



PROVINCIAL ADMINISTRATION.

ADMINISTRATOR'S NOTICE.

The following notice relating to the administration of the Province of the Transvaal are published under the authority of the Administrator for general information.

J. H. O. VAN GRAAN,
 Provincial Secretary.

Office of the Administrator of Transvaal, Pretoria.

Administrator's Notice No. 293.] [7 May 1958.

ROAD REGULATIONS.

The Administrator in terms of section *eighty-five* of the Roads Ordinance, 1957 (Ordinance No. 22 of 1957), hereby—

- (a) makes the regulations set out hereunder; and
- (b) repeals—

- (i) the regulations published under Administrator's Notice No. 582 of the 15th November, 1933, as amended; and
- (ii) the regulations published under Administrator's Notice No. 1078 of the 7th December, 1955, as amended, in so far as such regulations relate to the conditions of service of a road employee as therein defined,

with effect from the 1st of May, 1958.

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PROVINSIALE ADMINISTRASIE.

ADMINISTRATEURSKENNISGEWING.

Onderstaande kennisgewing wat betrekking het op die administrasie van die Provinsie Transvaal word op gesag van die Administrateur vir algemene inligting gepubliseer.

J. H. O. VAN GRAAN,
 Provinsiale Sekretaris.

Kantoor van die Administrateur van Transvaal, Pretoria.

Administrateurskennisgewing No. 293.] [7 Mei 1958.

PADREGULASIES.

Die Administrateur, ingevolge die bepalings van artikel *vyf-en-tagtig* van die Padordonnansie, 1957 (Ordonnansie No. 22 van 1957)—

- (a) maak hierby die regulasies soos hieronder uiteengesit; en
- (b) herroep—

- (i) die regulasies afgekondig by Administrateurskennisgewing No. 582 van 15 November 1933, soos gewysig; en
- (ii) die regulasies afgekondig by Administrateurskennisgewing No. 1078 van 7 Desember 1955, soos gewysig, insover sulke regulasies betrekking het tot die diensvoorwaardes van 'n padwerker soos daarin omskryf,

met ingang van die 1ste dag van Mei 1958.

INHOUDSOPGAWE.

Inleidend: Regulasies 1-3.

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- 2. Vertolking.
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INTRODUCTORY.

TITLE OF THESE REGULATIONS.

1. These regulations are called the Roads Regulations, 1957.

INTERPRETATION.

2. (1) In these regulations unless the context indicates otherwise—

“chairman” means the chairman of the relevant board;

“construction unit” means a road construction gang to which no definite roads inspector’s area or regional officer’s area has been allotted as a working area, but which has a working area extending over the whole Province;

“Director” means the Director of the Transvaal Roads Department;

“liaison officer” means a road-worker nominated by the Road Workers Association and approved by the Director;

“regional officer” means the regional officer of the district;

“road-worker” means any person (not being persons holding posts classified in the administrative, clerical, professional or technical division of the Public Service) in the service of the Province, appointed by the Administrator mainly in connection with the construction and maintenance of roads;

“numbered road” means a public road given a registered number by the Administrator for the purpose of devoting funds towards its construction and maintenance;

“the Ordinance” means the Roads Ordinance, No. 22 of 1957;

“working area” means in respect of a road-worker the area of which the roads inspector concerned has been put in charge;

and any other words or phrases which occur in the Ordinance shall have the meaning therein assigned to them.

(2) All disputes in relation to the interpretation and application of these regulations shall be submitted to the Director for decision.

NOTE.—The following definitions are included in section one of the Ordinance:—

“board”

“district”

“public road”.

DELEGATION OF POWERS.

3. Subject to the provisions of regulation 26 (2) the Administrator and the Director shall each be empowered to delegate all or any of the powers conferred upon him by these regulations, to such officer of the Administration as he may decide, and subject to such conditions as he may determine.

CHAPTER I.

CONDITIONS OF SERVICE OF ROAD-WORKERS.

Contract of Service.

4. Every roadworker shall on employment complete a service contract in the form prescribed in Schedule A, and every road-worker in the service of the Administration at the date of the coming into operation of these regulations shall be deemed to have entered into such contract of service with the Administration in respect of the post occupied by him at that date, without withdrawal or cancellation of any right or privilege which has accrued to him under his former contract of service with the Administration.

INLEIDING.

TITEL VAN HIERDIE REGULASIES.

1. Hierdie regulasies heet die Padregulasies, 1957.

VERTOLKING.

2. (1) In hierdie regulasies, tensy die sinsverband anders aandui, beteken—

„voorsitter” die voorsitter van die betrokke raad;

„konstruksie-eenheid” ’n padbouspan waaraan geen bepaalde paaie-inspekteursgebied of streekbeamptegebied as werkgebied toegewys is nie maar wat ’n werkgebied het wat oor die hele Provinsie strek;

„Direkteur” die Direkteur van die Transvaalse Paaie-departement;

„skakelbeampte” ’n padwerker wat deur die Padwerkersvereniging genomineer en deur die Direkteur goedgekeur is;

„streekbeampte” die streekbeampte van die distrik;

„padwerker” iemand (uitgenome persone wat poste beklee wat in die administratiewe, klerklike, vakkundige of tegniese afdeling van die Staatsdiens ingedeel is) in die diens van die Provinsie, deur die Administrateur aangestel hoofsaaklik in verband met die bou en onderhoud van paaie;

„genommerde pad” ’n openbare pad waaraan die Administrateur ’n nommer gegee het vir die doel om fondse aan sy bou en onderhoud te bestee;

„die Ordonnansie” die Padordonnansie No. 22 van 1957;

„werkgebied” ten opsigte van ’n padwerker die gebied waaroor die betrokke paaie-inspekteur met toesig belas is;

en enige ander woorde of uitdrukkings wat in die Ordonnansie voorkom, het die betekenis wat daarin aan hulle gegee is.

(2) Alle geskille in verband met die vertolking en toepassing van hierdie regulasies word aan die Direkteur vir sy beslissing voorgelê.

OPMERKING.—Die volgende woordskrywings word in artikel een van die Ordonnansie ingesluit:—

„raad”.

„distrik”.

„openbare pad”.

DELEGERING VAN MAGTE.

3. Behoudens die bepalings van regulasie 26 (2) is die Administrateur en die Direkteur albei gemagtig om alle of enigeen van die bevoegdheid by hierdie regulasies aan hulle verleen, aan sodanige amptenaar van die Administrasie as wat hulle bepaal en onderworpe aan sodanige voorwaardes as wat hulle vasstel, te deleger.

HOOFSTUK I.

DIENSVOORWAARDES VAN PADWERKERS.

Dienskontrak.

4. Iedere padwerker moet by indiensneming ’n dienskontrakvorm soos in Bylae A by hierdie regulasies voorgeskryf is, voltooi, en daar word geag dat iedere padwerker in diens van die Administrasie op die datum van die inwerkingtreding van hierdie regulasies, sodanige dienskontrak met die Administrasie aangegaan het ten opsigte van die betrekking deur hom op daardie datum beklee, sonder intrekking of opheffing van enige opgeloopte reg of voorreg wat hom volgens sy vorige dienskontrak met die Administrasie toekom.

Requirements for Appointment.

5. (1) No person shall be appointed as a road-worker other than to the grade of night watchman unless he is not less than 16 years and not more than 64 years of age, and submits a medical certificate in the form prescribed in Schedule B, completed by a district surgeon or other medical officer of the State.

(2) No person shall be appointed as a road-worker in a post of mechanic, electrician or other recognised trade, unless he is in possession of a trade certificate issued by the Department of Labour or an equivalent certificate.

(3) The appointment of a road-worker shall be subject to a probationary period of not less than six months; provided that the Director may extend the probationary period for a further period not exceeding three months.

(4) Any such appointment on probation may be terminated by the Administrator prior to the expiration of such period after not less than thirty days notice.

Apprentices.

6. These regulations shall, unless inconsistent with the provisions of the Apprenticeship Act, No. 37 of 1944, be applicable to a road-worker who is an apprentice.

Road-worker's Time Entirely at the Disposal of the Administration.

7. Every road-worker shall, irrespective of the rank held by him, place his time entirely at the disposal of the Administration and any regional officer, engineer, or roads inspector, as the case may be, may require any road-worker to be on duty in case of emergency or in accordance with the exigencies of the service, irrespective of the day of the week or the time of day.

Working Hours and Overtime Pay.

8. (1) (a) (i) Subject to the provisions of regulation 7, a road-worker at a permanent maintenance camp shall on normal working days leave his camp not later than 7 o'clock a.m. and shall likewise not return to his camp before 5 o'clock p.m.

(ii) The servicing of all motor vehicles and moving machines shall take place during working hours. Operators shall enter the road camp at such time in the afternoons before 5 o'clock p.m. as to allow the servicing of the vehicle or machine in question during the period stipulated by the Director and not later than 5 o'clock p.m.

(iii) Should road-building gangs have to work on a site located more than 20 miles from the road camp concerned for more than one day in succession, the road workers may be required to camp at a temporary site for the time being.

(b) (i) The working hours at the working site of a road-worker attached to a construction unit shall be from 7 o'clock a.m. to 5 o'clock p.m. where the road camp is situated five miles or less from the working site.

(ii) Should the distance between the road camp and working site be over five miles, the working hours at the working site shall likewise be from 7 a.m. to 5 p.m. but road-workers shall in such event be paid half an hour's overtime remuneration per day for every ten miles distance over five miles from the road camp.

(iii) For road-workers not desiring to be moved to the working site, the working hours shall be as in subparagraph (i) and they shall report at the road camp or the working site at their own cost.

(c) During the prescribed working hours road-workers shall be occupied with the work their duties entail and shall not attend to private affairs. No road-worker shall leave his work during the prescribed working hours without the permission of his chief.

(d) A road-worker shall strictly observe the prescribed working hours and any road-worker leaving before closing time or attending irregularly, is guilty of a contravention of this regulation.

Vereistes vir aanstelling.

5. (1) Niemand word as 'n padwerker aangestel nie uitgesonderd in die rang van nagwag, tensy hy minstens 16 jaar en hoogstens 64 jaar oud is, en 'n geneeskundige sertifikaat voorlê, in die vorm soos in Bylae B voorgeskryf, en wat deur 'n distriksgeneesheer of ander geneeskundige beampte van die Staat voltooi is.

(2) Niemand word as 'n padwerker in 'n betrekking as werktuigkundige, elektriese of ander erkende ambag aangestel nie tensy hy in besit is van 'n ambagsertifikaat deur die Department van Arbeid uitgereik of 'n gelykwaardige sertifikaat.

(3) Die aanstelling van 'n padwerker is onderworpe aan 'n proeftydperk van nie minder as ses maande nie: Met dien verstande dat die Direkteur die proeftydperk met 'n verdere tydperk van hoogstens drie maande kan verleng.

(4) Enige sodanige aanstelling op proef kan deur die Administrateur beëindig word voor die verstryking van sodanige tydperk na minstens dertig dae kennisgewing.

Vakleerlinge.

6. Hierdie regulasies is, tensy waar strydig met die bepalings van die Wet op Vakleerlinge, No. 37 van 1944, van toepassing op 'n padwerker wat 'n vakleerling is.

Al-die tyd van padwerkers ter beskikking van die Administrasie.

7. Elke padwerker, ongeag die rang wat hy beklee, moet al sy tyd ter beskikking van die Administrasie stel en enige streekbeampte, ingenieur of paaisinspekteur, na gelang van die geval, kan van enige padwerker vereis om in geval van nood of waar die behoeftes van die diens dit vereis, diens te verrig, ongeag die dag van die week of die tyd van die dag.

Werkure en oortydbesoldiging.

8. (1) (a) (i) Behoudens die bepalings van regulasie 7, moet 'n padwerker by 'n permanente instandhoudingskamp sy kamp op gewone werksdae nie later as 7-uur vm. verlaat nie en insgelyks nie vroeër as 5-uur nm. by sy kamp terug wees nie.

(ii) Die bediening van alle motorvoertuie en bewegende masjiene geskied gedurende diensure. Bedieners moet op so 'n tydstig middag in die padkamp voor 5-uur nm. intrek sodat die voorgeskrewe bediening van die betrokke voertuig of masjien gedurende die tyd deur die Direkteur bepaal en nie later as 5-uur nm. afgehandel kan word.

(iii) Indien padbouspanne vir meer as een dag agtereenvolgens op 'n terrein wat verder as 20 myl van die betrokke padkamp geleë is, moet werk, kan daar vereis word dat die padwerkers tydelik by 'n tydelike terrein moet kampeer.

(b) (1) Die werkure by die werkerterrein van 'n padwerker toegesê aan 'n konstruksie-eenheid is van 7-uur vm. tot 5-uur nm. waar die padkamp vyf myl of minder van die werkerterrein af geleë is.

(ii) Indien die afstand tussen die padkamp en werkerterrein meer as vyf myl is, is die werkure insgelyks van 7 vm. tot 5 nm. by die werkerterrein maar aan padwerkers word in sodanige geval 'n halfuur oortydbesoldiging per dag betaal vir elke tien myl afstand bo vyf myl van die padkamp af.

(iii) Vir padwerkers wat nie na die werkerterrein verskuif wil word nie, is die werkure soos by (i) hierbo en moet hulle hulself op eie koste by die padkamp of werkerterrein aanmeld.

(c) Gedurende die voorgeskrewe werkure moet padwerkers hulle met die werk van hulle diens besig hou en hulle mag nie hulle aandag aan private aangeleenthede wy nie. Geen padwerker mag sonder die toestemming van sy hoof gedurende die voorgeskrewe werkure sy werk verlaat nie.

(d) 'n Padwerker moet die voorgeskrewe werkure stip-telik nakom, en enige padwerker wat laat kom, voor-sluitingstyd vertrek, of ongereed in diens is, is skuldig aan 'n oortreding van hierdie regulasie.

(2) The working hours of all road-workers other than night watchmen, shall be 45 hours per week, extending over 5 days, i.e. from Monday to Friday, and apportioned as follows:—

From 7 a.m. till 12 noon; and
From 1 p.m. till 5 p.m.

(3) The working hours of road-workers who are night watchmen shall be from 6 p.m. till 6 a.m. and night watchmen shall be off duty every fifth night.

(4) The Director may fix other equivalent working hours where required by geographical, weather or other local conditions.

(5) Every road-worker shall enter the time at which he commences work for the day and that at which he ceases work for the day in an attendance register daily and initial the entry.

(6) Should a road-worker be ordered to be on official duty by a roads inspector or any officer or employee authorised thereto, at any time other than the working hours fixed in paragraphs (2), (3) or (4) above, he shall be paid extra remuneration, on the following basis:—

Sundays and public holidays: Twice the usual remuneration.
Weekdays: One and one-third times the usual remuneration.

Remunerative Outside Work.

9. No road-worker shall perform remunerative work outside the service of the Administration without the prior approval of the Administrator granted on the recommendation of the Director.

Obedience to Instructions.

10. A road-worker shall carry out any lawful instruction of a superior in rank unconditionally. Should such road-worker have any objection to such instruction, he shall be entitled to a repetition in writing of the instruction by the superior in rank concerned before carrying out the instruction.

Furnishing of Personal Information.

11. A road-worker shall inform his chief in writing of the following and of any change that may occur in respect thereof:—

- (i) Residential address;
- (ii) marital state;
- (iii) age, number and relationship of dependants; and
- (iv) address during period of leave.

Official Channels of Communication.

12. (a) Any representations a road-worker desires to make as regards his official position or that of a fellow-worker, shall be made in writing to the roads inspector concerned, or through the office of the said officer, to the Director.

(b) Should the road-worker be dissatisfied with the result of his representations in terms of paragraph (a), he may put his complaint in writing for submission to the liaison officer concerned and he shall in such case also hand a copy thereof to the official to whom the complaint was originally referred.

NOTE.—See also Regulation 80: *Committee to inquire into grievances.*

Borrowing Money from Subordinates.

13. Under no circumstances shall a road-worker borrow money from a subordinate employed in the same gang or roads inspector's district.

(2) Die werkkure van alle padwerkers, uitgesonderd nagwagte, is 45 uur per week oor vyf dae, dit wil sê vanaf Maandag tot Vrydag strek, en word as volg ingedeel:—

Van 7 vm. tot 12 middag; en
van 1 nm. tot 5 nm.

(3) Die werkkure van padwerkers wat nagwagte is, is van 6 nm. tot 6 vm. en nagwagte het iedere vyfde nag vry.

(4) Die Direkteur is bevoeg om ander gelyke werkkure te bepaal waar geografiese, weers- of ander plaaslike omstandighede dit vereis.

(5) Iedere padwerker moet in 'n bywoningsregister iedere dag die tyd waarop hy sy werk vir die dag begin en die tyd waarop hy sy werk vir die dag staak, aanteken en die aantekening parafeer.

(6) Indien 'n padwerker in opdrag van 'n paai-inspekteur, of enige daartoe gemagtigde amptenaar of werknemer, amptelike werk verrig, gedurende enige tydperk uitgesonderd gedurende die werkkure soos in paragrawe (2), (3) of (4) hierbo bepaal, ontvang hy ekstra besoldiging op die volgende basis:—

Sondae en openbare feesdae: Twee maal die gewone besoldiging.
Weeksdae: Een en een-derde maal die gewone besoldiging.

Besoldigde werk buite die diens van die Administrasie.

9. Geen padwerker mag sonder die voorafgaande goedkeuring van die Administrateur, toegestaan op aanbeveling van die Direkteur besoldigde werk buite die diens van die Administrasie verrig nie.

Gehoorzaamheid aan instruksies.

10. 'n Padwerker moet enige wettige opdrag van iemand met 'n hoër rang onvoorwaardelik uitvoer. Indien so 'n padwerker enige beswaar teen sodanige opdrag het, is hy voor uitvoering van die opdrag op 'n skriftelike herhaling van die opdrag deur die betrokke persoon met 'n hoër rang geregtig.

Verstrekking van persoonlike inligting.

11. Elke padwerker moet sy hoof skriftelik van die volgende in kennis stel en van enige verandering wat ten opsigte daarvan mag plaasvind:—

- (i) Woonadres;
- (ii) huwelikstaat;
- (iii) ouderdom, getal en verwantskap van afhanklikes; en
- (iv) adres van verblyf gedurende verloftydperk.

