 2025.

National Environmental Management: Waste Act 59 of 2008 ("NEM:WA"):

3. Notice calls upon certain persons to apply for a waste management licence, issued under sections 80(4), 81(2) and 82 of the National Environmental Management: Waste Act 59 of 2008. It requires operators of pre-Environment Conservation Act waste disposal facilities, holders of permits under section 20 of the Environment Conservation Act, and persons conducting listed waste management activities prior to the Waste Act's commencement to obtain licences within two years. Published in GG 53831 NN 6938 dated 10 December 2025.
4. Notice introduces the Regulations on the procedure for persons directed by the Minister to apply for a waste management licence, issued under section 69(1)(w) and (ee) of the National Environmental Management: Waste Act 59 of 2008. These regulations outline application requirements, pollution impact assessments, environmental management programmes, public participation processes, timelines for decisions, and appeal provisions for transitional waste management activities. Published in GG 53831 NN 6939 dated 10 December 2025.

National Environmental Management: Protected Areas Act 57 of 2003 ("NEM:PA"):

5. Notice declares land situated in the Eastern Cape Province as part of the existing Mountain Zebra National Park, issued under section 20(1)(a)(ii) of the National Environmental Management: Protected Areas Act 57 of 2003. This declaration incorporates Portion 3 of Farm Bosjeskloof No. 371, measuring 1.3033 hectares, into the park to enhance conservation and biodiversity protection. Published in GG 53814 NN 6918 dated 12 December 2025.

National Forests Act 84 of 1998 ("NFA"):

6. Notice extends the effective time period of the declaration of Grey Dell and Fort Grey Natural Forest Areas as Controlled Forest Areas, issued under section 17(6) of the National Forests Act 84 of 1998. This extension stipulates that the declaration will remain valid for a period of fifteen years from the date of publication of this notice. Published in GG 53893 NN 6971 dated 19 December 2025.

SECTION B: SAFETY, HEALTH & OTHER (NATIONAL)

Administrative Adjudication of Road Traffic Offences Act 46 of 1998 ("AARTO"):

7. Notice withdraws NN 6782 under GG 53605 of 31 October 2025, issued in terms of section 34 of the Administrative Adjudication of Road Traffic Offences Act 46 of 1998. This withdrawal pertains to the

Occupational Health and Safety Act 85 of 1993 (“OHSA”):

8. Notice introduces amendments to the Environmental Regulations for Workplaces under section 43 of the Occupational Health and Safety Act 85 of 1993. These amendments outline housekeeping standards, flood prevention measures, fire safety precautions, and requirements for unobstructed workspaces to ensure safe working conditions. Published in GG 53783 NN 6907 dated 5 December 2025.

Occupational Diseases in Mines and Works Act 78 of 1973 (“ODIMWA”):

9. Notice declares the cessation of control for specified mines and works under section 11 of the Occupational Diseases in Mines and Works Act 78 of 1973. This declaration removes listed mines and works from the register of controlled operations, effective 1 January 2026, thereby ending associated regulatory obligations. Published in GG 53800 NN 6911 dated 5 December 2025.

Firearms Control Act 60 of 2000 (“FCA”):

10. Notice introduces the Regulations for the Management and Control of Firearm Dealers, issued under section 145 of the Firearms Control Act 60 of 2000. These regulations outline licensing requirements, record-keeping obligations, security standards, compliance monitoring procedures, and penalties for non-compliance applicable to firearm dealers. Published in GG 53829 NN 6936 dated 10 December 2025.

Labour Relations Act 66 of 1995 (“LRA”):

11. Notice announces an application for the variation of the registered scope of the Statutory Council for the Squid and Other Fisheries of South Africa, issued under section 58(1) of the Labour Relations Act 66 of 1995. The proposed amendment seeks to broaden the Council's scope to include all fishing industries harvesting various fish species at sea and aquaculture operations cultivating sea- and freshwater species in onshore and offshore facilities. Published in GG 53830 NN 6937 dated 10 December 2025.

