

EXTRAORDINARY



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PRETORIA, 17 MAY 1968.
17 MEI

[No. 2079.

GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. R. 907. 17 May 1968.
APPRENTICESHIP ACT, 1944, AS AMENDED.

WITWATERSRAND HAIRDRESSING INDUSTRY APPRENTICESHIP COMMITTEE.

The following Government Notices are hereby
republished for general information:—

“No. 1099.] [3 July 1931.

WITWATERSRAND HAIRDRESSING INDUSTRY APPRENTICESHIP COMMITTEE.

Under the powers vested in him by section *eleven* of the
Apprenticeship Act (Act No. 26 of 1922, as amended by
Act No. 22 of 1930), the Minister of Labour is hereby
pleased to appoint an Apprenticeship Committee with
jurisdiction over the Hairdressing Industry in the
Magisterial Districts of Krugersdorp, Johannesburg,
Germiston, Boksburg, Benoni, Brakpan and Springs.

The following persons have been appointed members
and alternate members for the period 3 July 1931, to 2
July 1934:—

Chairman: A. Friedlander.

Employers.

Members:

V. Burton.
A. V. Bridgman.
W. Sheinbaum.
M. G. Hofman.

Alternates:

J. Kuhn.
J. Dunbar.
J. Distiller.
R. Borstel.

Employees.

Members:

N. R. Vineer.
E. Gottlicher.
A. G. Davis.
E. Schleisher.

Alternates:

F. Wagner.
A. Kranepohl.
P. Koblitiz.
A. Apple.

GOEWERMENTSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. R. 907. 17 Mei 1968.
WET OP VAKLEERLINGE, 1944, SOOS GEWYSIG.

VAKLEERLINGSKAPKOMITEE VIR DIE HAAR- KAPPERSBEDRYF, WITWATERSRAND.

Die volgende Goewermentskennisgewings word vir alge-
mene inligting herpubliseer:—

“No. 1099.] [3 Julie 1931.

VAKLEERLINGSKAPKOMITEE VIR DIE HAAR- KAPPERSBEDRYF, WITWATERSRAND.

Kragtens die bevoegdhede hom verleen in artikel *elf* van
die Vakleerlingewet (Wet No. 26 van 1922, soos gewysig
deur Wet No. 22 van 1930), behaag dit die Minister van
Arbeid om hierby 'n Vakleerlingskapkomitee aan te stel
met jurisdiksie oor die Haarkappersbedryf in die magi-
straatsdistrikte Krugersdorp, Johannesburg, Germiston,
Boksburg, Benoni, Brakpan en Springs.

Die onderstaande persone is aangestel as lede en plaas-
vervangende lede vir die termyn 3 Julie 1931 tot 2 Julie
1934:—

Voorsitter: A. Friedlander.

Werkgewers.

Lede:

V. Burton.
A. V. Bridgman.
W. Sheinbaum.
M. G. Hofman.

Plaasvervangende lede:

J. Kuhn.
J. Dunbar.
J. Distiller.
R. Borstel.

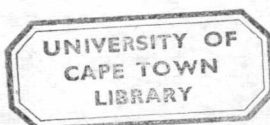
Werknemers.

Lede:

N. R. Vineer.
E. Gottlicher.
A. G. Davis.
E. Schleisher.

Plaasvervangende lede:

F. Wagner.
A. Kranepohl.
P. Koblitiz.
A. Apple.



No. 762.] [10 May 1940.

APPRENTICESHIP ACT, 1922, AS AMENDED.

WITWATERSRAND HAIRDRESSING INDUSTRY
APPRENTICESHIP COMMITTEE.

EXTENSION OF AREA OF JURISDICTION.

I, Walter Bayley Madeley, Minister of Labour, acting in pursuance of and subject to the provisions of section eleven of the Apprenticeship Act, 1922, as amended, hereby, with effect from the date of this notice, establish for the Municipal Area of Vereeniging the Apprenticeship Committee, which by Government Notice No. 1099 of the 3rd July 1931, was established for the Magisterial Districts of Krugersdorp, Johannesburg, Germiston, Boksburg, Benoni, Brakpan and Springs, to advise me in accordance with the said Act, as amended, on all matters connected with the conditions governing apprenticeship in the Hairdressing Industry in the said area.

WALTER B. MADELEY,
Minister of Labour."

No. R. 909. 17 May 1968.

APPRENTICESHIP ACT, 1944, AS AMENDED.