Amptelike kommunikasiemiddele.

12. (a) Enige vertoë wat 'n padwerker aangaande sy amptelike posisie of dié van 'n medewerker wil indien, moet op skrif aan die betrokke paai-inspekteur of deur bemiddeling van die kantoor van die genoemde amptenaar, tot die Direkteur gerig word.

(b) Indien die padwerker ontevrede is met die uitslag van sy vertoë wat ingevolge subparagraaf (a) ingedien is, kan hy sy klagte skriftelik opstel en by die betrokke skakelbeampte indien en in so 'n geval ook 'n afskrif daarvan aan die beampte oorhandig by wie die klag oorspronklik aanhangig gemaak is.

OPMERKING.—Sien ook Regulasie 80: *Komitee griewe te ondersoek.*

Leen van geld by ondergeskiktes.

13. Onder geen omstandighede mag 'n padwerker geld leen van 'n ondergeskikte wat in dieselfde span of paai-inspekteursdistrik werksaam is nie.

Acceptance of Gifts.

14. Except with the permission of the Administrator no road-worker shall accept any gift or reward, pecuniary or otherwise (not being the emoluments payable to him in respect of his duties), made to him in consequence of some act performed or left unperformed by him in his official capacity.

Replying to Questions.

15. Should any person authorised to do so, put a legitimate question to a road-worker, relating to any official matter, the said road-worker shall readily reply thereto and should he have information relating to or knowledge of the matter concerned at his disposal and the aforesaid person requests him to furnish him with such information or knowledge, he shall do so readily.

Medical Examination.

16. (1) Should the Director deem it necessary, he may require a road-worker to subject himself at any time to a registered practitioner or medical board appointed by the Director.

(2) Whenever the Director deems it necessary to determine the condition of health or degree of medical unsuitability of a road-worker, he may establish, on the recommendation of, and in conjunction with the Secretary for Health, a medical board to examine the employee and to report; the road-worker concerned may call in a medical practitioner at his own expense to be present at the examination and to report likewise.

Acting in Higher or Lower Posts and Acting Allowances.

17. (1) The roads inspector may instruct a road-worker to act temporarily in a higher or lower post than that occupied by such road-worker or to perform temporarily any other work not related to his post but of which he is in the opinion of the roads inspector capable.

(2) A road-worker who has been called upon to perform temporarily for a period exceeding ninety days within one service year, services in a post of a grade higher than that occupied by him shall be entitled to additional remuneration equal to the difference between his salary and the minimum salary of the post in which he acts, for such period longer than ninety days as he acts in the higher post.

Comment or Criticism on Departmental Matters.

18. No road-worker shall comment on or express criticism of departmental matters except in the course of his official duty.

Political and Civic Rights of Road-worker.

19. (1) (a) A road-worker shall have full political and civic rights and he may become a member of a political party, including any management thereof, and stand for Parliament or a Provincial Council or become a member of a town Council, village council or health committee established under the provisions of the Local Government Ordinance, No. 17 of 1939, or of a hospital board established in terms of the provisions of the Public Hospitals Ordinance, No. 19 of 1946: Provided that—

- (i) a road-worker shall not serve on a board, established in terms of section ten of the Ordinance;
- (ii) a road-worker shall not make use of his position as such to promote or prejudice the interests of any political party, nor shall he express an opinion in the public press or at a public meeting on party-political affairs;
- (iii) should a road-worker stand for Parliament or a Provincial Council, he shall be deemed to have relinquished his post as road-worker on the day upon which he is nominated as candidate for such election in terms of the provisions of the Electoral Consolidation Act, No. 46 of 1946;

Die aanneem van geskenke.

14. Behalwe met die toestemming van die Administrateur mag geen padwerker 'n geskenk of vergoeding, hetsy van 'n geldelike aard of andersins (wat nie die emolumente is wat ten opsigte van sy pligte aan hom betaalbaar is nie) aanneem nie wat aan hom aangebied word as gevolg van iets wat hy in sy amptelike hoedanigheid gedoen het of ongedaan gelaat het nie.

Beantwoording van vrae.

15. Indien 'n daartoe gemagtigde persoon 'n padwerker 'n regmatige vraag stel betreffende enige amptelike saak, moet hy gereedelik daarop antwoord en indien hy oor inligting of kennis van die betrokke saak beskik en voornoemde persoon hom versoek om sodanige inligting of kennis aan hom te verstrek, moet hy dit gereedelik doen.

Geneeskundige ondersoek.

16. (1) Indien die Direkteur dit nodig ag, kan hy te eniger tyd van 'n padwerker vereis dat hy hom aan ondersoek deur 'n geregistreerde geneesheer of geneeskundige raad deur die Direkteur aangewys, onderwerp.

(2) Wanneer die Direkteur dit nodig vind om die gesondheidstoestand of graad van mediese ongeskiktheid van 'n padwerker te bepaal, kan hy op aanbeveling van, en in samewerking met, die Sekretaris van Gesondheid, 'n geneeskundige raad saamstel om die padwerker te ondersoek en verslag te doen; die betrokke padwerker kan, op eie koste, 'n geneesheer inroep om by die ondersoek teenwoordig te wees en desgelyks verslag te doen.

Waarneming in hoër of laer betrekking en waarnemingstoelae.

17. (1) Die paaie-inspekteur kan 'n padwerker gelas om in 'n hoër of laer betrekking as dié wat die betrokke padwerker beklee, tydelik waar te neem, of enige ander werk wat nie in verband met sy betrekking staan nie maar wat die paaie-inspekteur meen hy bevoeg is om te doen, tydelik te verrig.

(2) 'n Padwerker van wie vereis is om tydelik vir 'n tydperk van langer as 90 dae binne een diensjaar diens te doen in 'n betrekking hoër gegradeer as dié wat hy beklee, is geregtig op ekstra besoldiging gelyk aan die verskil tussen sy salaris en die minimum salaris van die betrekking waarin hy waarnaem vir sodanige tydperk as wat hy langer as 90 dae in die hoër betrekking waarnaem.

Kommentaar of kritiek oor departementele aangeleenthede.

18. Geen padwerker mag, anders as in die loop van sy amptelike plig, kritiek oor departementele aangeleenthede uitspreek nie.

Politieke en burgerlike regte van padwerker.

19. (1) (a) 'n Padwerker het volle politieke en burgerlike regte en hy kan lid van 'n politieke party, insluitende enige bestuur daarvan, word, en hom vir Parlement of 'n Provinsiale Raad verkiesbaar stel of lid word van 'n stadsraad, dorpsraad of gesondheidskomitee ingestel kragtens die bepalings van die Ordonnansie op Plaaslike Bestuur No. 17 van 1939, of van 'n hospitaalbestuur ingestel ingevolge die bepalings van die Ordonnansie op Publieke Hospitale No. 19 van 1946: Met dien verstande dat—

- (i) 'n padwerker nie bevoeg is om as lid van 'n raad, ingestel kragtens die bepalings van artikel tien van die Ordonnansie, te dien nie;
- (ii) 'n padwerker nie van sy posisie as sodanig gebruik mag maak vir die bevordering of benadeling van die belange van enige politieke party of hom in die openbare pers of op 'n openbare vergadering oor partypolitieke aangeleenthede mag uitlaat nie;
- (iii) as 'n padwerker hom as lid van die Parlement of 'n Provinsiale Raad verkiesbaar stel, daar geag word dat hy sy betrekking as padwerker neergelê het op die dag waarop hy ooreenkomstig die bepalings van die Wet tot Konsolidasie van die Kieswette, No. 46 van 1946, as kandidaat vir sodanige verkiesing genomineer word;

(iv) membership of a town council, health committee or hospital board shall in no manner whatever interfere with his duties as road-worker, and such leave of absence as he may apply for with a view to such membership, shall be subject to the pensions of regulation 33; and

(v) a road-worker who is a member of a town council, health committee or hospital board, shall not participate in any discussion or voting in connection with any matter of dispute between such town council, village council, health committee or hospital board, as the case may be, and the Union Government or a Provincial Administration.

(b) Where a road-worker referred to in proviso (iii) to paragraph (a) is not elected, he may be re-appointed as a road-maker in the service of the Administration, subject to the provisions of these regulations, and if so appointed within twelve months of the date upon which he is deemed to have relinquished his former post as road-worker under the said proviso (iii), he shall be placed on a notch on the salary scale applicable to the post to which he has been so appointed, not being lower than that on which he was when he relinquished his former post as road-worker, notwithstanding anything to the contrary in these regulations contained.

(c) For the purposes of proviso (ii) to paragraph (a) the expression "public meeting" means any assembly, concourse or procession in, through or along any place, of any number of persons with a common object in view, whether such object be lawful or not, but does not include an assembly to which admission is intended only for members of one and the same group, party or movement.

(2) No notice, document, poster or other paper whatever, soliciting support of a political party or relating to the election of an opposition to any person as member of Parliament, a Provincial Council, town council, village council or health committee, shall be placed or distributed by a roadworker on any property of the Administration.

Proper Use of Administration Property.

20. (1) A road-worker shall use the property of the Administration properly and shall strictly observe the instructions issued from time to time as regards the use of such property and not use such property for a purpose other than that for which it is intended.

(2) A road-worker shall be responsible for all equipment, implements and other property of the Administration, which has been placed in his charge.

Responsibility for Damage.

21. Should the Administration sustain damage for which a road-worker is liable, the Director after investigation in terms of regulation 75, may recover compensation in respect of such damage from such road-worker.

Notice of Termination of Service.

22. A road-worker shall notify the Administration of his intention to resign not less than thirty days prior to such resignation and the Director may in the case of a road-worker leaving the service without such notice or on short notice, confiscate the road-worker's salary and allowances or any other moneys accruing to him to an amount equal to the salary and allowances for the number of days by which the notice of resignation is less than thirty days: Provided that the Director may accept notice of resignation of less than thirty days.

Remuneration.

23. Road-workers shall be paid salaries on such scales as the Administrator may from time to time decide and, subject to the provisions of regulations 73, 75 and 76,

(iv) lidmaatskap van 'n stadsraad, gesondheidskomitee of hospitaalbestuur op generlei wyse hoegenaamd inbreuk mag maak op sy pligte as padwerker nie, en sodanige verlof tot afwesigheid as wat hy met die oog op sodanige lidmaatskap mag aanvra, onderworpe is aan die bepalings van regulasie 33; en

(v) 'n padwerker wat lid van 'n stadsraad, gesondheidskomitee of hospitaalbestuur is, nie aan enige bespreking of stemming in verband met enige saak waaroor daar 'n geskil tussen sodanige stadsraad, dorpsraad, gesondheidskomitee of hospitaalbestuur, na gelang van die geval, en die Unie-regering of enige Provinsiale Administrasie bestaan, mag deelneem nie.

(b) Waar 'n padwerker in voorbehoudsbepaling (iii) van paragraaf (a) genoem, nie verkies word nie, kan hy, behoudens die bepalings van hierdie regulasies, weer as padwerker in diens van die Administrasie aangestel word en, indien hy aldus aangestel word binne 12 maande van die datum af waarop daar geag word dat hy sy eertydse betrekking as padwerker neergelê het, ingevolge die bepalings van genoemde voorbepaling (iii), word hy, ondanks andersluidende bepalings in hierdie regulasies vervat, geplaas op 'n salariskerf in die salarisskaal van toepassing op die betrekking waarin hy aldus aangestel is, wat nie laer is nie as dié waarop hy was toe hy sy eertydse betrekking as padwerker neergelê het.

(c) Vir die toepassing van voorbehoudsbepaling (ii) van paragraaf (a) beteken die uitdrukking „openbare vergadering” enige byeenkoms, toeloop of optog in, deur of langs enige plek van enige aantal persone wat 'n gemeenskaplike doel voor oë het, of so 'n doel nou ook al wettig of onwettig is, maar omvat nie 'n byeenkoms waartoe toegang bedoel is vir lede van een en dieselfde groep, party of beweging nie.

(2) Geen kennisgewing, dokument, biljet of ander stuk, wat ook al, wat ondersteuning vir 'n politieke party uitlok of wat betrekking het op die verkiesing of bestryding van 'n persoon tot lid van die Parlement, 'n Provinsiale Raad, stadsraad, dorpsraad of gesondheidskomitee mag op enige eiendom van die Administrasie deur enige padwerker aangebring, versprei of uitgedeel word nie.

Behoorlik gebruikmaking van administrasie-eiendom.

20. (1) 'n Padwerker moet die eiendom van die Administrasie na behore gebruik en die instruksies wat van tyd tot tyd aangaande die gebruik van sodanige eiendom uitgevaardig word, stiptelik nakom en nie sodanige eiendom aanwend vir 'n ander doel as waarvoor dit bestem is nie.

(2) Elke padwerker is verantwoordelik vir alle uitrusting, gereedskap en ander eiendom van die Administrasie wat onder sy toesig geplaas is.

Aanspreeklikheid vir skade.

21. Indien die Administrasie skade ly waarvoor die padwerker aanspreeklik is, kan die Direkteur, na behoorlike ondersoek ooreenkomstig die bepalings van regulasie 75, vergoeding ten aansien van sodanige skade op sodanige padwerker verhaal.

Kennisgewing van diensbeëindiging.

22. 'n Padwerker moet minstens 30 dae voor hy uit diens tree die Administrasie kennis van sy voorgenome uitdienstreding gee, en die Direkteur kan, in die geval waar 'n padwerker die diens verlaat sonder sodanige kennisgewing of met kort kennisgewing, beslag lê op die padwerker se salaris en toelaes of enige ander gelde wat hom mag toekom tot 'n bedrag gelyk aan die salaris en toelaes vir die aantal dae waarmee die kennisgewing van bedanking minder as 30 dae is: Met dien verstande dat die Direkteur kennisgewing van bedanking van korter as 30 dae kan aanvaar.

Besoldiging.

23. Aan padwerkers word salarisse betaal volgens sodanige skale as wat die Administrateur van tyd tot tyd mag bepaal en, behoudens die bepalings van regulasies 73, 75 en 76, word hulle salarisse nie verminder nie en

their salaries shall not be reduced and they shall not be placed on a lower salary scale: Provided that, subject to the approval of the Administrator—

- (i) a road-worker may be granted a salary higher than the minimum notch of the appropriate salary scale, on appointment;
- (ii) a road-worker may be granted a special increment within the limits of the appropriate scale;
- (iii) a road-worker considered by the Administrator as having exceptional ability and special qualifications, or any road-worker, should it be considered by the Administrator to be in the interests of the service, may be granted a special salary within or above the aforesaid salary scales.

Increments and Staff Reports.

24. (1) Increments granted to road-workers according to the approved incremental rates (if any) of the salary scales applicable to them, shall be subject to the issue of a certificate by the roads inspector concerned, to the effect that in respect of a period of twelve months after the date of his appointment or of his preceding increment the conduct of the road-worker concerned was satisfactory in all respects, that he was diligent and performed his duties entailed in the service faithfully and efficiently.

(2) The Administrator may withhold any increment for a stated period if in his opinion a road-worker has not rendered satisfactory service and should it be decided to withhold a road-worker's increment, he shall be notified to that effect and also furnished with the reasons for such decision.

(3) Should an unfavourable staff report be made on a road-worker, he shall be notified of such unfavourable comments or any unfavourable comment on him, contained in any document, which has been submitted in connection with such report.

Promotion.

25. (1) No road-worker shall have the right to demand promotion to a higher grade.

(2) The Director may determine the requirements for promotion to the various grades of road-worker from time to time and make such arrangements as he deems necessary and feasible for the training of road-workers.

(3) No road-worker shall have the right to demand training in any or a definite direction in his service, but training shall be in accordance with the exigencies of the service.

Grounds for Dismissal.

26. (1) Every road-worker shall be subject to dismissal from the service of the Administration after not less than 30 days notice on the following grounds:—

- (a) Superannuation as provided by regulation 27;
- (b) continuous ill-health or physical defect;
- (c) incapacity or unfitness;
- (d) misconduct as defined in regulation 71;
- (e) promotion of efficiency or economy; or
- (f) abolition of his post or lack of funds for the further retention of his services.

(2) The power to dismiss a road-worker shall vest in the Administrator and such power shall not be transferred to any officer.

Retiring Age.

27. (1) The retiring age of a road-worker other than night watchmen, is 60 years and on reaching that age he shall be discharged: Provided that if the Administrator considers that it would be in the interest of the Administration, he may approve the retention of his services from time to time, for periods not exceeding one year at a time, till the attainment of the age of 65.

word hulle nie op 'n laer salarisskaal geplaas nie: Met dien verstande dat, met die goedkeuring van die Administrateur—

- (i) aan 'n padwerker by aanstelling 'n salaris hoër as die minimum kerf van die toepaslike salarisskaal toegeken kan word;
- (ii) aan 'n padwerker spesiale salarisverhoging binne die grense van die toepaslike skaal toegeken kan word;
- (iii) aan 'n padwerker wat na die mening van die Administrateur buitengewone bekwaamheid en spesiale kwalifikasies besit, of enige padwerker, indien dit, na die mening van die Administrateur, in belang van die diens is, 'n spesiale salaris, binne of bo voornoemde salarisskale toegeken kan word.

Salarisverhogings en personeelverslae.

24. (1) Salarisverhogings wat aan padwerkers toegeken word volgens die goedgekeurde verhogingsgange (as daar is) van die salarisskale wat op hulle van toepassing is, geskied op uitreiking van 'n sertifikaat deur die betrokke paaie-inspekteur waarin vermeld word dat ten opsigte van 'n tydperk van 12 maande ná die datum van sy aanstelling of van sy voorafgaande salarisverhoging die betrokke padwerker se gedrag in alle opsigte bevredigend was, dat hy ywerig was en sy dienspligte getrou en doeltreffend verrig het.

(2) Die Administrateur kan enige verhoging vir 'n gemelde tydperk terughou as hy van mening is dat 'n padwerker nie bevredigende diens gelewer het nie en, indien daar besluit word om 'n padwerker se salarisverhoging terug te hou, moet hy daarvan verwittig word en ook van die redes vir sodanige besluit.

(3) Indien 'n ongunstige personeelverslag oor 'n padwerker gemaak word, moet hy verwittig word van sodanige ongunstige aanmerkings of enige ongunstige aanmerking oor hom in enige ander stuk vervat wat in verband met sodanige verslag ingedien is.