Private Security Industry Regulations Act 56 of 2001 (“PSIRA”):

12. Notice amends the Regulations under the Security Officers Act 92 of 1987, issued pursuant to sections 43 and 44(7) of the Private Security Industry Regulation Act 56 of 2001 read with section 32(1) of the Security Officers Act. These amendments introduce revised definitions, update prescribed annual and monthly fees for security businesses and officers, outline payment schedules, reporting obligations, penalties for non-compliance, and renewal requirements for registration certificates. Published in GG 53847 NN 6945 dated 12 December 2025.

Electricity Regulation Act 4 of 2006 (“ERA”):

13. Notice introduces the Grid Capacity Allocation Rules under the Electricity Regulation Act 4 of 2006. It defines a transparent, non-discriminatory framework for allocating transmission and distribution grid capacity, including a first-ready, first-served approach, staged readiness requirements, queuing procedures, and compliance mechanisms. The Rules aim to ensure efficient use of limited grid capacity while encouraging fair access and investment in the electricity sector. Published in GG 53914 GN 6982 dated 24 December 2025.

SECTION C: DRAFT SAFETY, HEALTH AND ENVIRONMENTAL FOR COMMENT (DRAFT NATIONAL LEGISLATION AND REGULATIONS)

National Environmental Management Act 107 of 1998 ("NEMA"):

14. Notice extends the public comment period for proposed regulations and guidelines related to onshore petroleum exploration and production, issued under the National Environmental Management Act 107 of 1998. These proposals include requirements for fracturing technology, baseline monitoring, operational information standards, and well decommissioning guidelines. Members of the public are invited to submit written comments on or before 13 February 2026. Published in GG 53763 NN 6892 dated 1 December 2025.
15. Notice conveys the intention to adopt the Generic Environmental Management Programme for Conservation or Conservation Research at the Prince Edward Islands (revision 0 of 2025) as an environmental management instrument under section 24(2)(e) of the National Environmental Management Act 107 of 1998. Members of the public are invited to submit written comments within 30 days of publication of this notice. Published in GG 53764 NN 6893 dated 1 December 2025.
16. Notice introduces draft Regulations to prohibit the production, distribution, import, export, sale, use of, and to phase-out chemicals listed under the Stockholm Convention on Persistent Organic Pollutants, issued in terms of sections 25(3), 44(1)(aA) and 47(1) of the National Environmental Management Act 107 of 1998. These draft regulations outline prohibitions on listed substances, establish phase-out timeframes, set notification and reporting requirements, prescribe development of phase-out plans, and stipulate offences and penalties. Members of the public are invited to submit written comments within 30 days of publication of this notice. Published in GG 53895 NN 6970 dated 19 December 2025.

National Water Act 36 of 1998 ("NWA"):

17. Notice introduces the proposed Regulations for the Protection and Management of Groundwater Resources, issued under section 69 of the National Water Act 36 of 1998. These regulations outline requirements for borehole drilling and pump installation, set prohibitions and restrictions to safeguard aquifers, prescribe groundwater development standards, and establish measures for water quantity and quality assessment, authorisation procedures, and compliance enforcement. Members of the public are invited to submit written comments within 60 days of publication of this notice. Published in GG 53828 NN 6935 dated 10 December 2025.

Standards Act 8 of 2008 ("SA"):

18. Notice issues draft standards for public comment under section 23(2)(a)(ii) of the Standards Act 8 of 2008. These drafts propose specifications for medical mixer taps, hydrobiological testing quality assurance, water sampling guidance, household appliance safety, fuel cell technologies, lithium-ion battery performance and reliability, electrical energy storage systems, washer-disinfectors, ELISA water testing, microbiological preparation of fish products, aseptic processing, nanotechnology vocabulary, interpreting equipment and booths, and various other technical domains. Published in GG 53814 NN 3684 dated 12 December 2025.
19. Notice issues draft standards for public comment under section 23(2)(a)(ii) of the Standards Act 8 of 2008. These draft regulations outline procedures and technical requirements for diverse areas, including water testing for Legionella pneumophila, artificial intelligence management systems, electrical installations, medical device packaging, and food safety transport protocols. The notice also lists amendments to existing standards and introduces new standards for electric vehicle technologies, energy storage systems, and anti-bribery management frameworks. Members of the public are invited to submit written comments on or before 18 February 2026. Published in GG 53873 NN 3708 dated 19 December 2025.