WITWATERSRAND HAIRDRESSING INDUSTRY
APPRENTICESHIP COMMITTEE.PROPOSED WITHDRAWAL AND PRESCRIPTION
OF CONDITIONS OF APPRENTICESHIP.

I, Marais Viljoen, Minister of Labour, acting in terms of section 16 of the Apprenticeship Act, 1944, as amended, propose to—

(i) withdraw Government Notices No. 1812 of 13 November 1931, No. 1388 of 30 August 1940, No. 1666 of 18 October 1940, No. 1285 of 3 July 1942, No. 950 of 3 May 1946, No. 2721 of 26 October 1951, No. 1237 of 7 August 1959, No. 201 of 10 February 1961 (in so far as it relates to the Witwatersrand Hairdressing Industry Apprenticeship Committee) and No. R. 2088 of 31 December 1965;

(ii) designate for the Industry and area for which the Witwatersrand Hairdressing Industry Apprenticeship Committee was established by Government Notices No. 1099 of 3 July 1931 and No. 762 of 10 May 1940, the undermentioned trades as trades in respect of which the Act shall apply:—

Trades.

Gentlemen's Hairdressing;
Ladies' Hairdressing;

(iii) prescribe the conditions set out hereunder as conditions of apprenticeship in respect of the trades specified in paragraph (ii) in the Industry and area for which the said Committee was established; and

(iv) determine that clauses 3, 4, 5, 6 and 7 of the conditions set out hereunder shall from the date of prescription thereof also apply to apprentices who are indentured in any trade which is or was a designated trade in the Industry and area for which the said Committee was established.

No. 762.] [10 Mei 1940.

VAKLEERLINGEN WET, 1922, SOOS GEWYSIG.

KOMITEE VIR VAKLEERLINGE IN DIE HAAR-
KAPPERSBEDRYF, WITWATERSRAND.

UITBREIDING VAN REGSGEBIED.

Ek, Walter Bayley Madeley, Minister van Arbeid, handelende ooreenkomstig en volgens die bepalings van artikel elf van die Vakleerlingen Wet, 1922, soos gewysig, stel hierby, vanaf die datum van hierdie kennisgewing, vir die munisipale gebied Vereeniging, die Komitee vir Vakleerlinge in wat by Goewermmentskennisgewing No. 1099 van 3 Julie 1931, vir die magistraatsdistrikte Krugersdorp, Johannesburg, Germiston, Boksburg, Benoni, Brakpan en Springs ingestel is, om my in te lig in ooreenstemming met genoemde Wet, soos gewysig, oor alle aanleenthede in verband met vakleerlingskapvoorwaardes in die Haarkappersbedryf in genoemde gebied.

WALTER B. MADELEY,
Minister van Arbeid."

No. R. 909. 17 Mei 1968.

WET OP VAKLEERLINGE, 1944, SOOS GEWYSIG.

VAKLEERLINGSKAPKOMITEE VIR DIE HAAR-
KAPPERSBEDRYF, WITWATERSRAND.VOORGENOME INTREKKING EN VOORSKRY-
WING VAN LEERVOORWAARDES.

Ek, Marais Viljoen, Minister van Arbeid, handelende kragtens artikel 16 van die Wet op Vakleerlinge, 1944, soos gewysig, is voornemens om—

(i) Goewermmentskennisgewings No. 182 van 13 November 1931, No. 1388 van 30 Augustus 1940, No. 1666 van 18 Oktober 1940, No. 1285 van 3 Julie 1942, No. 950 van 3 Mei 1946, No. 2721 van 26 Oktober 1951, No. 1237 van 7 Augustus 1959, No. 201 van 10 Februarie 1961 (vir sover dit betrekking het op die Vakleerlingskapkomitee vir die Haarkappersbedryf, Witwatersrand) en No. R. 2088 van 31 Desember 1965 in te trek;

(ii) ondergemelde ambagte as ambagte ten opsigte waarvan die Wet van toepassing is, aan te wys vir die bedryf en gebied waarvoor die Vakleerlingskapkomitee vir die Haarkappersbedryf, Witwatersrand, ingestel is by Goewermmentskennisgewings No. 1099 van 3 Julie 1931 en No. 762 van 10 Mei 1940:—

Ambagte.

