20 AUGUST 2018

EMPLOYMENT ALERT

IN THIS

PUBLIC COMMENTS CLOSE FOR DRAFT TOBACCO BILL

On 9 May 2018, following Cabinet approval, the draft Control of Tobacco Products and Electronic Delivery Systems Bill was released for public comment for a period of three months. This period came to an end on 8 August 2018.



PUBLIC COMMENTS CLOSE FOR DRAFT TOBACCO BILL

If promulgated in its current form, the Bill will regulate cigarettes and electronic delivery systems (e-cigarettes and vapes) in largely the same manner.

The Bill adopts a "precautionary approach" to electronic delivery systems by regulating them in the same manner as traditional tobacco products.

On 9 May 2018, following Cabinet approval, the draft Control of Tobacco Products and Electronic Delivery Systems Bill was released for public comment for a period of three months. This period came to an end on 8 August 2018.

The legislature will now consider the various public comments received and decide whether to amend the Bill in its current form. Following its publication, the Bill has received mixed reaction from the tobacco and e-cigarette industries, non-profit organisations and the public.

Smoking (including the sale, advertising and packaging of tobacco products) is currently regulated by the Tobacco Products Control Act 83 of 1993. The Bill will repeal and replace this Act and by implication, the current legislative regime for smoking in South Africa. The Bill ultimately aims to align South Africa's legislative regime for smoking to the World Health Organisation's Framework Convention on Tobacco Control. South Africa signed this convention in 2005.

If promulgated in its current form, the Bill will regulate cigarettes and electronic delivery systems (e-cigarettes and vapes) in largely the same manner. Electronic delivery systems include both nicotine and non-nicotine devices. The Bill seeks to protect non-smokers from exposure to "tobacco product emissions". It further states that the use of electronic delivery systems may encourage smoking of tobacco products. The Bill expressly states that "the long term harmful effects of using electronic delivery systems remain unknown". However, the Bill nevertheless adopts a "precautionary approach" to electronic delivery systems by regulating them in the same manner as traditional tobacco products.



CHAMBERS GLOBAL 2014 - 2018 ranked our Employment practice in Band 2: Employment. Aadil Patel ranked by CHAMBERS GLOBAL 2015 - 2018 in Band 2: Employment. Hugo Pienaar ranked by CHAMBERS GLOBAL 2014 - 2018 in Band 2: Employment. Fiona Leppan ranked by CHAMBERS GLOBAL 2018 in Band 2: Employment. Gillian Lumb ranked by CHAMBERS GLOBAL 2017 - 2018 in Band 4: Employment. Gavin Stansfield ranked by CHAMBERS GLOBAL 2018 in Band 4: Employment.

Michael Yeates was named the exclusive South African winner of the **ILO Client Choice Awards 2015 – 2016** in the category Employment and Benefits as well as in **2018** in the Immigration category.





PUBLIC COMMENTS CLOSE FOR DRAFT TOBACCO BILL

CONTINUED

It is difficult to predict when the legislature will release a revised version of the Bill. For now, the Act continues to regulate tobacco products, and vapes and e-cigarettes remain unregulated in South Africa. The main purposes of the Bill are as follows, to:

- control smoking;
- regulate the sale and advertising of tobacco products and electronic delivery systems;
- provide for export and manufacturing standards for tobacco products and electronic delivery systems;
- prohibit the sale of tobacco products and electronic delivery systems to minors; and
- prohibit the free distribution of tobacco products and electronic delivery systems.

It is difficult to predict when the legislature will release a revised version of the Bill. For now, the Act continues to regulate tobacco products, and vapes and e-cigarettes remain unregulated in South Africa.

Our previous <u>Employment Alert</u> on the Bill (released on 28 May 2018) summarises the important implications of the Bill from a labour law perspective.

To read the Bill, in its current form, please <u>click here.</u>

Shane Johnson









CDH's latest edition of Doing Business in South Africa

CLICK HERE to download our 2018 thought leadership





Employment Strike Guideline

Find out what steps an employer can take when a strike is unprotected.