Civil Aviation Act 13 of 2009 (“CAA”):

20. Notice proposes amendments to the Civil Aviation Regulations, 2011, issued under section 155(1) of the Civil Aviation Act 13 of 2009. These amendments outline updates to general provisions, airworthiness standards for non-type certified aircraft, maintenance rules, flight operations, aviation security training and certification, commercial helicopter operations, safety management systems, flight procedure design, meteorological services, cabin crew licensing, medical certification protocols, and pandemic preparedness plans. Members of the public are invited to submit written comments on or before 2 February 2026. Published in GG 53873 NN 6960 dated 19 December 2025.

National Environmental Management: Waste Act 59 of 2008 (“NEM:WA”):

21. Notice publishes the draft National Waste Management Strategy 2026 for public consultation, issued under sections 6, 72 and 73 of the National Environmental Management: Waste Act 59 of 2008. The strategy outlines government policy and strategic interventions for the waste sector, aligned with the Sustainable Development Goals and the National Development Plan: Vision 2030. Members of the public are invited to submit written comments within 60 days of publication of this notice. Published in GG 53894 NN 6972 dated 19 December 2025.

Electricity Act 41 of 1987:

22. Notice puts forth the Proposed Electricity Licence Fees and Levies issued under section 5B(3)(a)(i) of the Electricity Act 41 of 1987, read with section 2(3)(a) of the Gas Regulator Levies Act 75 of 2002 and the Petroleum Pipelines Levies Act 28 of 2004. It outlines the proposed licence fees payable by licensed electricity generators, together with levies applicable to the piped-gas and petroleum pipelines industries for the 2026/27 financial year. The notice details the proposed tariff rates, budgeted regulatory expenditure, recovery mechanisms, and invites stakeholders to submit representations within 30 days of publication. Published in Government Gazette 53915 GN 6983 dated 24 December 2025.

SECTION D: SAFETY, HEALTH AND ENVIRONMENTAL (PROVINCIAL LEGISLATION AND MUNICIPAL BY-LAWS)

Gauteng:

23. Notice approves the amendment of the Emfuleni Land Use Scheme, 2023 – R261, issued under section 39(4) of the Emfuleni Municipality Spatial Planning and Land Use Management By-Laws, 2018. The amendment authorises the rezoning of Erf 741 Vanderbijlpark South East 7 from “Residential 1” to “Residential 4”. Published in PG 471 NN LUM89/2025 dated 17 December 2025.

Northern Cape

24. Notice introduces the Air Quality Management By-Law for ZF Mgcau District Municipality. This by-law outlines objectives for air pollution control, establishes local emission standards, regulates motor vehicle emissions, governs small boilers, and prescribes measures for dust, open burning, pesticide spraying, spray painting, sand blasting, and noise pollution. Published in PG 2833 NN 284 dated 1 December 2025.

25. Notice introduces the Water and Sanitation Services By-law for Kgateleopele Local Municipality. This by-law outlines provisions for water supply and sanitation services, including application procedures, tariff structures, payment obligations, service levels, installation standards, pollution prevention measures, and penalties for non-compliance. Published in PG 2837 NN 286 dated 15 December 2025.