Bevordering.

25. (1) Geen padwerker het die reg om bevordering tot 'n hoër rang te eis nie.

(2) Die Direkteur kan die vereistes vir bevordering tot die verskeie range van padwerker van tyd tot tyd bepaal en sodanige reëlings tref as wat hy nodig en moontlik vind vir die opleiding van padwerkers.

(3) Geen padwerker het die reg om in sy diens opleiding in enige of 'n bepaalde rigting te eis nie, maar opleiding geskied al na die vereistes van die diens dit toelaat.

Gronde vir ontslag.

26. (1) Elke padwerker is onderworpe aan ontslag uit die diens van die Administrasie na kennisgewing van minstens 30 dae op grond van die volgende:—

- (a) Bereiking van die ouderdomsgrens soos bepaal by regulasie 27;
- (b) voortdurende slegte gesondheid of liggaamlike gebrek;
- (c) onbevoegdheid of onbekwaamheid;
- (d) die pleging van wangedrag soos in regulasie 71 omskryf;
- (e) bevordering van die doeltreffendheid of ekonomie; of
- (f) die afskaffing van sy betrekking of die gebrek aan fondse vir sy verdere indienshouding.

(2) Die bevoegdheid om 'n padwerker te ontslaan, berus by die Administrateur en sodanige mag word nie aan 'n amptenaar oorgedra nie.

Uitdienstredingsouderdom.

27. (1) 'n Padwerker, uitgesonderd nagwagte, se uitdienstredingsouderdom is 60 jaar en by bereiking van daardie ouderdom word hy afgedank: Met dien verstande dat as die Administrateur ag dat dit in belang van die Administrasie is, hy sy indienshouding van tyd tot tyd kan goedkeur, vir tydperke van nie langer as een jaar op 'n keer nie, tot die bereiking van die ouderdom van 65 jaar.

(2) A road-worker shall have the right to retire from service on reaching the retiring age, but no road-worker shall have the right to demand further retention of his services after reaching the retiring age.

(3) No night watchman shall be retained in the service after reaching the age of 75 years. A night watchman may retire from service at any time after reaching the age of 65 years and the Administrator may terminate the services of a night watchman at any time after he has reached that age.

Condonation of Break in Service when Due to Lack of Funds.

28. Should a road-worker be dismissed from the service of the Administration owing to lack of funds, and he be re-appointed to the service of the Administration within three months, calculated from the day his dismissal took effect, the Administrator may condone such break in service by retrospectively granting leave without pay to such road-worker.

Demotion and Reduction in Salary.

29. (1) Except as provided in sub-regulation (3) every road-worker shall be subject to demotion and reduction in salary, should—

- (a) his health become impaired or should he develop some physical defect not due to his work in the Administration;
- (b) he be convicted of misconduct as defined in regulation 71; or
- (c) he, in terms of regulation 76 be found unfit for or incapable of discharging his official duties efficiently.

(2) The power to demote a road-worker and to reduce his salary shall vest in the Administrator, and such power shall not be transferred to any officer.

(3) If a road-worker sustains a permanent disablement as contemplated by the provisions of the Workmen's Compensation Act, No. 30 of 1941, and thus becomes incapable of discharging the duties involved in the grade held by him at the time such disablement is sustained, he shall be entitled to retain such grade and all benefits attached thereto, if he is found still capable of working as a road-worker if he so elects, irrespective of the work upon which he is placed: Provided that should a road-worker receive a monthly amount by way of pension in respect of his permanent disablement, in terms of the provisions of the said Act, such amount shall be deducted from the wage attached to the grade so retained by him.

Protective Clothing.

30. Protective clothing shall be issued to road-workers by the Administration for use in accordance with the requirement of their activities. Such clothing shall remain the property of the Administration.

Camp Accommodation.

31. Should a road-worker's services be made use of at a place other than the office of the roads inspector or regional officer, he shall be provided with free accommodation as determined by the Administrator.

Residence of Families at Camps.

32. A road-worker shall not have the right to demand that his family reside with him in a road camp or at a place of employment, and where such residence is allowed, it shall be subject to such conditions as the Director may determine.

CHAPTER II.

LEAVE AND PUBLIC HOLIDAYS.

Road-worker's Right to Leave.

33. (1) All vacation leave earned by road-workers, as prescribed in regulation 36, shall be recognised as a right.

(2) 'n Padwerker het die reg om by bereiking van die uitdienstredingsouderdom uit diens te tree, maar geen padwerker het die reg om na bereiking van die uitdienstredingsouderdom verdere indienshouding te eis nie.

(3) Geen nagwag word na bereiking van die ouderdom van 75 jaar in diens gehou nie. 'n Nagwag kan te eniger tyd na bereiking van die ouderdom van 65 jaar uit diens tree en die Administrateur kan die dienste van 'n nagwag te eniger tyd na bereiking van daardie ouderdom beëindig.

Kondonasie van onderbreking in diens as gevolg van gebrek aan fondse.

28. Indien 'n padwerker omrede van gebrek aan fondse uit die diens van die Administrasie ontslaan word, en hy binne drie maande, gereken vanaf die datum waarop sy ontslag van krag geword het, in die Administrasie se diens heraanstel word, kan die Administrateur sodanige onderbreking in diens kondoneer by wyse van die toestaan aan sodanige padwerker van verlof sonder betaling met terugwerkende krag.

Verlaging in rang en vermindering van salaris.

29. (1) Behalwe soos by subregulasie (3) bepaal, is elke padwerker onderworpe aan rangsverlaging en salarisvermindering indien hy—

- (a) slegte gesondheid opdoen of 'n liggaamlike gebrek, wat nie direk te wyte is aan sy werk in die Administrasie nie, ontwikkel;
- (b) skuldig bevind word aan die pleging van wan-gedrag soos by regulasie 71 omskryf; of
- (c) ingevolge regulasie 76 ongeskik of onbekwaam vir die doeltreffende verrigting van sy ampspligte bevind word.

(2) Die bevoegdheid om 'n padwerker se rang te verlaag en sy salaris te verminder, berus by die Administrateur en sodanige bevoegdheid word nie aan 'n amptenaar oorgedra nie.

(3) As 'n padwerker 'n blywende arbeidsongeskiktheid soos beoog by die bepalings van die Ongevalwet, No. 30 van 1941, opdoen en daardeur onbevoeg raak vir die uitvoering van die pligte verbonde aan die rang deur hom beklee ten tyde van die opdoen van sodanige arbeidsongeskiktheid, is hy geregtig, indien hy so verkies, om sodanige rang en alle voordele daaraan verbonde, ongeag die werk waarin hy geplaas word, te behou: Met dien verstande dat, indien 'n padwerker, ingevolge die bepalings van genoemde wet, 'n maandelikse bedrag aan pensioen ten aansien van sy blywende arbeidsongeskiktheid ontvang, sodanige bedrag van die loon verbonde aan die rang aldus deur hom behou, afgetrek word.

Beskermende klere.

30. Beskermende klere word deur die Administrasie vir gebruik aan padwerkers uitgereik na gelang van die vereistes van hul werksaamhede. Sodanige klere bly die eiendom van die Administrasie.

Kampakkommodasie.

31. Indien 'n padwerker se dienste op 'n ander plek gebruik word as die kantoor van die paaië-inspekteur of streckbeampte, word hy van vry huisvesting voorsien soos deur die Administrateur bepaal.

Inwoon van gesinne by kampe.

32. 'n Padwerker het nie die reg om te eis dat sy gesin by hom in 'n padkamp of by 'n werkplek inwoon nie en, waar sodanige inwoning toegelaat word, is dit onderworpe aan sodanige voorwaardes as wat die Direkteur mag bepaal.

HOOFSTUK II.

VERLOF EN OPENBARE FEESDAE.

Die padwerker se reg op verlof.

33. (1) Alle vakansieverlof deur padwerkers verdien soos in regulasie 36 voorgeskryf, word as 'n reg erken.

(2) Except as prescribed in these regulations, a road-worker shall, however, not have the right to demand leave when and as he pleases, but leave shall be granted according to the exigencies of the service, and a road-worker granted leave, may be recalled at any time, should the interests of the service so require.

(3) Applications for leave shall be made on the form prescribed in Schedule C and all leave granted shall be duly recorded.

Leave Groups.

34. Road-workers shall qualify for leave as prescribed in these regulations and for the purpose of such leave they shall be classified under one of the following heads:—

Group A.—Road-workers who are required to work a 5-day week (Mondays to Fridays).

Group B.—Road-workers (night watchmen) who are required to work a 7-day week.

Transfers between Leave Groups.

35. (1) Should a road-worker be transferred from Group A to Group B, the vacation leave to his credit at the date of transfer and the sick leave accruals in respect of the portion of his current sick leave cycle completed under Group A, shall be increased in the proportion of 365 to 261.

(2) On transfer from Group B to Group A the said leave credits shall be decreased in the proportion of 261 to 365.

(3) On transfer either way between Groups A and B an employee shall retain his sick leave cycle.

Leave Accruals.

36. (1) Leave shall accrue to the respective groups on the following scales:—

Group A.

Vacation Leave.

Road-workers having less than 10 years' service—

15 days per annum.

Road-workers having 10 years' service and more—

20 days per annum.

Sick Leave.

Per three-year cycle:—

On full pay—60 days.

On half-pay—60 days.

Saturdays and Sundays shall not be counted as leave under this group.

Group B.

Vacation Leave.

Road-workers having less than 10 years' service—

21 days per annum.

Road-workers having 10 years' service and more—

28 days per annum.

Sick Leave.

Per three-year cycle:—

On full pay—84 days.

On half-pay—84 days.

Both Saturdays and Sundays shall count as leave under this group.

(2) In respect of a road-worker in the service of the Administration at the coming into operation of these regulations—

(a) the vacation leave due to such road-worker shall be deemed to be leave due in terms of these regulations;

(b) leave granted to such road-worker shall be deemed to be leave in terms of these regulations.

Vacation Leave.

37. (1) Vacation leave may be accumulated but the Director may demand at any time that a road-worker take a portion or the whole of the vacation leave due to him as such.

(2) Behalwe egter soos in hierdie regulasies voorgeskryf, het 'n padwerker nie die reg om verlof te eis, wanneer en soos hy wil nie, maar verlof word toegestaan al na die diens dit toelaat, en enige padwerker aan wie verlof toegestaan is, kan te eniger tyd teruggedroep word indien die belange van die diens dit vereis.

(3) Aansoek om verlof moet gedoen word op die vorm voorgeskryf in Bylae C en van alle verlof toegestaan, word behoorlik aantekening gehou.

Verlofgroepe.

34. Padwerkers is bevoeg vir verlof soos in hierdie regulasies voorgeskryf en vir die doel van sodanige verlof word hulle onder een van die volgende hoofde ingedeel:—

Groep A.—Padwerkers wat 'n vyf-dag-week moet werk (Maandae tot Vrydae).

Groep B.—Padwerkers (nagwagte) wat 'n sewe-dag-week moet werk.

Oorplasing tussen verlofgroepe.

35. (1) Indien 'n padwerker van groep A na groep B oorgeplaas word, word die vakansieverlof tot sy krediet op die datum van oorplasing en die siekteverlofverdienste ten opsigte van die deel van sy lopende siekteverloftydkring onder groep A voltooi, in verhouding met die breuk 365 tot 261 vergroot.

(2) By oorplasing van groep B na groep A word genoemde verlofkrediete in verhouding met die breuk 261 tot 365 verminder.

(3) By wedersydse oorplasing tussen groepe A en B behou 'n padwerker sy siekteverloftydkring.

Verlofverdiensle.

36. (1) Verlof word volgens die volgende skale onder die onderskeie groepe verdien:—

Groep A.

Vakansieverlof.

Padwerkers met minder diens as 10 jaar—15 dae per jaar.

Padwerkers met 10 jaar diens en langer—20 dae per jaar.

Siekteverlof.

Per driejaartydkring.

Met volle betaling—60 dae.

Met halfbetaling—60 dae.

Saterdag en Sondag tel nie as verlof onder hierdie groep nie.

Groep B.

Vakansieverlof.

Padwerkers met minder as 10 jaar diens—21 dae per jaar.

Padwerkers met 10 jaar diens en langer—28 dae per jaar.

Siekteverlof.

Per driejaartydkring.

Met volle betaling—84 dae.

Met halfbetaling—84 dae.

Beide Saterdag en Sondag tel as verlof onder hierdie groep.

(2) Ten opsigte van 'n padwerker wat met die inwerkingtreëding van hierdie regulasies in diens van die Administrasie is—

(a) word daar geag dat die vakansieverlof wat sodanige padwerker te goed het, verlof te goed is ingevolge hierdie regulasies;

(b) word daar geag dat verlof aan sodanige padwerker toegestaan, verlof ingevolge hierdie regulasies is.

Vakansieverlof.

37. (1) Vakansieverlof is ooplopend en die Direkteur kan te eniger tyd eis dat 'n padwerker 'n deel of die geheel van die vakansieverlof wat hom as vakansieverlof toekom, neem.

(2) Vacation leave on full pay shall be granted as prescribed in regulation 36, but no road-worker shall take vacation leave until he has completed not less than three months service.

(3) Vacation leave shall accrue in proportion to completed service.

(4) No road-worker shall be granted more vacation leave than six months in any period of 18 months, calculated as from the commencement of the last vacation leave.

Payment of Cash Value of Vacation Leave.

38. (1) On dismissal or termination of service for any reason or on voluntary retirement, the cash value of the vacation leave due to a road-worker on the date of dismissal or voluntary retirement, calculated according to his salary on that date and allowances by way of remuneration, shall be paid to him.

(2) In case of the death of a road-worker the payment, referred to in sub-regulation (1), shall be made to the widow of the deceased or where there is no widow, to or for the benefit of such of his dependants as the Administrator may decide or to his estate.

(3) A road-worker may, should he proceed on not less than 22 days' continuous vacation leave, one within every cycle of three years, calculated from the date upon which these regulations become applicable to him, commute the rest of the vacation leave still to his credit, but not exceeding his accumulation for a period of three years, minus the 22 days, into a cash payment, calculated in accordance with the salary and allowances by way of remuneration at the date of commencement of the leave.

Vacation Leave Without Pay.

39. If the Director is of opinion that there are valid reasons for so doing, he may, subject to the restriction imposed by paragraph (b) of sub-regulation (3) of regulation 41, grant vacation leave without pay, but not exceeding 184 days in all in any period of eighteen months, to a road-worker having no vacation leave with pay to his credit.

Vacation Leave in Lieu of Sick Leave.

40. A road-worker to whom sick leave on behalf or without pay has been granted and who has the required amount of vacation leave to his credit, may, if he so desires, take vacation leave in lieu of sick leave.

Sick Leave.

41. (1) Sick leave shall accrue to a road-worker on the first day of the cycle of three years and as from that day the full provision for the cycle in question may be granted to him: Provided that no sick leave on full or half pay shall be granted to any road-worker until he has completed thirty days' service, counting as service for leave purposes, and then only in respect of absences after completion of such service.

(2) The coming into operation of these regulations shall not effect a sick leave cycle which has commenced under any former regulations.

(3) (a) Should the maximum amount of sick leave provided for in these regulations have been granted to a road-worker and he is still incapable of resuming duty because of his health, the Director may, on submission to him of a satisfactory certificate, from a registered medical practitioner or registered dentist, and provided he is satisfied that the road-worker is not at the time in question permanently disabled for the resumption of his normal duties, grant him further sick leave on half pay for not more than 92 days in any particular cycle. This grant may be made irrespective of the vacation leave the road-worker has to his credit.

(b) Should the road-worker after the grant of this additional sick leave still not be capable of resuming duty, no further leave shall be granted to him in respect of the absence concerned except with the approval of the Administrator.

(2) Vakansieverlof met volle betaling word toegestaan soos voorgeskryf in regulasie 36 maar geen padwerker mag vakansieverlof neem voordat hy minstens drie maande diens voltooi het nie.

(3) Vakansieverlof word verdien in verhouding met voltooide diens.

(4) Aan 'n padwerker word nie meer vakansieverlof as ses maande in enige tydperk van 18 maande, bereken vanaf die begin van die laaste vakansieverlof, toegestaan nie.

Uitbetaling van kontantwaarde van vakansieverlof.

38. (1) By afdanking of diensbeëindiging weens enige oorsaak of by vrywillige uitdienstreding word aan 'n padwerker die kontantwaarde van die vakansieverlof aan hom te goed op die datum van afdanking of vrywillige uitdienstreding, bereken volgens sy salaris op daardie datum en toelaes wat as besoldiging geld, uitbetaal.

(2) In geval van die afsterwe van 'n padwerker word die uitbetaling, vermeld in subregulasie (1), aan die weduwee van die gestorwene of, ingeval daar geen weduwee is nie, aan die afhanklikes wat die Direkteur bepaal of aan sy boedel, gedoen.

(3) 'n Padwerker kan een keer binnê iedere tydkring van drie jaar, bereken vanaf die datum waarop hierdie regulasies op hom van toepassing word, indien hy met minstens 22 dae aaneenlopende vakansieverlof gaan, die res van die vakansieverlof dan nog aan hom te goed maar nie meer as sy ophoping vir 'n tydperk van drie jaar, minus die 22 dae, in 'n kontantbetaling omset, bereken volgens die salaris en toelaes wat as besoldiging geld op die datum van aanvang van die verlof.

Vakansieverlof sonder betaling.

39. As die Direkteur ag dat daar gegronde redes daarvoor bestaan, kan hy, behoudens die beperkings wat deur paragraaf (b) van subregulasie (3) van regulasie 41 opgelê word, aan 'n padwerker wat geen vakansieverlof met betaling tot sy krediet het nie, vakansieverlof sonder betaling toestaan maar vir nie langer as altesaam 184 dae in enige tydperk van 18 maande nie.

Vakansieverlof in stede van siekteverlof.

40. 'n Padwerker aan wie siekteverlof met half- of sonder betaling toegestaan is, en wat die nodige hoeveelheid vakansieverlof tot sy krediet het, kan, indien hy dit verlang, vakansieverlof in plaas van sodanige siekteverlof neem.

Siekteverlof.