Click here to find out more



Best Lawyers 2018 South Africa Edition

Included 53 of CDH's Directors across Cape Town and Johannesburg. Recognised Chris Charter as Lawyer of the Year for Competition Law (Johannesburg). Recognised Faan Coetzee as Lawyer of the Year for Employment Law (Johannesburg). Recognised Peter Hesseling as Lawyer of the Year for M&A Law (Cape Town). Recognised Terry Winstanley as Lawyer of the Year for Environmental Law (Cape Town). Named Cliffe Dekker Hofmeyr Litigation Law Firm of the Year. Named Cliffe Dekker Hofmeyr Real Estate Law Firm of the Year.

You

Tube

 \odot

CLICK HERE FOR THE LATEST SOCIAL MEDIA AND THE WORKPLACE GUIDELINE



f

OUR TEAM

For more information about our Employment practice and services, please contact:



Aadil Patel National Practice Head Director T +27 (0)11 562 1107 E aadil.patel@cdhlegal.com







Jose Jorge Director T +27 (0)21 481 6319 E jose.jorge@cdhlegal.com

Fiona Leppan

T +27 (0)11 562 1152

Director



E fiona.leppan@cdhlegal.com Hugo Pienaar



Nicholas Preston Director T +27 (0)11 562 1788 E nicholas.preston@cdhlegal.com



Thabang Rapuleng Directo Т +27 (0)11 562 1759

E thabang.rapuleng@cdhlegal.com

E samiksha.singh@cdhlegal.com

Samiksha Singh

Gavin Stansfield

T +27 (0)21 481 6314

T +27 (0)21 481 6313

Directo

Directo





E gavin.stansfield@cdhlegal.com **Michael Yeates** Director

T +27 (0)11 562 1184 E michael.yeates@cdhlegal.com



Steven Adams

+27 (0)21 481 6341 E steven.adams@cdhlegal.com



T +27 (0)21 481 6351 E anli.bezuidenhout@cdhlegal.com

Senior Associate +27 (0)11 562 1039 anelisa.mkeme@cdhlegal.com









Associate T +27 (0)11 562 1108 E tamsanqa.mila@cdhlegal.com

Tamsanqa Mila

Sean Jamieson

Devon Jenkins

Zola Mcaciso

Associate

T +27 (0)11 562 1296

T +27 (0)11 562 1326

T +27 (0)21 481 6316

E sean.jamieson@cdhlegal.com

E devon.jenkins@cdhlegal.com

E zola.mcaciso@cdhlegal.com

Associate

Associate

Prencess Mohlahlo Associate T +27 (0)11 562 1875 E prencess.mohlahlo@cdhlegal.com

Prinoleen Naidoo

Associate +27 (0)11 562 1829 E prinoleen.naidoo@cdhlegal.com

Bheki Nhlapho Associate T +27 (0)11 562 1568 E bheki.nhlapho@cdhlegal.com

Nonkululeko Sunduza

Associate T +27 (0)11 562 1479 E nonkululeko.sunduza@cdhlegal.com

Siyabonga Tembe Associate T +27 (0)21 481 6323 E siyabonga.tembe@cdhlegal.com

BBBEE STATUS: LEVEL TWO CONTRIBUTOR

Cliffe Dekker Hofmeyr is very pleased to have achieved a Level 2 BBBEE verification under the new BBBEE Codes of Good Practice. Our BBBEE verification is one of several components of our transformation strategy and we continue to seek ways of improving it in a meaningful manner.

This information is published for general information purposes and is not intended to constitute legal advice. Specialist legal advice should always be sought in relation to any particular situation. Cliffe Dekker Hofmeyr will accept no responsibility for any actions taken or not taken on the basis of this publication.

JOHANNESBURG

1 Protea Place, Sandton, Johannesburg, 2196. Private Bag X40, Benmore, 2010, South Africa. Dx 154 Randburg and Dx 42 Johannesburg. T +27 (0)11 562 1000 F +27 (0)11 562 1111 E jhb@cdhlegal.com

CAPE TOWN

11 Buitengracht Street, Cape Town, 8001. PO Box 695, Cape Town, 8000, South Africa. Dx 5 Cape Town. T +27 (0)21 481 6300 F +27 (0)21 481 6388 E ctn@cdhlegal.com

©2018 7100/AUG





EMPLOYMENT | cliffedekkerhofmeyr.com



Anli Bezuidenhout

Anelisa Mkeme