26. Notice introduces the Traffic and Roads By-law for Kgateleopele Local Municipality. The by-law provides for traffic regulation and road safety within the municipal jurisdiction, outlining rules on temporary traffic control, obstruction removal, gatherings, livestock movement, vehicle repairs, noise control, parking, and penalties for non-compliance. Published in PG 2837 NN 288 dated 15 December 2025.
27. Notice introduces the Keeping/Controlling of Animals By-law for Kgateleopele Local Municipality. The by-law prescribes conditions for keeping animals, including permit requirements, structural screening, owner responsibilities, nuisance abatement, destruction of dangerous or diseased animals, and restrictions on hawking. It further regulates the number of dogs and cats, breeder obligations, control measures in public spaces, and enforcement provisions. Published in PG 2837 NN 290 dated 15 December 2025.
28. Notice enacts the Electricity Supply By-law for Kgateleopele Local Municipality, issued under section 156 of the Constitution of the Republic of South Africa, 1996. The by-law outlines conditions for electricity provision, embedded generation, wheeling arrangements, metering requirements, tariffs, consumer responsibilities, safety standards, and enforcement measures within the municipal area. Published in PG 2837 NN 291 dated 15 December 2025.
29. Notice formally declares the Tshimo e Ntle Nature Reserve in terms of section 23(1) of the National Environmental Management: Protected Areas Act 57 of 2003, as amended. Issued by the MEC for Agriculture, Environmental Affairs, Rural Development and Land Reform in the Northern Cape Province, the notice gives effect to the designation of specified properties as a protected nature reserve following public consultation, prior notification, and agreement with the landowners. It identifies the affected land, confirms its conservation status, and appoints a management authority for the reserve, thereby placing the area under statutory protection with effect from the date of publication. Published in the Northern Cape Provincial Gazette No. 2840, General Notice 911 of 2025 dated 29 December 2025.

Western Cape:

30. Notice establishes the Declaration of Zebraskop Nature Reserve. The proclamation sets out reserve boundaries reflected on the schedule map, with Surveyor-General diagrams 412/1843, A4167/1926, and SG6763/2005. Published in PG 9167 NN 139 dated 28 November 2025.
31. Notice establishes the Declaration of Voorstekop Eco Reserve. The proclamation delineates reserve boundaries reflected on the schedule map, with Surveyor-General Diagram 1691/2011. Published in PG 9167 NN 140 dated 28 November 2025.
32. Notice establishes the Declaration of Areas as Part of the Existing Knersvlakte Nature Reserve. The proclamation delineates boundaries reflected on the schedule map, with Surveyor-General diagrams 1086/1873, 1125/1916, 3175/1956, 4944/1999, 7886/1916, 7892/1916, B140/1871, B142/1871, B834/1862, B835/1862, and 7930/1916. Published in PG 9167 NN 141 dated 28 November 2025.
33. Notice establishes the Declaration of Kleiheuwel Nature Reserve. The proclamation delineates reserve boundaries reflected on the schedule map, with Surveyor-General Diagram 1045/2012. Published in PG 9167 NN 142 dated 28 November 2025.
34. Notice establishes the Declaration of Fynbosstrand Nature Reserve. The proclamation delineates reserve boundaries reflected on the schedule map, with Surveyor-General Diagram 1973/1917. Published in PG 9169 NN 147 dated 5 December 2025.