41. (1) Siekteverlof val toe aan 'n padwerker op die eerste dag van die kringloop van drie jaar en met ingang van daardie dag kan die volle voorsiening vir die betrokke kringloop aan hom toegestaan word: Met dien verstande dat aan geen padwerker siekteverlof met volle of halfbetaling toegestaan mag word voordat hy nie dertig dae diens, wat tel as diens vir verlofdoeleindes, voltooi het nie en dan slegs ten opsigte van afwesighede na die voltooiing van sodanige diens.

(2) Die inwerkingtreding van hierdie regulasies onderbreek nie die gang van 'n siekteverloftydkring wat ingevolge enige vorige regulasie 'n aanvang geneem het nie.

(3) (a) As aan 'n padwerker die maksimum hoeveelheid siekteverlof waarvoor in hierdie regulasie voorsiening gemaak is, toegestaan is en hy is nog weens gesondheidsredes nie in staat om sy dienste te hervat nie, kan die Direkteur by die voorlegging aan hom van 'n bevredigende sertifikaat van 'n geregistreerde geneesheer of geregistreerde tandarts, en as hy oortuig is dat die padwerker op die betrokke tydperk nie permanent ongeskik is vir die hervatting van sy normale pligte nie, verdere siekteverlof met halfbetaling aan laasgenoemde toeken vir hoogstens 92 dae in enige besondere kringloop. Hierdie toekenning kan gedoen word ongeag die vakansieverlof wat die padwerker te goed het.

(b) As die padwerker na die toekenning van hierdie bykomende siekteverlof nog nie in staat is om sy dienste te hervat nie, mag geen verdere verlof ten opsigte van die betrokke afwesigheid aan hom toegestaan word nie behalwe met die goedkeuring van die Administrateur.

Medical Certificate in Respect of Sick Leave.

42. (1) An application for sick leave exceeding three days shall be supported by a certificate from a registered medical practitioner or registered dentist, in the form prescribed in Schedule D: Provided that except in the cases to which sub-regulation (3) of this regulation relates sick leave may be granted for not more than 10 days in all in any calendar year without being supported by such certificate.

(2) The Director may, demand such certificate in respect of any application for sick leave for three days and less.

(3) Should the Director be satisfied that the absence of a road-worker is attributable to illness and that there are sound reasons for the non-production of the prescribed certificate, he may grant such sick leave without such certificate.

Sick Leave Only for Well-defined Illnesses.

43. (1) Sick leave shall be granted only in respect of an illness, ailment or injury not attributable to the applicant's misconduct or to lack of proper precaution on his side.

(2) Sick leave shall not be granted, in respect of neurasthenia, insomnia, debility or similar ill-defined ailments, unless the Director is satisfied that the applicant's state of health incapacitates him for his work, or that the state in which he finds himself could not have been avoided by reasonable precaution on his side or utilisation of his vacation leave facilities.

Interruption of Vacation Leave by Sick Leave.

44. Should a road-worker take ill while absent on vacation leave, the Director may, commute that portion of his vacation leave during which he was sick into sick leave.

Leave Without Pay.

45. Leave without pay in respect of any period in excess of 30 days in the case of vacation leave and 120 days in the case of sick leave shall not count as service for leave or incremental purposes.

Retiring During Leave.

46. A road-worker's services may not be determined during his absence on leave, except in terms of Chapter VI.

Special Sick Leave.

47. If a road-worker sustains an injury or contracts an ailment or disease in the course or as a result of his duty, he shall be granted special sick leave on full pay for the full period of his disablement for service, unless such injury, ailment or disease qualifies him for compensation under the Workmen's Compensation Act, No. 30 of 1941, in which case he shall be granted special sick leave for the full period of his disablement for service, with pay equal to the difference between full pay and the compensation granted to him under the said Act.

Special Leave.

48. Special leave on full pay shall be granted to a road-worker—

- (1) whenever he sits for any examination approved by the Administrator, or an examination of a recognised university within the Union;
- (2) when he is absent from duty as the result of quarantine or isolation on medical instructions where he has been in contact with any person who has or is suspected of having contracted an infectious or contagious disease; the grant of special leave in terms of this paragraph shall be subject to the submission of a certificate from a registered medical practitioner, indicating the period and cause of quarantine;

Geneeskundige sertifikaat ten opsigte van siekteverlof.

42. (1) 'n Aansoek om siekteverlof van meer as drie dae moet gestaaf word deur 'n sertifikaat van 'n geregistreerde geneesheer of geregistreerde tandarts, op 'n vorm soos in Bylae D voorgeskryf: Met dien verstande dat, uitgesonderd in die gevalle waarop subregulasie 3 van hierdie regulasie betrekking het, siekteverlof vir hoogstens 10 dae altesame in enige kalenderjaar sonder die staving van sodanige sertifikaat toegestaan kan word.

(2) Die Direkteur kan sodanige sertifikaat eis ten opsigte van enige aansoek om siekteverlof van drie dae en minder.

(3) Indien die Direkteur daarvan oortuig is dat die afwesigheid van 'n padwerker toe te skrywe is aan siekte en dat daar goeie redes bestaan waarom die voorgeskrewe sertifikaat nie vertoon kan word nie, kan hy sodanige siekteverlof sonder sodanige sertifikaat toestaan.

Siekteverlof alleen vir noukeurig omskrewe siektes.

43. (1) Siekteverlof word toegestaan slegs ten opsigte van 'n siekte, ongesteldheid of letsel wat nie toe te skrywe is aan die applikant se wangedrag of gebrek aan behoorlike voorsorg van sy kant nie.

(2) Siekteverlof word nie toegestaan ten opsigte van neurastenie, slaaploosheid, swakheid of dergelike minder goed omskrewe siektes of ongesteldhede nie tensy die Direkteur oortuig is dat die applikant se gesondheidstoestand hom ongeskik maak vir sy werk, of dat die toestand waarin hy verkeer nie vermy kon word deur redelike voorsorg van sy kant of deur gebruikmaking van sy vakansieverloffasiliteite nie.

Onderbreking van vakansieverlof deur siekteverlof.

44. Indien 'n padwerker siek word terwyl hy met vakansieverlof afwesig is, kan die Direkteur daardie gedeelte van sy vakansieverlof waartydens hy siek was in siekteverlof omset.

Verlof sonder betaling.

45. Verlof sonder betaling ten opsigte van enige tydperk van langer as 30 dae in die geval van vakansieverlof en 120 dae in die geval van siekteverlof tel nie as diens vir verlof- of loonsverhogingsdoeleindes nie.

Uittreding gedurende verlof.

46. 'n Padwerker se dienste kan nie beëindig word nie terwyl hy met verlof afwesig is, behalwe ingevolge die bepalinge van die regulasies in Hoofstuk VI.

Spesiale siekteverlof.

47. Indien 'n padwerker in die loop van sy diens en as gevolg daarvan 'n besering, ongesteldheid of siekte opdoen, word spesiale siekteverlof met volle betaling aan hom toegestaan vir die volle tydperk van sy ongeskiktheid vir diens, tensy sodanige besering, ongesteldheid of siekte, hom bevoeg maak vir skadeloosstelling ingevolge die Ongevallewet No. 30 van 1941, in welke geval spesiale siekteverlof vir die volle tydperk van sy ongeskiktheid vir diens aan hom toegestaan word met betaling gelyk aan die verskil tussen volle betaling en die skadeloosstelling ingevolge genoemde Wet aan hom toegeken.

Spesiale verlof.

48. Spesiale verlof met volle betaling word aan 'n padwerker toegestaan—

- (1) wanneer hy enige eksamen deur die Administrateur goedgekeur, of 'n eksamen van 'n erkende universiteit binne die Unie skryf;
- (2) wanneer hy van diens afwesig is as gevolg van afsondering of isolasie kragtens geneeskundige instruksies waar hy in aanraking was met 'n persoon wat 'n besmetlike of aansteeklike siekte opgedoen of vermoedelik opgedoen het; die toestaan van spesiale verlof ingevolge hierdie paragraaf is onderworpe aan die inliening van 'n sertifikaat van 'n geregistreerde geneesheer wat die tydperk en oorsaak van afsondering aandui;

- (3) for the period of arrest when he has been absent from duty as the result of arrest on a charge of crime and is subsequently discharged or the charge is withdrawn;
- (4) for the purpose of enabling him to perform any service, training or duty under or in pursuance of the South Africa Defence Act, 1912, (Act No. 13 of 1912) or the South Africa Defence Act Amendment Act, 1922, (Act No. 22 of 1922), except whole-time service under section *nineteen* of the South Africa Defence Act, 1912 or whole-time training under section *six (bis)* of the South Africa Defence Act Amendment Act, 1922.

Leave Erroneously Granted.

49. (1) If leave in excess of that provided for in these regulations is granted to a road-worker, such excess leave shall be deducted from leave accruing to him later.

(2) If the road-worker resigns or his service is terminated before adequate leave for the purpose of such deduction has accrued to him, that portion of the overgrant in excess of his accumulated leave on the last day of his service shall be deemed to be an overpayment of salary and demanded back unless the Administrator authorises the set-off of the amount.

Public Holidays Falling Within a Leave Period.

50. Public holidays falling within a period of vacation or sick leave, shall be reckoned as leave, except Good Friday, Day of the Covenant, Christmas and New Year's Day which shall not be reckoned as leave.

Public Holidays.

51. All public holidays as provided by section *one* of the Public Holidays Act, No. 5 of 1952, namely—

New Year's Day;
 Van Riebeeck Day (sixth day of April);
 Good Friday;
 Easter Monday;
 Ascension Day;
 Union Day (thirty-first day of May);
 Queen's Birthday (second Monday in July);
 Settlers' Day (first Monday in September);
 Kruger Day (tenth day of October);
 Day of the Covenant (sixteenth day of December);
 Christmas Day;
 Boxing Day (twenty-sixth day of December);
 shall be paid holidays for road-workers.

CHAPTER III.

SUBSISTENCE AND OTHER ALLOWANCES.

Definition of Headquarters.

52. For the purposes of this chapter the headquarters of a road-worker shall be the place where the office of the roads inspector under whom he falls is situated except in respect of a road-worker allocated to—

- (a) a permanent maintenance camp established as such by the Director; or
- (b) a construction unit;
- in which cases his road camp shall be his headquarters.

Inconvenience Allowance.

53. Subject to the provisions of this chapter a road-worker allocated to a road camp or to a place of employment where provincial housing accommodation is made available but which is not his headquarters, shall be paid an inconvenience allowance calculated at 4s. per night which he does not spend at his headquarters: Provided that he is not accompanied by his wife and children.

- (3) wanneer hy van diens afwesig is as gevolg van gevangening op 'n aanklag van misdaad en later vrygespreek is of die aanklag teruggetrek word, en wel vir die tydperk van gevangening;
- (4) vir die doel om hom in staat te stel om enige diens, opleiding of plig uit te voer ingevolge of kragtens die Zuid Afrika Verdedigings Wet, 1912 (Wet No. 13 van 1912), of die Zuid Afrika Verdedigings Wet Wijzigings Wet, 1922 (Wet No. 22 van 1922), uitgesonderd voltydse diens ingevolge artikel *negentien* van die Zuid Afrika Verdedigings Wet, 1912, of voltydse opleiding ingevolge artikel *ses (bis)* van die Zuid Afrika Verdedigings Wet Wijzigings Wet, 1922.

Verlof per abuis toegestaan.

49. (1) As daar aan 'n padwerker meer verlof toegestaan is as waarvoor in hierdie regulasies voorsiening voor gemaak word, word sodanige verlof wat te veel toegestaan is, afgetrek van verlof wat later aan hom toeval.

(2) As die padwerker bedank of sy diens beëindig word voordat voldoende verlof vir die doel van so 'n aftrekking aan hom toegeval het, word daardie gedeelte van die oortoekeening wat sy opgeloopte verlof op die laaste dag van sy diens oorskry as 'n oorbetalings van salaris geag en teruggevorder tensy die Administrateur magtiging daarvoor verleen dat die bedrag afgeskryf word.

Openbare feesdae wat binne 'n tydperk van verlof val.

50. Alle openbare feesdae wat binne 'n tydperk van vakansieverlof of siekteverlof val, word as verlof gereken, uitgesonderd Goeie Vrydag, Geloftedag, Kersdag en Nuwejaarsdag wat nie as verlof gereken word nie.

Openbare feesdae.

51. Alle openbare feesdae soos bepaal by artikel *een* van die Wet op Openbare Feesdae, No. 5 van 1952, naamlik—

Nuwejaarsdag;
 Van Riebeeck-dag (sesde dag van April);
 Goeie Vrydag;
 Paasmaandag;
 Hemelvaartdag;
 Uniedag (een-en-dertigste dag van Mei);
 Koninginsverjaarsdag (tweede Maandag in Julie);
 Setlaarsdag (eerste Maandag in September);
 Krugerdag (tiende dag van Oktober);
 Geloftedag (sestiende dag van Desember);
 Kersdag;
 Tweede Kersdag (ses-en-twintigste dag van Desember);
 is betaalde feesdae vir padwerkers.

HOOFSTUK III.

VERBLYFKOSTE- EN ANDER TOELAES.

Omskrywing van hoofkwartier.

52. Vir die toepassing van hierdie hoofstuk is die hoofkwartier van 'n padwerker die plek waar die kantoor van die paaie-inspekteur, onder wie hy ressorteer, uitgesonderd 'n padwerker wat toegesê is aan—

- (a) 'n permanente instandhoudingskamp deur die Direkteur as sodanig ingestel; of
- (b) konstruksie-eenheid;
- in welke gevalle sy padkamp sy hoofkwartier is.

Ongeriefstoelae.

53. Behoudens die bepalings van hierdie hoofstuk word aan 'n padwerker wat toegesê is aan 'n padkamp of 'n werkplek waar provinsiale woongeriewe beskikbaar gestel word, maar wat nie sy hoofkwartier is nie, 'n ongeriefstoelae betaal, bereken teen 4s. per nag wat hy nie by sy hoofkwartier oornag nie, mits hy nie van sy vrou en kinders vergesel is nie.

Commuted Subsistence Allowance.

54. Subject to the provisions of this chapter, a road-worker allocated to a construction unit shall be paid a commuted subsistence allowance calculated at 20s. per month plus such percentage increase as the Director may from time to time determine.

Periods for Which Commuted Subsistence Allowance Payable.

55. A commuted subsistence allowance shall not be payable during any continuous period of leave of 30 days or more.

Limits of Commuted Subsistence and Inconvenience Allowances.

56. (1) A commuted subsistence allowance and inconvenience allowance, shall not be pensionable and shall not be considered as remuneration for the purpose of service gratuity disbursements or cash value disbursements in respect of leave.

(2) Commuted subsistence allowance and inconvenience allowance, shall not be paid in conjunction with subsistence allowance payable in terms of regulation 58.

Commuted Subsistence Allowance during Training.

57. During a period of training under the apprenticeship scheme for adults a road-worker shall not be entitled to the allowances as provided by regulation 58: Provided that in the case where such training entails a change of the road-workers headquarters, he shall, during the first six months of training, be paid an allowance calculated on the scale prescribed by regulation 53.

Subsistence Allowance.

58. A road-worker not entitled to a commuted subsistence allowance under regulation 53 whose services are made use of at a place other than his headquarters or where provincial housing accommodation is not made available, shall be paid subsistence allowance on the scale prescribed by regulation under the Public Service Act, No. 54 of 1957.

Limits of Subsistence Allowance.

59. (1) A road-worker necessarily absent on official duty from the place to which his services have been allocated, for a period of 24 hours or more, shall be entitled to the full allowance as provided by regulation 58 in respect of every completed 24 hours of such absence, Saturdays and Sundays inclusive, and in respect of fractions of 24 hours the proportionate share of the allowance shall be payable.

(2) In respect of absences of less than 24 hours, only reasonable expenditure actually incurred on refreshments and meals, shall be made good.

(3) If a road-worker remains at the same place during the period of absence on official duty for which he is entitled to subsistence allowance, such an allowance shall be paid to him in respect of a continuous period of not more than 180 days and such period shall not be deemed to be broken by absences, for any reason whatever, of less than 30 days.

(4) Subsistence allowance shall not be payable during any period of leave except in the case of sick leave or special sick leave where the Director is of the opinion that the road-worker has necessarily incurred extra subsistence costs in respect of such period of leave, in which case subsistence allowance for not more than 14 days may be paid.

Week-end Allowance.

60. (1) A road-worker—

(a) allocated to a place other than the office of the roads inspector, regional officer or resident engineer under whom he falls and who is further than 5 miles, measured along the shortest route, from such office, shall be paid a week-end allowance calculated in accordance with the following scale:—

(i) Further than 5 miles up to 25 miles: £1 per month.

Omgesette verblyfkostetoelae.

54. Behoudens die bepalings in hierdie hoofstuk word aan 'n padwerker wat aan 'n konstruksie-eenheid toegesê is, 'n omgesette verblyfkostetoelae betaal, bereken teen 20s. per maand plus sodanige persentasieverhoging as wat van tyd tot tyd deur die Direkteur bepaal word.

Tydperke waarvoor 'n omgesette verblyfkostetoelae betaalbaar is.

55. 'n Omgesette verblyfkostetoelae is nie gedurende enige deurlopende tydperk van verlof van 30 dae of meer betaalbaar nie.

Perke van die omgesette verblyfkoste- en ongeriefstoelae.

56. (1) 'n Omgesette verblyfkostetoelae en ongeriefstoelae is nie pensioendraend nie en geld nie as besoldiging vir die doel van diensgratifikasie-uitbetalings of kontantwaarde-uitbetalings ten opsigte van verlof nie.

(2) Omgesette verblyfkostetoelae en ongeriefstoelae word nie gesamentlik met verblyfkostetoelae, betaalbaar ingevolge regulasie 58, betaal nie.

Omgesette verblyfkostetoelae gedurende opleiding.

57. Gedurende 'n tydperk van opleiding volgens die volwassene-vakleerlingskema is 'n padwerker nie geregtig op die toelae soos bepaal by regulasie 58 nie: Met dien verstande dat, in die geval waar sodanige opleiding 'n verandering van die padwerker se hoofkwartier meebring, aan hom gedurende die eerste ses maande van opleiding 'n toelae betaal word bereken volgens die skaal voorgeskryf by regulasie 53.

Verblyfkostetoelae.

58. Aan 'n padwerker wat nie geregtig is op 'n omgesette verblyfkostetoelae ingevolge regulasie 53 nie, en wie se dienste gebruik word op 'n plek wat nie sy hoofkwartier is nie of waar provinsiale woongeriewe nie beskikbaar gestel word nie, word verblyfkostetoelae betaal volgens die skaal wat by regulasie kragtens die Staatsdiens Wet, 1923, voorgeskryf is.

Perke van verblyfkostetoelae.

59. (1) 'n Padwerker wat noodwendig in amptelike diens afwesig is van die plek waaraan sy dienste toegesê is vir 'n tydperk van 24 uur of meer, is geregtig op die volle toelae soos bepaal by regulasie 59 ten opsigte van iedere voltooid 24 uur van sodanige afwesigheid, Saterdag en Sondag inklusief, en ten opsigte van breuke van 24 uur, is die proporsionele deel van die toelae betaalbaar.

(2) Ten opsigte van afwesigheid van minder as 24 uur word slegs redelike uitgawes wat werklik aan verversings en maaltye aangegaan is, vergoed.

(3) Indien 'n padwerker op dieselfde plek bly gedurende die tydperk van afwesigheid in amptelike diens waarvoor hy geregtig is op verblyfkostetoelae, word sodanige toelae aan hom betaal ten opsigte van 'n deurlopende tydperk van hoogstens 180 dae en sodanige tydperk word nie geag onderbreek te word deur afwesighede, om watter rede ook al, van minder as 30 dae nie.

(4) Verblyfkostetoelae is nie betaalbaar gedurende enige tydperk van verlof nie behalwe in die geval van siekteverlof of spesiale siekteverlof waar die Direkteur van mening is dat die padwerker noodsaaklikerwyse ekstra verblyfkoste ten opsigte van sodanige tydperk van verlof behoort te word, in welke geval verblyfkostetoelae vir hoogstens 14 dae betaal mag word.

Naweektoelae.

60. (1) Aan 'n padwerker wat—

(a) toegesê is aan 'n plek wat nie die kantoor is van die paaie-inspekteur, streekbeampte of plaaslike ingenieur onder wie hy ressorteer en wat verder as vyf myl, gemeet oor die kortste pad, is vanaf sodanige kantoor, word naweektoelae betaal, bereken ooreenkomstig die volgende skaal:—

(i) Verder as 5 myl tot 25 myl: £1 per maand.

- (ii) Further than 25 miles up to 45 miles: £2 per month.
- (iii) Further than 45 miles up to 65 miles: £3 per month.
- (iv) Further than 65 miles up to 85 miles: £4 per month.
- (v) Further than 85 miles up to 105 miles: £5 per month.
- (vi) Further than 105 miles: £6 per month.

(b) allocated to a construction unit shall be entitled to week-end allowance calculated in accordance with the scale referred to in paragraph (a) hereof according to the distance from his headquarters subject to a minimum allowance of £2. 2s. per month.

(2) Week-end allowance calculated in terms of the provisions of sub-regulation (1) shall—

- (a) be paid only in respect of completed months;
- (b) not be paid in respect of periods of less than a month;
- (c) not be paid together with subsistence allowance under regulation 58.

(3) If a road-worker is transferred, the week-end allowance shall be paid for the month in which the transfer takes place, according to the distance between the place to which he is transferred and the office under which he then falls.

(4) Week-end allowance shall not be paid during any continuous period of 30 days leave, shall not be pensionable and shall not be considered as remuneration for the purpose of service gratuity disbursements or cash value disbursements in respect of leave.

Climatic Allowance.

61. The Administrator may approve of the payment of such climatic allowance, and may grant such other privileges in lieu thereof or in addition thereto as he may determine.

Such allowance or privileges may not be claimed a right, and may at any time be modified or withdrawn by the Administrator.

CHAPTER IV.

TRANSFER.

Road-workers Subject to Transfer.

62. The Director may at any time transfer a road-worker from one place, office or post to another place, office or post in the Administration, whether such transfer be to a post of lower grade or not: Provided that no transfer entailing a reduction in the pensionable emoluments of the road-worker shall take place without his consent, unless the transfer takes place as the result of a reduction in grade in terms of Chapter VI and provided further that a road-worker transferred to a post of lower grade without reduction of pensionable emoluments, shall be transferred for service in the grade to which his salary applies, as soon as a suitable vacancy occurs and circumstances permit.

Transfer at Own Request.

63. Unless the Director otherwise decides, the transfer of a road-worker transferred at his own request, shall take place in his own time and at his own expense.

Subsistence Allowances Payable on Transfer.

64. (1) If a road-worker is transferred from a place in one working area to a place in another working area, he shall be paid subsistence allowance at the appropriate rate prescribed by regulation 58 while travelling to his new place of work, in respect of himself and every member of his family of or over the age of 12 years and at half the aforesaid rate in respect of every member of his family under the age of 12 years.

(2) For the purposes of this regulation the family of a road-worker shall consist of his wife and children and also persons residing with him permanently and wholly dependent upon him.

- (ii) Verder as 25 myl tot 45 myl: £2 per maand.
- (iii) Verder as 45 myl tot 65 myl: £3 per maand.
- (iv) Verder as 65 myl tot 85 myl: £4 per maand.
- (v) Verder as 85 myl tot 105 myl: £5 per maand.
- (vi) Verder as 105 myl: £6 per maand;

(b) toegesê is aan 'n konstruksie-eenheid word naweek-toelae betaal, bereken ooreenkomstig die skaal gemeld in paragraaf (a) hiervan na gelang van die afstand van sy hoofkwartier af met 'n minimum toelaag van £2. 2s. 6d. per maand.

(2) Naweektoelae bereken ooreenkomstig die bepaling van subregulasie (1) word—

- (a) betaal slegs ten opsigte van voltooide maande;
- (b) nie betaal nie vir tydperke van minder as 'n maand;
- (c) nie gesamentlik met die verblyfkostetoelae ingevolge regulasie 58 betaal nie.

(3) Indien 'n padwerker oorgeplaas word, word die naweektoelae vir die maand waarin die oorplasing plaasvind, bepaal na gelang van die afstand tussen die plek waarheen hy oorgeplaas is en die kantoor waaronder hy dan ressorteer, betaal.

(4) Naweektoelae word nie gedurende enige deurlopende tydperk van 30 dae verlof betaal nie, is nie pensioendraend nie en geld nie as besoldiging vir die doel van diensgratifikasie-uitbetalings of kontantwaardes-uitbetalings ten opsigte van verlof nie.

Klimaatstoelae.

61. Die Administrateur kan goedkeuring verleen vir die betaling van sodanige klimaatstoelae en kan sodanige ander voorregte in die plek daarvan of bo en behalwe dit teken as wat hy mag bepaal.

Sodanige toelae of voorregte mag nie as 'n reg geëis word nie en die Administrateur kan die toelae en voorregte te eniger tyd wysig of onttrek.

HOOFSTUK IV.

OORPLASING.

Padwerkers onderworpe aan oorplasing.

62. Die Direkteur kan te eniger tyd 'n padwerker van een plek of kantoor of betrekking na 'n ander plek, kantoor of betrekking in die Administrasie oorplaas hetsy sodanige oorplasing na 'n pos in 'n laer rang is, al dan nie; met dien verstande dat geen oorplasing wat 'n vermindering meebring in die pensioendraende emolumente van die padwerker sonder sy toestemming geskied nie, tensy die oorplasing geskied as gevolg van 'n verlaging in rang opgelê ingevolge Hoofstuk VI en voorts met dien verstande dat 'n padwerker wat sonder vermindering van pensioendraende emolumente na 'n pos van 'n laer rang oorgeplaas word vir diens in die rang waarop sy salaris van toepassing is, sodra 'n geskikte vakature ontstaan en omstandighede dit toelaat.

Oorplasing op eie versoek.

63. Tensy die Direkteur andersins besluit, vind die oorplasing van 'n padwerker wat op eie versoek oorgeplaas word, in sy eie tyd en op sy eie onkoste plaas.

Verblyfkostetoelae betaalbaar by oorplasing.

64. (1) Indien 'n padwerker oorgeplaas word van 'n plek in een werkgebied na 'n plek in 'n ander werkgebied, word aan hom verblyfkostetoelae teen die toepaslike tarief voorgeskryf by regulasie 58 terwyl hy na sy nuwe werkgebied reis, ten opsigte van homself en iedere lid van sy gesin wat 12 jaar en ouer is en teen die helfte van voormelde tarief ten opsigte van iedere lid van sy gesin wat jonger as 12 jaar is.

(2) Vir die toepassing van hierdie regulasie bestaan die gesin van 'n padwerker uit sy vrou en kinders en ook persone wat permanent by hom inwoon en geheel en al van hom afhanklik is.

Abnormal Living Expenditure on Transfer.

65. A road-worker transferred from a place in one working area to a place in another working area may be refunded the difference between the normal living expenses comprising house rent, municipal fees, light, fuel, foodstuffs and servant's wages and the abnormal expenses actually and necessarily incurred by such road-worker in his old or in his new working area or in both, if he and his family are obliged to take up residence in a hotel or boardinghouse while his effects are packed or unpacked or conveyed from one to the other working area, or while he is looking for suitable accommodation: Provided that no abnormal living expenses shall be paid in respect of any period in excess of 30 days.

Transport of Personal Effects on Transfer.

66. (1) If a road-worker is transferred to a working area other than that in which he is employed, his effects shall be transported at the cost of the Administration.

(2) The packing of crockery, where necessary, shall be done at the cost of the Administration and the cost of dismantling, assembling and altering electrical domestic appliances shall be reimbursed by the Administration in accordance with the appropriate regulations under the Public Service Act No. 54 of 1957.

(3) For the purposes of these regulations the effects of a road-worker shall consist of all his movable property, and one motor vehicle, but no livestock.

Conveyance of Road-worker and His Family.

67. In the case of a transfer as referred to in regulation 64, a road-worker and his family shall, where possible, be conveyed to his new working area by suitable provincial transport. Where such provincial transport is not available and the journey is undertaken by rail or other approved public transport the appropriate Public Service Regulations and tariffs shall be applied.

Transfer Within Working Area.

68. (1) A road-worker, transferred from one place to another place within the boundaries of his working area, shall be conveyed to such place free of charge by the Administration. His family and effects may at the discretion of the Director also be so conveyed.

(2) For the purposes of this regulation the effects of a road-worker and his family shall consist of all their moveable property used by them during their sojourn in a road camp or at a place of employment, including one motor vehicle, but excluding livestock.

CHAPTER V.

TRANSPORT.

Use of Official or Public Transport.

69. (1) If the duties entailed in the service of a road-worker are such that he often has to travel, the Director may order him to undertake his official journeys by means of such provincial transport as the Director thinks fit and places at his disposal.

(2) If a road-worker is ordered to be on duty at a place other than the place to which his services have been allocated, he shall, where it is feasible and economical, undertake the forward and return journey by public transport, at the cost of the Administration. Where such journey is not feasible and economical by public transport, he shall travel by such provincial transport as may be put at his disposal.

Use of Private Transport on Official Duty.

70. (1) The Director may authorise a road-worker to use his private motor transport for official journeys, in which case the appropriate allowance under the Public Service Regulations shall be paid by the Administration.

Abnormale bestaansuitgawe by oorplasing.

65. Aan 'n padwerker wat van 'n plek in een werkgebied na 'n plek in 'n ander werkgebied oorgeplaas word, kan terugbetaling gedoen word van die verskil tussen die normale bestaansuitgawe bestaande uit huishuur, munisipale gelde, lig, brandstof, voedselware en bediende-loon en die abnormale uitgawes werklik en noodsaaklik aangegaan deur sodanige padwerker in sy ou werkgebied of sy nuwe werkgebied, of albei, indien hy en sy gesin verplig is om in 'n hotel of losieshuis tuis te gaan terwyl sy besittings ingepak of uitgepak of van die een werkgebied na die ander werkgebied vervoer word, of terwyl hy op soek na geskikte woonruimte is: Met dien verstande dat geen abnormale bestaansuitgawes ten opsigte van 'n tydperk van langer as 30 dae betaal word nie.

Vervoer van persoonlike besittings by oorplasing.

66. (1) Indien 'n padwerker na 'n ander werkgebied as dié waarin hy werksaam is, oorgeplaas word, word sy besittings op Administrasiekoste vervoer.

(2) Die verpakking van breekware, waar nodig, word op Administrasiekoste gedoen en koste van ontkoppeling, aankoppeling en verandering van elektriese huishoudelike toebehore word deur die Administrasie vergoed ooreenkomstig die toepaslike regulasies ingevolge die Staatsdienswet, No. 54 van 1957.

(3) Vir die toepassing van hierdie regulasies bestaan die besittings van 'n padwerker uit al sy roerende goedere, asook een motorvoertuig, maar nie lewende hawe nie.

Vervoer van padwerker en sy gesin.

67. In die geval van 'n oorplasing soos in regulasie 64 genoem, word 'n padwerker en sy gesin, waar moontlik, per doeltreffende provinsiale vervoer na sy nuwe werkgebied vervoer. Waar sodanige provinsiale vervoer nie beskikbaar is nie en die reis per trein of ander goedgekeurde publieke vervoermiddele afgelê word, word die toepaslike Staatsdiensregulasies en tariewe toegepas.

Oorplasing binne werkgebied.

68. (1) 'n Padwerker wat van een plek na 'n ander plek binne die grense van sy werkgebied oorgeplaas word, word kosteloos deur die Administrasie na sodanige plek vervoer. Sy gesin en besittings kan na die goedvinde van die Direkteur ook aldus vervoer word.

(2) Vir die toepassing van hierdie regulasie bestaan die besittings van 'n padwerker en sy gesin uit al hulle roerende goedere wat hulle gedurende verblyf in 'n padkamp of by 'n werkplek gebruik, een motorvoertuig inbegrepe, maar nie lewende hawe nie.

HOOFSTUK V.

VERVOER.

Gebruik van amptelike of publieke vervoermiddels.

69. (1) Indien die dienspligte 'n padwerker opgelê sodanig is dat hy dikwels moet reis, kan die Direkteur aan hom opdrag gee om sy amptelike reis met sodanige provinsiale vervoer as wat die Direkteur goeddink en tot sy beskikking stel, te onderneem.

(2) Indien aan 'n padwerker opdrag gegee word om diens op 'n ander plek as die plek waaraan sy dienste toegesê is, te verrig, onderneem hy, waar dit prakties en ekonomies is, die heen-en-weer-reis op Administrasiekoste per publieke vervoer. Waar sodanige reis per publieke vervoer nie prakties en ekonomies is nie, reis hy met sodanige provinsiale vervoer as wat tot sy beskikking gestel word.

Gebruik van privaatvervoer in amptelike diens.

70. (1) Die Direkteur kan 'n padwerker magtig om sy privaatmotorvervoer vir amptelike reis te gebruik, in welke geval die toepaslike toelae ingevolge die Staatsdiensregulasies deur die Administrasie betaal word.

(2) On transfer of a road-worker to a new working area he may convey his family to his new working area by his private motor vehicle: Provided that the compensation paid to him in respect of such journey shall be limited to the amount payable by the Administration if the journey had been undertaken by rail or provincial transport, whichever amount is the lesser.

CHAPTER VI.

DISCIPLINARY MEASURES.

Definition of Misconduct.

71. A road-worker shall be guilty of misconduct, if he—
- (a) contravenes or fails to comply with any provision of his contract of service or any provision of these regulations;
 - (b) disregards a lawful instruction given to him by any person authorised thereto, or wilfully refuses or fails to carry out the said instruction or resists authority by word or conduct;
 - (c) is negligent or indolent in the performance of his duties;
 - (d) does or causes to be done, or fails to do anything, or connives at any act, to the detriment of the Administration;
 - (e) conducts himself in a disgraceful, improper or unbecoming manner, or is incivil or rude to a colleague or a member of the public;
 - (f) habitually uses an excessive amount of intoxicating liquor or narcotics;
 - (g) is under the influence of intoxicating liquor or narcotics during hours of duty; or uses intoxicating liquor or narcotics during hours of duty;
 - (h) is absent from his duty without leave or permission or reasonable cause;
 - (i) commits a criminal offence;
 - (j) unlawfully appropriates or uses improperly property of the Administration, under circumstances not constituting a criminal offence; or
 - (k) otherwise than in the performance of his duties, divulges information obtained by him in the course of his duty or makes use of information obtained by or furnished to him in connection with his office or position in the Administration, for a purpose other than the carrying out of the duties attached to his service, even though he does not divulge such information.

Charge of Misconduct.

72. (1) When a road-worker is accused of misconduct, the Director or an officer appointed thereto by him shall charge such road-worker, in writing, with misconduct and forward the charge by registered post or by hand to the person so charged or deliver same at his last known address.

(2) The written charge shall contain an instruction or be accompanied by such instruction calling upon the person charged to transmit or deliver, within a reasonable period specified in the instruction, to a person likewise specified a written admission or denial of the charge and if he chooses to do so, an explanation, in writing, of the misconduct with which he is so charged.

Inquiry into Charge of Misconduct.

73. (1) If a road-worker charged with misconduct as provided in regulation 72, admits the misconduct, he shall be deemed to be guilty of the misconduct with which he is charged and he shall be dealt with in terms of sub-regulation (7).

(2) If a road-worker charged with misconduct denies such misconduct or fails to reply to the charge within the specified time, the Director shall appoint a competent person, conversant with legal practice, to inquire into the

(2) Met die oorpasing van 'n padwerker na 'n nuwe werkgebied kan hy sy gesin met sy private motorvoertuig na sy nuwe werkgebied vervoer: Met dien verstande dat die vergoeding wat ten opsigte van sodanige reis aan hom betaal word, beperk word tot die bedrag wat dit die Administrasie sou gekos het indien die reis per trein of provinsiale vervoer onderneem was, naamlik die bedrag wat die minste is.

HOOFSTUK VI.

TUGMAATREËLS.

Omskrywing van wangedrag.