35. Notice establishes the Declaration of Areas as Part of the Existing Anysberg Provincial Nature Reserve. The proclamation delineates boundaries reflected on the schedule map, with Surveyor-General diagrams 1724/1987, 28/1867, 761/1864, 1676/1900, 1673/1900, 1638/1900, and 568/1848. Published in PG 9169 NN 148 dated 5 December 2025.
36. Notice establishes the Declaration of Waterkloof Nature Reserve. The proclamation delineates reserve boundaries reflected on the schedule map, with Surveyor-General Diagram B/428/1887. Published in PG 9169 NN 149/2025 dated 5 December 2025.
37. Notice sets out the Western Cape Environmental Implementation Plan (EIP), 5th Edition (2025–2030), issued under section 13(1) of the National Environmental Management Act 107 of 1998. The plan outlines measures for co-operative environmental governance, policy alignment, and compliance with NEMA principles, while embedding strategies for climate resilience, biodiversity conservation, water security, waste management, and a just transition to a green economy. Published in PG 9172 NN 152 dated 12 December 2025.
38. Notice declares the Koopmanskloof Nature Reserve under section 23(1)(a)(i) of the National Environmental Management: Protected Areas Act 57 of 2003. The declaration applies to a portion of Farm Koopmanskloof No. 1445 in the Stellenbosch Municipality, covering 65.5074 hectares of the total 194.8567 hectares. Published in PG 9173 NN 154 dated 12 December 2025.
39. Notice proclaims the Machaseh Nature Reserve, issued under section 23(1)(a)(i) of the National Environmental Management: Protected Areas Act 57 of 2003. The declaration applies to Portion 1 of Farm Eilands Fontein No. 17 in the Langeberg Municipality, Western Cape, covering 844.8371 hectares. Published in PG 9173 PN 155 dated 12 December 2025.
40. Notice declares a local state of disaster for Swellendam Local Municipality under section 55(1) of the Disaster Management Act 57 of 2002. The declaration addresses severe water shortages caused by critically low dam levels and empowers the Executive Mayor to issue directions for public assistance, property protection, relief measures, and disruption prevention. Effective from publication for three months unless terminated or extended. Published in PG 9177 dated 15 December 2025.

Mpumalanga:

41. Notice introduces the Mpumalanga Provincial Road Traffic Regulations, issued under section 25 of the Mpumalanga Provincial Road Traffic Act 4 of 1998. The regulations provide for updated administrative and operational measures relating to provincial road-traffic functions, including the prescription of fees for vehicle registration, licensing, permits, testing, and related services, as well as the apportionment of fees under principal-agent arrangements. The notice also repeals previous provincial road-traffic notices and sets a commencement date for the new regulatory framework. Published in the Mpumalanga Provincial Gazette No. 3913, Provincial Notice 721 of 2025 dated 2 January 2026.

**SECTION E: SAFETY, HEALTH AND ENVIRONMENTAL
(DRAFT PROVINCIAL LEGISLATION AND MUNICIPAL BY-LAWS)**

Gauteng:

42. Notice introduces the draft Dolomite Risk Management By-Law, issued under section 7 of the Rationalisation of Local Government Affairs Act 10 of 1998, read with sections 12 and 13 of the Municipal Systems Act 32

of 2000. The proposed by-law aims to regulate and manage dolomite-related risks within Midvaal Local Municipality's jurisdiction, ensuring environmental sustainability and public safety. Members of the public are invited to submit written comments within 60 days of publication of this notice. Published in PG 471 NN 1564 dated 17 December 2025.

Northern Cape:

43. Notice introduces the Draft By-law Relating to Water Supply, Sanitation Services and Industrial Effluent for Gamagara Local Municipality. This draft by-law prescribes application procedures for water services, tariff structures, connection requirements, standards for sanitation, disposal of industrial effluent, and measures to prevent pollution and water wastage. Published in PG 2833 NN 453 dated 1 December 2025.
44. Notice introduces the Draft Stormwater Management By-law for Gamagara Local Municipality. This draft by-law regulates stormwater systems in built-up areas, prescribes prohibited conduct, sets conditions for municipal consent, governs responsibilities for private stormwater systems, and outlines municipal powers for inspection and enforcement. Published in PG 2833 NN 453 dated 1 December 2025.
45. Notice sets forth the Draft Solid Waste Disposal By-law for Gamagara Local Municipality. The by-law outlines procedures for waste management, including compulsory use of municipal services, establishment and control of disposal sites, waste separation, provision and maintenance of bins, dumping and littering prohibitions, penalties, and appeal processes. Published in PG 2833 NN 889 dated 1 December 2025.
46. Notice stipulates the Draft By-law Relating to Roads and Streets for Gamagara Local Municipality. The by-law prescribes rules for the management and use of roads, streets, and sidewalks, including provisions on construction and maintenance, parking restrictions, encroachments, prohibited activities, work standards, water discharge controls, behaviour in streets, display of street numbers, municipal powers, processions, and penalties. Published in PG 2833 NN 891 dated 1 December 2025.
47. Notice introduces the Draft By-law Relating to the Prevention of Public Nuisances and Nuisances Arising from the Keeping of Animals for Gamagara Local Municipality. The by-law sets forth provisions prohibiting public nuisances, regulating the keeping of animals, prescribing conditions for kennels, catteries, pet shops and parlours, controlling dogs and cats, and outlining enforcement powers, penalties, and appeal procedures. Published in PG 2833 NN 893 dated 1 December 2025.
48. Notice presents the Draft By-law Relating to the Prevention of Public Nuisances and Nuisances Arising from the Keeping of Animals for Gamagara Local Municipality. The by-law sets forth prohibitions on public nuisances, requirements for permission to keep animals, conditions for kennels, catteries, pet shops and parlours, regulations for dogs, cats and pets, enforcement powers, penalties, and appeal procedures. Published in PG 2833 GN 894 dated 1 December 2025.
49. Notice introduces the Draft Community Fire Safety By-law for Gamagara Local Municipality. The by-law lays down provisions for fire prevention and emergency response, including administrative requirements, protection of fire service works, inspections and surveillance powers, fire installations, fireworks control, compliance notices, penalties, and appeal procedures. Published in PG 2833 NN 899 dated 1 December 2025.
50. Notice introduces the Draft Electricity Supply By-law for Gamagara Local Municipality. The by-law lays down comprehensive rules governing the provision, regulation, and safe use of municipal electricity services. It sets out responsibilities of consumers and contractors, prescribes conditions for supply, establishes

metering and tariff requirements, outlines procedures for disconnection and reconnection, and stipulates protections for municipal infrastructure. Published in PG 2833 NN 900 dated 1 December 2025.

51. Notice establishes the Draft Cemeteries By-law for Gamagara Local Municipality. This by-law sets out comprehensive provisions for cemetery establishment and management, including Council authority over cemetery creation and takeover, interment authorization procedures, grave site demarcation requirements, provisions for disused cemeteries, operating hours, and funeral registration. Published in PG 2833 NN 902 dated 1 December 2025.
52. Notice establishes the By-law Relating to Boarding Houses and Guest Houses for Gamagara Local Municipality. This by-law puts forth comprehensive controls for licensing, inspection, and regulation of boarding and guest house operations, encompassing permit application procedures, structural and sanitary requirements, occupancy limits, facility specifications, and operational standards. Published in PG 2833 NN 903 dated 1 December 2025.
53. Notice establishes the Draft Outdoor Advertising and Signage By-law for Gamagara Local Municipality. This by-law puts forth comprehensive regulations governing outdoor advertising and signage within the municipal jurisdiction, balancing economic development with environmental, heritage, and traffic safety considerations. Published in PG 2833 NN 904 dated 1 December 2025.

PART TWO: PARLIAMENTARY MONITORING

This information was accessed through the Parliamentary Monitoring Group at www.pmg.org.za

BILLS BEFORE THE NATIONAL ASSEMBLY (AS OF 31 DECEMBER 2025)

1. Water Services Amendment Bill (B24-2025).
2. Performing Animals Protection Amendment Bill (B12-2025).
3. South African National Water Resources Infrastructure Agency SOC Limited Amendment Bill (B13-2025).
4. Merchant Shipping Bill (B12-2023).
5. Prevention of Illegal Eviction from and Unlawful Occupation of Land Amendment Bill (B6-2023).
6. Marine Oil Pollution (Preparedness, Response and Cooperation) Bill (B10-2022).

DISCLAIMER: The information contained in IMBEWU's SHE Legislation Update has been obtained from sources believed to be reliable. IMBEWU does not warrant the accuracy, completeness or adequacy of such information.