71. 'n Padwerker is skuldig aan wangedrag indien hy—
- (a) enige bepaling van sy dienskontrak of enige bepaling van hierdie regulasies oortree of versuim om daaraan te voldoen;
 - (b) 'n wettige opdrag aan hom gegee deur 'n persoon daartoe gemagtig, verontagsaam, of opsetlik weier of nalaat om dit uit te voer of deur woord of gedrag hom verzet teen gesag;
 - (c) nalatig of traag is in die vervulling van sy pligte;
 - (d) enigiets doen, toelaat dat dit gedoen word of versuim om iets te doen of enige daad deur die vingers sien wat nadelig is vir die Administrasie;
 - (e) hom op skandelijke, onbehoorlike of onbetaamlike wyse gedra of onbeleefd of onbeskof is teenoor 'n medewerker of 'n lid van die publiek;
 - (f) uit gewoonte hom te buite gaan in die gebruik van bedwelmende drank of verdowingsmiddels;
 - (g) onder die invloed van bedwelmende drank of verdowingsmiddels gedurende diensure verkeer, of bedwelmende drank of verdowingsmiddels gedurende diensure gebruik;
 - (h) sonder verlof of toestemming of redelike rede van sy diens afwesig is;
 - (i) 'n strafbare misdryf begaan;
 - (j) hom eiendom van die Administrasie wederregtelik toeëien of daarvan onbehoorlik gebruik maak onder omstandighede wat nie 'n strafbare misdryf uitmaak nie; of
 - (k) andersins as in die vervulling van sy pligte, inligting deur hom in die loop van sy diens verkry, onthul of vir 'n ander doel as die vervulling van sy dienspligte gebruik maak van inligting deur hom ingewin of aan hom verstrekt in verband met sy betrekking in die Administrasie, ofskoon hy sodanige inligting nie onthul nie.

Aanklag van wangedrag.

72. (1) Wanneer 'n padwerker beskuldig word van wangedrag, kan die Direkteur of 'n deur hom daartoe gemagtigde amptenaar, die betrokke padwerker skriftelik van sodanige wangedrag aankla en die aanklag per aangetekende pos stuur of per hand aan die aangeklaagde of by sy jongsbekende adres aflewer.

(2) Die aanklagbrief moet 'n opdrag bevat, of van sodanige opdrag vergesel gaan waarby die aangeklaagde aangesê word om binne 'n redelike tydperk, genoem in die opdrag, aan 'n persoon insgelyks genoem, 'n skriftelike erkenning of ontkenning van die aanklag en, as hy dit wens, 'n skriftelike verduideliking van die wangedrag waarvan hy aldus aangekla is, te stuur of af te lewer.

Ondersoek na beskuldigings van wangedrag.

73. (1) As 'n padwerker wat van wangedrag aangekla is soos in regulasie 73 bepaal, die wangedrag erken, word hy skuldig geag aan die wangedrag waarvan hy aangekla is en word daar met hom gehandel ingevolge subregulasie (7).

(2) Indien 'n padwerker van wangedrag aangekla is en hy sodanige wangedrag ontken of versuim om binne die bepaalde tyd op die aanklag te antwoord, benoem die Direkteur 'n bevoegde persoon, vertrouwd met die regspraktyk, om ondersoek na die aanklag van wangedrag in

charge of misconduct and the person so appointed shall be empowered to summon as witness any person, whose evidence appears to be relevant to the subject of inquiry, to appear before him and to give evidence under oath, and to produce any book, paper, document or thing in his possession or care or under his control.

(3) If the misconduct with which the road-worker is charged constitutes a criminal offence of which he has already been convicted by a court, an inquiry shall not be necessary and a certified copy of the court proceedings shall be adequate proof that he is guilty of the misconduct, unless such court proceedings have been set aside by a superior court.

(4) The Director may appoint any person to be present at an inquiry to adduce evidence and arguments in support of the charge and to cross-examine the person charged and any person appearing as witness for the person charged.

(5) The Director shall, after consultation with the person appointed by him to make the inquiry, fix the time and place of the inquiry, and shall notify the person charged thereof timeously and also that he may put his case personally or through a representative at the inquiry, may summon any person as witness, cross-examine any witness, and examine any book, paper, document or thing produced in evidence. Failure of the road-worker concerned to attend the inquiry shall not invalidate the proceedings.

(6) The person appointed to make an inquiry shall keep a record in writing of the proceedings and of the evidence given, and on completion of the inquiry he shall notify the person charged of his finding and his reasons therefore and shall further report on the inquiry to the Director.

(7) If a road-worker has been found guilty of misconduct and has not lodged an appeal against the finding in terms of regulation 77, or if he has so lodged an appeal and his appeal has been dismissed, the Administrator may—

- (a) admonish or reprimand him;
- (b) impose upon him a fine not exceeding £50 recoverable from his salary if necessary by instalments;
- (c) demote him or reduce his salary, or both demote him and reduce his salary;
- (d) permit him to resign as from a specific date; or
- (e) dismiss him.

Suspension of Employee.

74. (1) The Director or a person authorised thereto by him may suspend a road-worker against whom a charge of misconduct has been preferred, and such road-worker shall not be entitled to any remuneration during the period of his suspension, unless he is found not guilty of misconduct, in which case he shall be paid full remuneration for the period of such suspension, the suspension shall be cancelled and he shall be re-instated in his office.

(2) Subject to the provisions of sub-regulation (1) the Director or a person authorised thereto by him may cancel an order for suspension at any time, and reinstate the road-worker concerned in his office and position, and in such case the road-worker shall not be entitled to any remuneration during the period of his suspension, unless the Director specifically orders the payment in full or in part of such remuneration.

Inquiry into Charge of Damage to Property of the Administration.

75. (1) If a road-worker causes damage to property of the Administration through any unlawful act, negligence or carelessness, the Director or an officer authorised thereto by him may charge the road-worker in writing with liability for such damage. If the road-worker admits liability, the Director shall have the power to recover the amount of such damage from him, if necessary by way of deduction from his remuneration.

te stel en die persoon aldus benoem, het die bevoegdheid om enige persoon wie se getuienis ter sake betreffende die onderwerp van die ondersoek blyk, as getuie te dagvaar om voor hom te verskyn en getuienis onder eed af te lê, en enige boek, stuk, dokument of ding in sy besit of bewaring of onder sy beheer oor te lê.

(3) Indien die wangedrag waarvan die padwerker beskuldig is, strafbare misdryf is waaraan hy reeds deur 'n geregs-hof skuldig verklaar is, is 'n ondersoek nie nodig nie en is 'n gewaarmerkte afskrif van die hofverrigtinge genoegsame bewys dat hy aan die wangedrag skuldig is, tensy sodanige hofverrigtinge deur 'n hoërhof ter syde gestel is.

(4) Die Direkteur kan enige persoon benoem om by 'n ondersoek teenwoordig te wees om getuienis en argumente ter staving van die aanklag aan te voer en die aangeklaagde en enige persoon wat as getuie vir die aangeklaagde verskyn, onder kruisverhoor te neem.

(5) Die Direkteur, na raadpleging met die persoon deur hom benoem om die ondersoek in te stel, bepaal die tyd en plek van die ondersoek, en verwittig die aangeklaagde tydlig daarvan en ook dat hy sy saak persoonlik of deur 'n verteenwoordiger by die ondersoek kan stel, enige persoon as getuie kan dagvaar, enige getuie onder kruisverhoor kan neem en enige boek, stuk, dokument of ding as getuienis voorgelê, kan inspekteer. Die versuim van die betrokke padwerker om die ondersoek by te woon, maak die verrigtinge nie ongeldig nie.

(6) Die persoon benoem om ondersoek in te stel, hou 'n geskrewe rekord van die verrigtinge en van die getuienis afgelê, en by voltooiing van die ondersoek deel hy sy bevinding aan die aangeklaagde mee en sy redes daarvoor en doen verder verslag van die ondersoek aan die Direkteur.

(7) Indien 'n padwerker skuldig bevind word aan wangedrag en hy nie appèl teen die bevinding ingevolge regulasie 77, aangeteken het nie of, as hy aldus appèl aangeteken het en sy appèl afgewys is, kan die Administrateur hom—

- (a) vermaan of berispe;
- (b) 'n boete van hoogstens £50 opleë, en wat paaiementsgewyse op sy salaris verhaal kan word;
- (c) in rang verlaag of sy salaris verminder, of beide sy rang verlaag en sy salaris verminder;
- (d) toelaat om vanaf 'n bepaalde datum te bedank; of
- (e) ontslaan.

Skorsing van padwerkers.

74. (1) Die Direkteur of 'n persoon deur hom daartoe gemagtig, kan 'n padwerker teen wie 'n beskuldiging van wangedrag gemaak is, skors, en sodanige padwerker is gedurende die tydperk van sy skorsing nie op enige besoldiging geregtig nie tensy hy onskuldig bevind is aan wangedrag, in welke geval hy ten volle besoldig word vir die tydperk van sodanige skorsing, die skorsing opgehef word en hy in sy betrekking herstel word.

(2) Behoudens die bepalinge van subregulasie (1), kan die Direkteur of 'n persoon wat deur hom daartoe gemagtig is, te eniger tyd 'n bevel tot skorsing ophef, en die betrokke padwerker in sy betrekking herstel en in so 'n geval is die padwerker nie op enige besoldiging gedurende die tydperk van sy skorsing geregtig nie, tensy die Direkteur uitdruklik die betaling van die geheel of 'n gedeelte van sodanige padwerker se besoldiging gelas.

Ondersoek na beskuldiging van skade aan Administrasie-eiendom.

75. (1) As 'n padwerker deur 'n wederegterlike daad, nalatigheid of onverskilligheid skade berokken aan Administrasie-eiendom, kan die Direkteur of 'n deur hom daartoe gemagtigde amptenaar, die padwerker skriftelik van aanspreeklikheid vir sodanige skade beskuldig. Indien die padwerker aanspreeklikheid erken, is die Direkteur gemagtig om die bedrag van sodanige skade op die padwerker te verhaal, indien nodig, by wyse van korting op sy besoldiging.

(2) If the road-worker denies liability, the Director shall appoint a competent person, conversant with legal practice, to inquire into the case and the procedure provided by sub-regulations (2), (4), (5) and (6) of regulation 73, shall be followed.

(3) If the road-worker, on completion of the inquiry, is found liable for the damage caused, and he has not lodged an appeal against the finding in terms of regulation 77, or, if he has so lodged an appeal and his appeal has been dismissed the Director may recover the amount of such damage from the employee if necessary by way of deduction from his remuneration.

Inquiry into Charge of Incompetence.

76. (1) If a road-worker is reported unsuitable or incompetent for the efficient performance of the official duties attached to his office or position, the Director, or the officer authorised thereto by him shall charge such road-worker in writing with unsuitability or incompetence and forward the charge by registered post or deliver same by hand to the person charged at his last-known address.

(2) The written charge shall contain an instruction or be accompanied by such instruction calling upon the person charged to transmit or deliver, within a reasonable period specified in the instruction, to a person likewise specified, an admission or denial of the charge in writing and if he chooses to do so, an explanation in writing.

(3) If the road-worker admits such charge he shall be dealt with in terms of sub-regulation (5).

(4) If the road-worker charged denies such charge or fails to reply to the charge within the specified time, the Director shall appoint a competent person to inquire into and report on the unsuitability or incompetence of the person charged and the procedure provided by sub-regulations (2), (4), (5) and (6) of regulation 73 shall be followed.

(5) If the road-worker concerned is found unsuitable or incompetent for the efficient performance of the official duties attached to his office or position and he has not lodged an appeal against the finding in terms of regulation 77, or, if he has so lodged an appeal and his appeal has been dismissed, the Administrator may—

- (a) demote him or reduce his salary, or both demote him and reduce his salary;
- (b) permit him to resign as from a specific date; or
- (c) dismiss him.

Appeal Against Conviction.

77. (1) If a road-worker is convicted of misconduct, or is found liable for damage caused to property of the Administration, or incompetent for his office or position, he may, within 14 days of such finding give notice, in writing of appeal to the Director setting out in detail the grounds of his appeal and any representations he desires to make in connection therewith. The Director shall submit the notice of appeal and representations together with the report of the person who made the inquiry, to the Administrator with such recommendation as he may deem fit to make.

- (2) The Administrator may—
 - (a) grant the appeal in whole or in part and set aside or modify the finding;
 - (b) dismiss the appeal and confirm the finding in whole or in part; or
 - (c) order further inquiry to be made.
- (3) The decision of the Administrator shall be final.

(2) Indien die padwerker aanspreeklikheid ontken, benoem die Direkteur 'n bevoegde persoon, vertrouwd met die regspraktyk, om ondersoek na die geval in te stel en word die prosedure soos bepaal by subregulasie (2), (4), (5) en (6) van regulasie 73, gevolg.

(3) Indien die padwerker by voltooiing van die ondersoek aanspreeklik bevind word vir die skade berokken, en die padwerker nie appèl teen die bevinding ingevolge regulasie 77 aangeteken het nie of, as hy aldus appèl aangeteken het en sy appèl van die hand gewys is, kan die Direkteur die bedrag van sodanige skade op die werknemer verhaal, indien nodig, by wyse van korting op sy besoldiging.

Ondersoek na klag van onbevoegdheid.

76. (1) Indien gerapporteer word dat 'n padwerker ongeskik is of onbekwaam is om die ampspligte van sy betrekking doeltreffend uit te voer, kla die Direkteur of die deur hom daartoe gemagtigde amptenaar die werknemer skriftelik van sodanige ongeskiktheid of onbekwaamheid aan en stuur die aanklag per aangetekende pos of lewer dit per hand aan die aangeklaagde by sy jongsbekende adres.

(2) Die aanklagbrief moet 'n opdrag bevat of van sodanige opdrag vergesel gaan waarby die aangeklaagde aangesê word om binne 'n redelike tydperk, genoem in die opdrag, aan 'n persoon insgelyks genoem, 'n skriftelike erkenning of ontkenning van die aanklag en, as hy dit wens, 'n skriftelike verduideliking te stuur of af te lewer.

(3) Indien die padwerker sodanige aanklag erken, word daar met hom gehandel ingevolge subregulasie (5).

(4) Indien die padwerker wat aangekla is sodanige aanklag ontken of versuim om binne die bepaalde tyd op die aanklag te antwoord, benoem die Direkteur 'n bevoegde persoon om ondersoek na die aangeklaagde se ongeskiktheid of onbekwaamheid in te stel en verslag daaroor te doen en die prosedure wat ingevolge die bepalings van subregulasies (2), (4) (5) en (6) van regulasie 73 bepaal word, word gevolg.

(5) Indien daar bevind is dat die betrokke padwerker ongeskik of onbekwaam is vir die doeltreffende verrigting van die ampspligte aan sy betrekking verbonde en die padwerker nie appèl teen die bevinding ingevolge regulasie 77, aangeteken het nie of, as hy aldus appèl aangeteken het en sy appèl van die hand gewys is, kan die Administrateur—

- (a) sy rang verlaag of sy salaris verminder of beide sy rang verlaag en sy salaris verminder;
- (b) hom toelaat om met ingang van 'n bepaalde datum af te bedank; of
- (c) hom ontslaan.

Appèl teen skuldigbevinding.

77. (1) As 'n padwerker skuldig bevind is aan wan-gedrag of aanspreeklik bevind is vir skade berokken aan Administrasie-eiendom of onbevoeg bevind is vir sy betrekking, kan hy binne 14 dae vanaf sodanige bevinding die Direkteur skriftelik kennis van appèl gee waarin hy ten volle die gronde van sy appèl uiteensit en enige verhoë wat hy in verband daarmee wil rig. Die Direkteur lê die kennisgewing van appèl en verhoë, tesame met die verslag van die persoon wat die ondersoek ingestel het, aan die Administrateur voor met sodanige aanbeveling as wat hy na goëddunke doen.

- (2) Die Administrateur kan—
 - (a) die appèl in die geheel of gedeeltelik toestaan en die bevinding ter syde stel of wysig;
 - (b) die appèl van die hand wys en die bevinding in die geheel of gedeeltelik bekragtig; of
 - (c) gelas dat verdere ondersoek ingestel word.
- (3) Die eindbeslissing berus by die Administrateur.

CHAPTER VII.

COMMITTEES.

Committees for the Selection of Candidates for Appointment.

78. (1) In every area of a roads inspector a committee shall be appointed, constituted as follows:—

The Regional Officer in charge of the roads inspector's area concerned, as chairman.

The Roads Inspector of the area concerned, as member.

One representative of the Road Builders' Association, as member.

(2) The Committee shall meet not less than once every quarter to consider applications for employment received from applicants and to draw up a list of selected applicants.

(3) The list of selected applicants shall be handed to the regional officer for recommendation to the Director of candidates for appointment: Provided that the Administrator may appoint any person deemed by him to be competent for appointment, whether he be recommended by such committee for appointment or not.

Road-workers' Advisory Committee.

79. (1) The Administrator shall appoint a committee known as the Road Workers' Advisory Committee, consisting of—

(a) a senior official of the Administration, conversant with staff matters;

(b) a technical official of the Roads Branch;

(c) a staff clerk of the Administration, who shall also act as secretary;

(d) and two persons selected by the Administrator out of five road-workers nominated in order of preference by the Road Builders' Association.

The Administrator shall appoint a chairman and vice-chairman annually from the members of this body.

(2) It shall be the duty of the Committee to advise the Administrator on conditions of service, working conditions and privileges of road-workers and any other matter which may be referred to it by the Director.

Committee to Inquire into Grievances.

80. When a road-worker's grievance cannot be dealt with to the satisfaction of the complainant through the usual administrative channels, he may request the Director through the liaison officer or through the usual administrative channels to submit his grievance to the Administrator who may then appoint a committee to inquire into and report upon the grievance.

The decision of the Administrator shall be final.

CHAPTER VIII.

GENERAL.

ROAD BOARDS.

Road Boards to Advise Administrator.

81. The board shall advise the Administrator in all matters relating to—

(a) the numbering of roads for the purpose of devoting funds towards their construction and maintenance.

(b) complaints and disputes that may arise in respect of public roads and outspans.

Annual Programme of Work.

82. The Director or an officer appointed thereto by him, shall prepare annually a detailed road programme for each road board district and shall indicate in such programme the funds that will be required for the work. When the said programme has been completed the Director or the officer shall submit it to the board for a recommendation, and any recommendation at variance of the programme submitted by the Director shall be reported to the Executive Committee for decision.

HOOFSTUK VII.

KOMITEES.

Komitees vir die keuring van kandidate vir aanstelling.

78. (1) In iedere paaie-inspekteursgebied word 'n komitee benoem as volg saamgestel:—

Die streekbeampte wat beheer het oor die betrokke paaie-inspekteursgebied, as voorsitter.

Die paaie-inspekteur van die betrokke gebied as lid.
Een verteenwoordiger van die Padmakersvereniging, as lid.

(2) Die Komitee vergader minstens een keer elke kwartaal om aansoeke om indiensneming van applikante ontvang, te oorweeg en om 'n keurlys van applikante op te stel.

(3) Die keurlys word aan die streekbeampte oorhandig om kandidate vir aanstelling by die Direkteur aan te beveel: Met dien verstande dat die Administrateur enige persoon wat hy as bevoeg vir aanstelling beskou, kan aanstel of hy nou al deur sodanige komitee vir aanstelling aanbeveel is, al dan nie.

Padwerkers se Adviserende Komitee.

79. (1) Die Administrateur benoem 'n komitee bekend as die Padwerkers se Adviserende Komitee bestaande uit—

(a) 'n senior beampte van die Administrasie vertrouwd met personeelaangeleenthede;

(b) 'n tegniese beampte van die Paaie-afdeling;

(c) 'n personeelklerk van die Administrasie wat ook as sekretaris optree;

(d) twee persone deur die Administrateur uit vyf padwerkers gekies in voorrangorde deur die Padmakersvereniging genomineer.

Die Administrateur wys jaarliks 'n voorsitter en ondervoorsitter uit die geledere van hierdie liggaam aan.

(2) Die werk van die Komitee is om die Administrateur te adviseer van advies insake die diensvoorwaardes, werksomstandighede en voorregte van padwerkers, en enige ander saak wat die Direkteur aan hom voorlê.

Komitee griewe te ondersoek.

80. Wanneer 'n padwerker se grief nie deur die gewone administratiewe kanale tot bevrediging van die klaer handel kan word nie, kan hy die Direkteur deur die skakelbeampte of deur die gewone administratiewe kanale versoek om sy grief aan die Administrateur voor te lê, wat dan na goëddunke 'n komitee kan benoem om sy grief te ondersoek en verslag te doen.

Die eindbeslissing berus by die Administrateur.

HOOFSTUK VIII.

ALGEMEEN.

PADRADE.

Padrade die Administrateur te adviseer.

81. Die raad adviseer die Administrateur in alle sake rakende—

(a) die nommering van paaie vir die doel om fondse te bestee aan hulle bou en onderhoud;

(b) klagtes en geskille wat kan ontstaan ten opsigte van openbare paaie en uitspannings.

Jaarlikse werkprogram.

82. Die Direkteur of 'n amptenaar deur hom daartoe aangestel, stel jaarliks 'n gedetailleerde padprogram vir elke padraaddistrik op en dui in sodanige program aan hoeveel fondse vir die werk nodig sal wees. Wanneer die genoemde program voltooi is, lê die Direkteur of die amptenaar dit aan die raad voor vir 'n aanbeveling, en enige aanbeveling wat verskil van die program wat deur die Direkteur voorgelê is, word aan die Uitvoerende Komitee gerapporteer vir sy beslissing.

Allowances to Board Members.

83. There shall be paid out of moneys appropriated by the Provincial Council for the purpose, to the members of the board, including ex-officio members (other than a member who is an officer or employee of the State or Administration) the amount of £3. 3s. (three guineas) for personal expenses for every sitting attended, as well as a travelling allowance calculated in accordance with the appropriate Public Service regulations.

Conduct of Business of Boards.

84. (1) The minutes of every meeting of the board shall be sent to the Director within seven days after the meeting.

(2) The Administrator may withhold his approval to any resolution of the board, in which case such resolution shall have no force or effect, or he may add such conditions thereto as he may deem necessary without giving any reason to the board for such action.

(3) The board may delegate to the chairman such of its powers and duties as it may deem desirable.

(4) The regional officer or an officer designated by him shall assist the board in carrying out its functions.

NOTICES.

Notice under Section eight of the Ordinance.

85. (1) The notice referred to in sub-section (1) of section eight of the Ordinance shall be in writing and shall be given either by personal delivery or by registered post addressed to the owner's place of residence or his last known place of business or residence.

If the whereabouts of the owner is not known, such notice shall be given by publication thereof in one issue of the *Provincial Gazette* and once in one or more newspapers circulating in the district in which the land is situated.

(2) Any notice required to be served in terms of sub-sections (2) and (3) of section eight of the Ordinance shall be in writing and shall be effected either by personal delivery or by registered post addressed to the owner's place of residence, or his last known place of business or residence: Provided that such notice is delivered or posted at least twenty-one days before it is intended by the Administrator to avail himself of the powers conferred upon him in terms of the said sub-sections.

If the whereabouts of the owner is not known, such notice shall be given by publication in one issue of the *Provincial Gazette* and once in one or more newspapers circulating in the district in which the land is situated.

(3) In the event of an owner having any objection to the site selected by the Administrator in terms of sub-section (3) of section eight of the Ordinance, he may lodge his objection in writing with the Administrator within ten days from the date on which the notice was given as aforesaid, and the Administrator shall thereupon cause the matter to be further investigated before giving his decision.

Notice under Section nine of the Ordinance.

86. Any notice required to be served in terms of section nine of the Ordinance, shall be in writing and shall be effected either by personal delivery or by registered post addressed to the owner or holder of any mining rights.

If the whereabouts of the owner or holder of such mining rights is not known, such notice shall be given by publication in one issue of the *Provincial Gazette* and once in one or more newspapers circulating in the district in which the land is situated.

Notice under Section twenty-four of the Ordinance.

87. Any notice required to be served in terms of section twenty-four of the Ordinance shall be in writing and shall be effected either by personal delivery or by

Toelae aan Raadslede.

83. Daar word uit gelde wat deur die Provinsiale Raad vir die doel bewillig word, aan lede van die raad, insluitende *ex-officio*-lede (uitgesonderd 'n lid wat 'n amptenaar of werknemer van die Staat of van die Administrasie is) 'n bedrag van £3. 3s. (drie ghienies) betaal vir persoonlike onkoste vir iedere sitting wat bygewoon word asook 'n reistoelae bereken ooreenkomstig die toepaslike Staatsdiensregulasies.

Hoe die sake van rade gevoer word.

84. (1) Die notule van iedere vergadering van die raad word binne sewe dae na die vergadering aan die Direkteur gestuur.

(2) Die Administrateur kan sy goedkeuring van enige besluit van die raad terughou en in so 'n geval is sodanige besluit nietig, of hy kan sodanige voorwaardes daarby voeg as wat hy nodig ag sonder om aan die raad enige rede vir sy optrede te verstrek.

(3) Die raad kan aan die voorsitter sodanige van sy magte en pligte delegeer as wat hy wenslik ag.

(4) Die streekbeampte of 'n amptenaar deur hom aangewys, is die raad behulpsaam met die uitvoering van sy funksies.

KENNISGEWINGS.

Kennisgewings ingevolge artikel agt van die Ordonnansie.

85. (1) Die kennisgewing genoem in subartikel (1) van artikel agt van die Ordonnansie moet skriftelik wees en moet of persoonlik of per aangetekende pos gestuur word aan die woonplek van die eienaar of aan sy jongsbekende plek van besigheid of verblyf.

Indien die verblyfplek van die eienaar onbekend is, word sodanige kennisgewing gegee deur dit te publiseer in een uitgawe van die *Provinsiale Koerant* en een maal in een of twee nuusblaaie wat in die distrik waarin die grond geleë is, gelees word.

(2) Enige kennisgewing wat ingevolge die bepalings van subartikels (2) en (3) van artikel agt van die Ordonnansie beteken moet word, moet skriftelik wees en word uitgevoer of deur persoonlike aflewering of per aangetekende pos gestuur aan die woonplek van die eienaar of aan sy jongsbekende plek van besigheid of verblyf: Met dien verstande dat sodanige kennisgewing minstens 21 dae voordat die Administrateur voornemens is om gebruik te maak van die bevoegdhede wat ingevolge die bepalings van genoemde subartikels aan hom verleen is, afgelewer of gepos word. Indien die verblyfplek van die eienaar onbekend is, word sodanige kennisgewing gegee deur dit in een uitgawe van die *Provinsiale Koerant* te publiseer en een maal in een of twee nuusblaaie wat in die distrik waarin die grond geleë is, gelees word.

(3) Ingeval 'n eienaar 'n beswaar het teen die terrein wat deur die Administrateur gekies word, ingevolge die bepalings van subartikel (3) van artikel agt van die Ordonnansie, kan hy binne tien dae na die datum waarop die kennisgewing soos hierbo vermeld, gegee is, sy beswaar skriftelik by die Administrateur indien en die Administrateur laat vervolgens die saak verder ondersoek voordat hy sy beslissing gee.

Kennisgewing ingevolge artikel nege van die Ordonnansie.

86. Enige kennisgewing wat ingevolge die bepalings van artikel nege van die Ordonnansie beteken moet word, moet skriftelik wees en word uitgevoer of deur persoonlike aflewering of per aangetekende pos gestuur aan die eienaar of houer van enige mynregte.

Indien die verblyfplek van die eienaar onbekend is, word sodanige kennisgewing gegee deur dit in een uitgawe van die *Provinsiale Koerant* te publiseer en een maal in een of twee nuusblaaie wat in die distrik waarin die grond geleë is, gelees word.

Kennisgewing ingevolge artikel vier-en-twintig van die Ordonnansie.

87. Enige kennisgewing wat ingevolge die bepalings van artikel vier-en-twintig van die Ordonnansie beteken moet word, moet skriftelik wees en word uitgevoer of deur

registered post addressed to the owner's place of residence, or his last known place of business or residence.

If the whereabouts of the owner is not known, such notice shall be given by publication in one issue of the *Provincial Gazette* and once in one or more newspapers circulating in the district in which the land is situated.

Notice under Section twenty-five of the Ordinance.

88. (1) Any notice required to be served in terms of paragraph (a) of section *twenty-five* of the Ordinance on an owner in his absence, shall be given by publication in one issue of the *Provincial Gazette* and once in one or more newspapers circulating in the district in which the land is situated.

(2) In the event of an owner having any objection to the site selected by the Administrator, he may lodge his objection in writing with the Administrator within ten days from the date on which the notice was given as aforesaid and the Administrator shall thereupon cause the matter to be further investigated before giving his decision.

Notice Boards in Case of Deviation or Closing of a Road.

89. (1) Any person who makes application for closing, deviating or otherwise disturbing a public road in terms of sections *twenty-eight* and *thirty-two* of the Ordinance, shall post or display notice boards to that effect. Such notice boards shall be posted or displayed at each end of the section of road which it is desired to close, deviate or disturb and shall be so placed as to be clearly visible to approaching traffic and shall be as nearly at right angles to the road as possible. The notice boards shall be erected within seven days of the date so ordered by the chairman and shall be kept in position and good order by the applicant till such time as a final decision is made.

(2) The notice boards shall be fixed to a stout post, with the lower edge of the board not less than 8 feet and not more than 9 feet from the ground. The said boards shall be made in accordance with the following Diagram No. 1.

persoonlike aflevering of per aangetekende pos gestuur aan die woonplek van die eienaar of aan sy jongsbekende plek van besigheid of verblyf.

Indien die verblyfplek van die eienaar onbekend is, word sodanige kennisgewing gegee deur dit in een uitgawe van die *Provinsiale Koerant* te publiseer en een maal in een of twee nuusblaaie wat in die distrik waarin die grond geleë is, gelees word.

Kennisgewing ingevolge artikel vyf-en-twintig van die Ordonnansie.

88. (1) Enige kennisgewing wat ingevolge die bepalings van paragraaf (a) van artikel *vyf-en-twintig* van die Ordonnansie aan 'n eienaar in sy afwesigheid beteken moet word, word gegee deur dit in een uitgawe van die *Provinsiale Koerant* te publiseer en een maal in een of twee nuusblaaie wat in die distrik waarin die grond geleë is, gelees word.

(2) Ingeval 'n eienaar 'n beswaar het teen die terrein wat deur die Administrateur gekies is, kan hy sy beswaar skriftelik by die Administrateur indien binne tien dae van die datum af waarop die kennisgewing soos hierbo vermeld, gegee is en die Administrateur laat vervolgens die saak verder ondersoek, voordat hy sy beslissing gee.

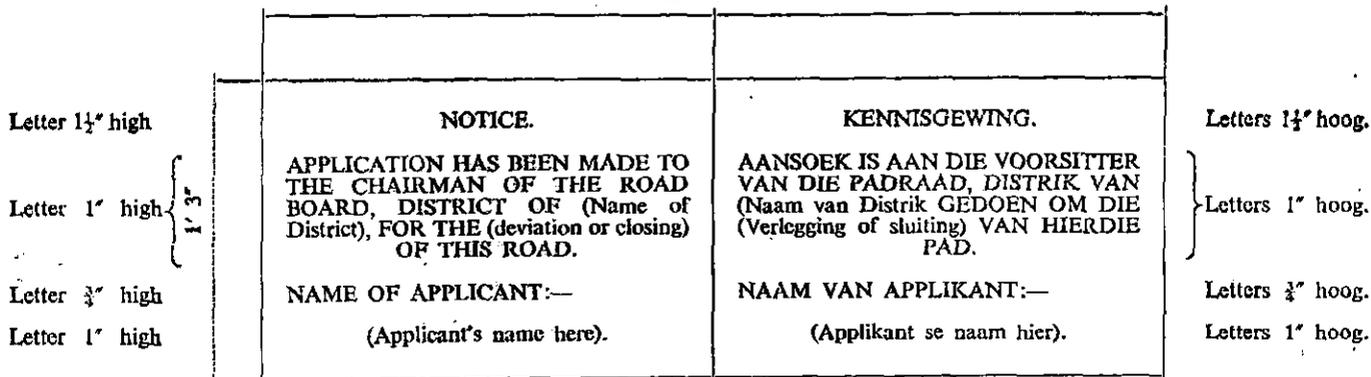
Aanplakborde ingeval van die verlegging of sluiting van 'n pad.

89. (1) Iedereen wat aansoek doen dat 'n openbare pad gesluit, verlê of op 'n ander wyse verander word, ingevolge die bepalings van artikel *agt-en-twintig* en *twee-enderdig* van die Ordonnansie, moet aanplakborde met dié strekking oprig of vertoon. Sodanige aanplakborde moet aan elke end van die paddeel van die pad wat gesluit, verlê of verander moet word, geplaas of vertoon word en moet so geplaas word dat dit vir naderende verkeer duidelik sigbaar en so na moontlik reghoekig met die pad is. Die aanplakborde moet binne sewe dae van die datum af waarop die voorsitter dit gelas, opgerig word en moet deur die applikant in posisie en goeie orde gehou word totdat 'n finale beslissing gegee is.

(2) Die aanplakborde moet aan 'n stewige paal geheg word met die onderste rand van die bord minstens agt voet en hoogstens nege voet van die grond af. Die genoemde borde moet vervaardig word ooreenkomstig die volgende Tekening No. 1.

DIAGRAM No. 1.

2' - 6'.



NOTE.—Letters to be in black on a white background.
NOTE.—Letters moet in swart op 'n wit agtergrond wees.

Notice Boards in Case of Alteration or Cancellation of an Outspan.

90. (1) A person who makes application for the reduction of an outspan servitude or for the cancellation of an outspan servitude or for the alteration of a surveyed or demarcated outspan servitude in terms of sub-section (1) of section *fifty-six* of the Ordinance shall post or display notice boards to that effect.

(2) (a) Such notice boards shall be posted or displayed in a conspicuous position upon the outspan which it is desired to reduce, cancel or alter.

Aanplakborde in geval van verandering of kansellering van 'n uitspanning.

90. (1) 'n Persoon wat aansoek doen om die inperking van 'n uitspanningserwituut of om die kansellering van 'n uitspanningserwituut of om die verandering van 'n opgemete of afgemerkte uitspanningserwituut, ingevolge die bepalings van subartikel (1) van artikel *ses-en-veftig* van die Ordonnansie, moet aanplakborde met dié strekking oprig.

(2) (a) Sodanige aanplakborde moet op 'n in die oogvallende plek op die uitspanning wat ingeperk, gekanselleer of verander wil word, opgerig of vertoon word.

(b) The notice boards shall be erected within seven days of the date so ordered by the office of the Director and shall be kept in position and good order by the applicant till such time as a final decision is made.

(c) The notice boards shall be fixed on to a stout post, with the lower edge of the board not less than 8 feet and not more than 9 feet from the ground.

(d) The notice boards shall be made in accordance with the following Diagram No. 2:—

(b) Aanplakborde moet binne sewe dae na die datum aldus deur die kantoor van die Direkteur gelas, opgerig word en moet deur die applikant in posisie en in goeie orde gehou word totdat 'n finale beslissing gegee is.

(c) Die aanplakborde moet aan 'n stewige paal geheg word met die onderste rand van die bord minstens agt voet en hoogstens nege voet van die grond af.

(d) Die aanplakborde moet vervaardig word ooreenkomstig die volgende Tekening No. 2.

DIAGRAM No. 2.

2' - 6".

	NOTICE.	KENNISGEWING.	
Letters 1½" high	APPLICATION HAS BEEN MADE TO THE REGIONAL OFFICER TRANSVAAL ROADS DEPARTMENT, P.O. BOX _____/PRIVATE BAG _____ FOR THE (cancellation or reduction or alteration OF THIS OUTSPAN.	AANSOEK IS AAN DIE STREEKSBEAMPTIE TRANVAALSE PAAIEDEPARTEMENT, POSBUS _____/PRIVAATSAK _____ GEDOEN OM DIE (opheffing of vermindering of verandering) VAN HIERDIE UITSPANNING.	Letters 1½" hoog.
Letter 1" high	NAME OF APPLICANT:— (Applicant's name here).	NAAM VAN APPLIKANT:— (Applikant se naam hier).	Letters 1" hoog.
Letters ¾" high			Letters ¾" hoog.
Letter 1" high			Letters 1" hoog.

NOTE.—Letters to be in black on a white background.
NOTE.—Letters moet in swart op 'n wit agtergrond wees.

Fees to be Paid.

91. (1) Every application made to the Chairman in terms of sub-section (1) of section *twenty-eight* of the Ordinance shall be accompanied by a fee of ten pounds.

(2) Should the Administrator order that the objector be held liable for the cost of the commission appointed in terms of section *thirty* of the Ordinance the amount of five pounds shall be recovered by the Administrator from the objector.

(3) An application under sub-section (1) of section *fifty-six* of the Ordinance, shall be accompanied by a fee of ten pounds.

Damage to Property of the Administration.

92. Any person who wilfully interferes with or damages any buildings, works or property of the Administration, including trees, boreholes, wells and improvements situate in, under or over any public road or outspan, is guilty of an offence, and liable to a fine of fifty pounds or in default of payment, imprisonment with or without compulsory labour for a period not exceeding three months.

Connection of Private Roads with Public Roads.

93. Wherever an owner desires access to or desires to connect his private road with a public road, he shall make application for such connection to the regional officer who may approve the said application subject to such conditions as he may deem fit to impose.

Removal of Fences.

94. (1) The Director may, if he deem it necessary, remove any fence which has been erected along a public road at a distance of less than 40 Cape feet from the centre line of the roadway on district roads and at a distance of less than 60 Cape feet from the centre line of the roadway on main roads, and re-erect such fence at the prescribed distance from such centre line, and the cost of such removal and re-erection shall be paid from Provincial funds.

(2) No person shall erect a fence along a public road without the prior approval of the Director who, in giving such approval, shall indicate the boundary of the road reserve and specify the position within such road reserve in which such fence shall be erected.

Gelde betaal te word.

91. (1) Iedere aansoek deur die voorsitter gedoen ingevolge die bepalings van subartikel (1) van artikel *agt-en-twintig* van die Ordonnansie, moet vergesel gaan van 'n geld van tien pond.

(2) Indien die Administrateur gelas dat die beswaarmaker aanspreeklik gehou word vir die koste van die kommissie aangestel ingevolge die bepalings van artikel *derig* van die Ordonnansie, word 'n bedrag van vyf pond deur die Administrateur op die beswaarmaker verhaal.

(3) 'n Aansoek ingevolge die bepalings van subartikel (1) van artikel *ses-en-vyftig* van die Ordonnansie, moet vergesel gaan van 'n geld van tien pond.

Beskadiging aan eiendom van die Administrasie.

92. Iedereen wat met opset geboue, werke of eiendom van die Administrasie, insluitende bome, boorgate, putte en verbeterings wat in, onder of op enige openbare pad of uitspanning geleë is, benadeel of beskadig, is skuldig aan 'n misdryf en is strafbaar met 'n boete van vyftig pond of, by wanbetaling, met gevangenisstraf met of sonder dwangarbeid vir 'n tydperk van hoogstens drie maande.

Verbinding van privaatpaaie met openbare paaie.

93. Wanneer 'n eienaar toegang tot 'n openbare pad verlang of sy privaatpad met 'n openbare pad wil verbind, moet hy by die streeksbeampte aansoek doen om sodanige verbinding en laasgenoemde kan die genoemde aansoek goedkeur behoudens sodanige voorwaardes as wat hy nodig ag om op te lê.

Verwydering van heinings.

94. (1) Die Direkteur kan, indien hy dit nodig ag, enige heining verwyder wat langs 'n openbare pad opgerig is op 'n afstand van minder as 40 Kaapse voet van die middellyn van die pad af, op distrikspaaie, en op 'n afstand van minder as 60 Kaapse voet van die middellyn van die pad af, op grootpaaie, en weer sodanige heining op die voorgeskrewe afstand van sodanige middellyn af oprig en die koste van sodanige verwydering en heroprigting word uit provinsiale fondse bestry.

(2) Niemand mag 'n heining langs 'n openbare pad oprig nie sonder die voorafverkreë goedkeuring van die Direkteur wat, wanneer hy sodanige goedkeuring gee, die grens van die padreserwe moet aandui asook die plek binne sodanige padreserwe waarop sodanige heining opgerig moet word.

(3) If a person erects a fence along a public road in contravention of sub-paragraph (2), the Director may after notice to such person remove and re-erect such fence in the proper position: Provided that the Administrator shall not be liable for any damage caused to property of the person so responsible in the course of such removal, and such removal shall be at the expense of such person unless the Administrator otherwise decides.

(4) No fence, or portion of a fence along a public road, to which the Administrator or National Transport Commission has contributed shall be removed without the consent of the Director.

(5) In this section "erect" shall include the re-erection of a fence or the entire replacement of the material of a fence.

(3) Indien 'n persoon 'n heining langs 'n openbare pad oprig strydig met die bepalings van subparagraaf (2), kan die Direkteur, na kennisgewing aan sodanige persoon, sodanige heining verwyder en weer op die regte plek oprig; met dien verstande dat die Administrateur nie aanspreeklik is nie vir enige skade wat aangerig word aan die eiendom van die persoon wat aldus verantwoordelik is in die loop van sodanige verwydering en sodanige verwydering geskied op koste van sodanige persoon tensy die Administrateur andersins besluit.

(4) Geen heining of gedeelte van 'n heining langs 'n openbare pad waartoe die Administrateur of die Nasionale Vervoerkommissie bygedra het, mag sonder die toestemming van die Direkteur verwyder word nie.

(5) In hierdie artikel sluit „oprig” ook die heroprigting van 'n heining in of die algehele vervanging van die materiaal van 'n heining.

SCHEDULE A.

ROADS DEPARTMENT.
ENGAGEMENT FORM FOR ROAD WORKER.

Name in full _____
 Date of birth _____ Place of birth _____
 Name and address of next-of-kin _____
 Married or single or widower _____
 If married, number and ages of children _____
 Nationality _____ Trade _____
 Standard of education _____
 Experience:—

(a) Government Service:—

Department.	Position Held.	Period (Give Dates).	Wages.	Whether Contributions were made to Government Employees' Provident Fund.	Reasons for Leaving.

(b) Other Employment:—

Name of Employer.	Nature of Employment.	Period (Give Dates).	Reasons for Leaving.

CONTRACT OF SERVICE.

Entered into between the Transvaal Provincial Administration herein represented by _____ in his capacity as _____ of the one part and _____ hereinafter called the employee of the other part.

The Administration shall undertake to employ the employee with effect from _____ in the capacity of _____ or in such other capacity as the Administration may decide on conditions of service as prescribed which will be regarded as incorporated in this agreement.

The salary to be paid to the employee during the currency of this agreement shall be at the rate of £ _____ on the scale £ _____ or at such other rate as may be payable to the employee from time to time in accordance with the prescribed provisions.

I, the employee, hereby certify that I have not been convicted of a criminal offence or dismissed or compelled to resign from any employment.

Thus done and confirmed by the signatures of the parties on this the _____ day of _____ 19____.

As Witnesses.

- 1. _____
- 2. _____

Signature of Representative of the Administration.

As Witnesses.

- 1. _____
- 2. _____

Signature of Employee.

RECOMMENDED.

Date _____

Signature and Rank of Officer-in-Charge.

Date _____

Regional Officer.

APPROVED.

Date _____

for Director, Transvaal Roads Department.

PAAIE DEPARTEMENT.

BYLAE A.

VORM VIR INDIENSNEMING VAN PADWERKER.

Volle naam _____

Datum van geboorte _____ Geboorteplek _____

Naam en adres van naaste bloedverwant _____

Getroud of ongetroud of wewenaar _____

Indien getroud, getal en ouderdom van kinders _____

Nationaliteit _____ Ambag _____

Stander van geleerdheid _____

Ondervinding—

(a) Goewermentsdiens—

Departement.	Pos beklee.	Tydperk (noem datums).	Loon.	Or bydrae tot Regeringswerknemersondersteuningsfonds gemaak was.	Oorsaak van uitdiens-treding.

(b) Ander betrekings—

Naam van werkgower.	Aard van werk.	Tydperk (noem datums).	Oorsaak van uitdiens-treding.

DIENSKONTRAK.

Aangegaan tussen die Transvaalse Provinsiale Administrasie, hierin verteenwoordig deur _____

aan die eenkant en _____ in sy hoedanigheid van _____ hierna genoem die werknemer aan die anderkant.

Die Administrasie onderneem om die werknemer vanaf _____ in diens te neem in die hoedanigheid van _____ of in sodanige ander hoedanigheid as wat die Administrasie mag bepaal, op die diensvoorwaardes soos voorgeskryf wat beskou word as in hierdie ooreenkoms geïnkorporeer te wees.

Die salaris wat aan die werknemer tydens die duur van hierdie ooreenkoms betaal word, is teen die koers van £ _____ volgens die skaal £ _____ of teen sodanige ander tarief as wat daar volgens voorskrifte aan die werknemer van tyd tot tyd betaalbaar mag wees.

Ek, die werknemer, verklaar hierby dat ek nie skuldig bevind is aan 'n misdad of ontslaan was uit enige werk of verplig was om te bedank nie.

Aldus gedaan en bekragtig deur die handtekening van die partye op hede die _____ dag van _____ 19 _____

As getuie.

1. _____

2. _____

As getuie.

1. _____

2. _____

Handtekening van verteenwoordiger van die Administrasie.

Handtekening van werknemer.

Aanbeveel.

Datum _____

Handtekening en ampstittel van amptenaar-in-bevel.

Datum _____

Streekbeampte.

Goedgekeur.

Datum _____

vir Direkteur Transvaalse Paaiedepartement.

MEDICAL CERTIFICATE.

DECLARATION.

Candidate's name in full _____
 Address _____

I, the undersigned, declare that I have read paragraph 5 of the following Medical Report form and that I have not to my knowledge suffered from any of the diseases, except the following [here the applicant should name any disease or diseases from which he (or she) may have suffered at any time]:—

Date _____ 19____
 Place _____ Signature of Applicant. _____

MEDICAL REPORT.

CONFIDENTIAL.

Medical Report on Mr. _____

1. (a) Age and other particulars:—

Age.	Height. ft. ins.	Weight. lb.	Measurement of Chest.	Range of Expansion.
			(a) On normal inspiration _____ in.	
			(b) on forced inspiration. _____ in.	

(b) Is there any departure from the normal? Is so, describe in detail _____

2. Respiratory System:—

(a) State whether chest well developed _____

(b) State whether any evidence of old or commencing disease _____

3. Circulatory System:—

Are the impulses and sounds of the heart natural and the organ, and also the arteries, normal in every respect? _____

4. Genito-Urinary System:—

(a) State whether there is any disease or abnormality of the kidneys, bladder, or other part of the genito-urinary system _____

(b) Is albumen, sugar, pus, blood, or other abnormal constituent present in the urine? _____

5. Is the applicant suffering from any of the following complaints: Rheumatism, malaria, new growths, tubercle (of any part), syphilis, epilepsy, paralysis, convulsions, asthma, spitting of blood, hernia, haemorrhoids, varicocele, or flatfoot? (Where possible, describe nature and/or extent of complaint.) _____

6. Is the applicant maimed, deformed, or physically defective or disfigured in any way? _____

7. Has the applicant any defect of:—

(a) Hearing? _____

(b) Sight? _____

(State nature of defects and whether defects have been corrected.)

8. From your examination and observations do you consider that the applicant is in good health and free from any physical or mental defect, disease, or infirmity which would be likely to interfere with the proper performance of duty as a Road Worker, Motor Vehicle Driver, Plant Operator, Blacksmith, Mechanic or which would make him more than normally liable to accident or injury in the course of carrying out his duties, or necessitate retirement before the age of 60 years.

(Answer "Yes" or "No".)

If your answer to question 8 be "No", state fully the reasons for your opinion _____

Date _____ 19____
 Place _____ Name and qualification of Medical Practitioner. _____

GENEESKUNDIGE SERTIFIKAAT.

BYLAE B.

VERKLARING.

Naam van kandidaat voluit _____
 Adres _____

Ek, die ondergetekende, verklaar dat ek paragraaf 5 van onderstaande Geneeskundige Verslag gelees het en dat ek, vir so ver ek weet, nie aan enige van die siektes daarin gespesifiseer, en ook nie aan enige ander siektes gely het nie, uitgesonderd die volgende: (hier moet die applikant enige siekte of siektes waaraan hy op enige tydstip gely het, opnoem.)

Datum _____ 19____
 Plek _____ Handtekening van applikant. _____

GENEESKUNDIGE VERSLAG.

VERTROULIK.

Geneeskundige Verslag oor mnr. _____

1. (a) Ouderdom en ander besonderhede:—

Ouderdom.	Lengte. vt. dm.	Gewig. lb.	Borsmaat.	Uitsettingsyfer.
			(a) By normale inaseming. _____ dm.	
			(b) By geforseerde inaseming. _____ dm.	

(b) Is dit normaal? Indien nie, beskryf uitvoerig _____

2. Asemhalingsorgane:—

(a) Is die borskas goed ontwikkel* _____

(b) Is daar tekens van n reeds bestaande of ontwikkelende siektetoestand? _____

3. Bloedsomloop:—

Is die klop en geluide van die hart natuurlik en is die orgaan, asook die slagare, in alle opsigte normaal? _____

4. Genito-urinêre Organe:—

(a) Is daar enige siektetoestand of abnormaliteit van die niere, blaas of ander deel van die genito-urinêre orgaan? _____

(b) Is daar albumen, suiker, etter, bloed of ander abnormale bestanddele in die urine? _____

5. Ly die applikant aan enigeen van die volgende kwale: Rumatiek, malaria, nuwe gewasse, tuberkel (van enige liggaamsdeel), sifilis, epilepsie verlamming, stuiptrekkings, asma, bloedspuwing, breuk, aambeie, sakaarbreuk of platvoete? (Indien moontlik, beskryf aard en/of omvang van kwaal). _____

6. Is die applikant op enige wyse vermink, of liggaamlik gebrekkig of mismaak? _____

7. Het die applikant enige gebrek aan:—

(a) Sy gehoor? _____

(b) Sy gesig? _____

(Omskryf aard van gebreke en/of gebreke verhelp is). _____

8. Is u, na aanleiding van u ondersoek en waarnemings, van mening dat die applikant in goeie gesondheid verkeer en vry is van enige liggaamlike of verstandelike gebrek, siekte, of swakheid wat hom sou kon hinder in die behoorlike vervulling van sy pligte as Padwerker, Motorvoertuigdrywer, Werktuig-operateur, Grofsmid, Werktuigkundige of wat ho meer as gewoonlik kan blootstel aan ongelukke of beserings by die vervulling van sy pligte, of dit nodig mag maak dat hy voor die ouderdom van 60 jaar aftree. _____

(Antwoord „Ja ” of „Nee ”.) _____

Indien u antwoord op vraag 8 „Nee ” is, gee uitvoerige redes vir u opinie. _____

Datum _____ 19 _____

Plek _____ 19 _____

Naam van kwalifikasies van Praktiserende geneesheer. _____

APPLICATION FOR LEAVE.

SCHEDULE C.

- (1) Full name of applicant _____
- (2) Office _____ (3) Rank _____
- (4) Date of appointment _____ (5) Salary/wage _____
- (6) Leave applied for:—
- (a) Vacation:— No. of days _____ From _____ to _____
- (b) Sick:— No. of days _____ From _____ to _____
- (c) Special:— No. of days _____ From _____ to _____
- (7) Conditions as to pay _____
- (8) Address during leave _____
- (9) Substitute arrangements _____

Signature of applicant (when obtainable) _____

Date _____

Place _____

REMARKS.

To _____ (Head.)	Leave approved.
Forwarded and recommended.	_____
_____	_____
Official designation.	Official designation.
Date _____ Place _____	Date _____
Noted in Leave Register.	
Date _____	Clerk in charge of leave register.

AANSOEK OM VERLOF.

BYLAE C.

(1) Naam van applikant, voluit _____

(2) Kantoor _____ (3) Rang _____

(4) Datum van aanstelling _____ (5) Salaris/loon _____

(6) Verlof aangevra:— (a) Vakansie:— Getal dae _____ Van _____ tot _____

(b) Siekte:— Getal dae _____ Van _____ tot _____

(c) Spesiale:— Getal dae _____ Van _____ tot _____

(7) Voorwaardes betreffende besoldiging _____

(8) Adres gedurende verloftyd _____

(9) Aflosreëlings _____

Handtekening van applikant (wanneer verkrygbaar).

Datum _____ Plek _____

OPMERKINGS.

AAN _____
(Hoof.)

Aangestuurd en aanbeveel. _____

Ampstitel. _____

Datum _____ Plek _____

In Verlofregister aangeteken.

Verlof goedgekeur.

Ampstitel. _____

Datum _____

Verlofregisterklerk.

Datum _____

MEDICAL CERTIFICATE.

SCHEDULE D.

- (a) Name and qualification of medical practitioner.
- (b) Name and office of applicant.
- (c) Period.
- (d) The nature of the illness, disease or injury to be stated as far as possible in non-technical terms with concise particulars as to history, symptoms and severity and ascertainable cause.

I, (a) _____
residing at _____
hereby certify that (b) _____
has been under my medical treatment from (c) _____
19____, to _____ 19____, that he/she is suffering from (d) _____

I further certify that he/she is in consequence unable to perform his/her official duties and I consider it essential for the recovery of his/her health that he/she should have leave from the (c) _____
to the _____
for the purpose of _____

Date _____ Medical Practitioner or Dentist.

GENEESKUNDIGE SERTIFIKAAT.

(a) Naam en kwalifikasies van geneeskundige praktisyn.

(b) Naam en kantoor van aanvrer.

(c) Tydperk.

(d) Vermeld sover moontlik in nie-tegniese be-
woording die aard van die ongesteldheid,
siekte of letsel met byvoeging van beknopte
besonderhede oor die verloop, kentekens,
hewigheid en, sover bepaal kan word, oor-
saak daarvan.

Ek, (a) _____

woonagtig te _____

verklaar hierby dat (b) _____

deur my geneeskundig behandel is vanaf (c) _____

19____, tot _____ 19____, en dat hy/sy ly aan (d)

Verder sertifiseer ek dat hy/sy gevolglik nie in staat is om sy/haar ampspligte waar
te neem nie, en ek ag dit vir sy/haar herstel nodig dat aan hom/haar verlof toegestaan

word vanaf (c) _____

tot _____

ten einde _____

Datum _____

Geneesheer of tandarts.