Dameshaarkappery;
Manshaarkappery;

(iii) die voorwaardes hieronder gemeld, as leervoordes ten opsigte van die ambagte gemeld in paragraaf (ii) hiervan, voor te skryf in die bedryf en gebied waarvoor gemelde Komitee ingestel is; en

(iv) te bepaal dat klousules 3, 4, 5, 6 en 7 van die leervoordes hieronder gemeld, vanaf die datum van voorskrywing daarvan ook van toepassing is op vakleerlinge wat in diens is in 'n ambag wat 'n aangewese ambag is of was in die bedryf en gebied waarvoor gemelde Komitee ingestel is.

CONDITIONS.

1. QUALIFICATIONS FOR COMMENCING APPRENTICESHIP.

The minimum age and educational qualifications for commencing apprenticeship shall be 16 years and Standard VII or a statement of attainment issued by or on behalf of the school attended by the prospective apprentice reflecting a pass at Standard VII level in the subjects Afrikaans, English, Arithmetic or General Mathematics and at least 1 other subject.

2. PERIOD OF APPRENTICESHIP.

The period of apprenticeship shall be 4 years in both designated trades.

3. RATES OF WAGES.

(a) An employer shall pay an apprentice in the trade "Ladies' Hairdressing" weekly a wage which is not less than that calculated on the following percentages of the highest wage payable to a hairdresser (qualified) in terms of the Industrial Council Agreement for the Hairdressing Trade, Witwatersrand:—

(i) *A Female Apprentice.*

First year: 30 per cent;
Second year: 37½ per cent;
Third year: 47½ per cent;
Fourth year: 65 per cent;

of the highest wage prescribed for a female hairdresser (qualified) in the Ladies' Trade.

(ii) *A Male Apprentice.*

First year: 30 per cent;
Second year: 35 per cent;
Third year: 40 per cent;
Fourth year: 50 per cent;

of the highest wage prescribed for a male hairdresser (qualified) in the Ladies' Trade.

(b) An employer shall pay an apprentice in the trade "Gentlemen's Hairdressing" weekly a wage which is not less than that calculated on the following percentages of the highest wage payable to a hairdresser (qualified) in the Men's Trade in terms of the Industrial Council Agreement for the Hairdressing Trade, Witwatersrand:—

First year: 30 per cent.
Second year: 35 per cent.
Third year: 45 per cent.
Fourth year: 60 per cent.

(c) If the agreement referred to in subclauses (a) and (b) has lapsed the wage payable to an apprentice shall be calculated on the highest wage which was payable in terms of the lapsed agreement to a hairdresser (qualified) in the Ladies' Trade or the Men's Trade, as the case may be.

(d) For the purpose of this clause "wage" includes any cost of living allowance payable in terms of War Measure No. 43 of 1942, as amended, or under the aforesaid agreement.

(e) (i) An employer shall supplement the wage prescribed in this clause in respect of every apprentice who is in possession of or attains any of the educational

VOORWAARDES.

1. KWALIFIKASIES VIR BEGIN VAN VAKLEERLINGSKAP.

Die minimum leeftyd en opvoedkundige kwalifikasies vir die begin van vakleerlingskap is 16 jaar en standerd VII of 'n verklaring van prestasie uitgereik deur of namens die skool wat deur die voornemende vakleerling besoek is waarin verklaar word dat hy op die standerd VII peil geslaag het in die vakke Afrikaans, Engels, Rekenkunde of Algemene Wiskunde en minstens 1 ander vak.

2. LEERTYD.

Die leertyd is 4 jaar in beide aangewese ambagte.

3. LONE.

(a) 'n Werkgewer moet 'n vakleerling in die ambag „Dameshaarkappery" weekliks minstens 'n besoldiging betaal wat bereken is teen ondergenoemde persentasies van die hoogste loon wat aan 'n haarkapper (gekwalfiseer) betaalbaar is ingevolge die Nywerheidsraadooreenkoms vir die Haarkappersbedryf, Witwatersrand, soos volg:—

(i) *'n Vroulike vakleerling.*

Eerste jaar: 30 persent;
Tweede jaar: 37½ persent;
Derde jaar: 47½ persent;
Vierde jaar: 65 persent;

van die hoogste loon wat vir 'n haarkapper (gekwalfiseer) vroulik, in die Damesbedryf voorgeskryf is.

(ii) *'n Manlike vakleerling.*

Eerste jaar: 30 persent;
Tweede jaar: 35 persent;
Derde jaar: 40 persent;
Vierde jaar: 50 persent;

van die hoogste loon wat vir 'n haarkapper (gekwalfiseer), manlik, in die Damesbedryf voorgeskryf is.

(b) 'n Werkgewer moet 'n vakleerling in die ambag „Manshaarkappery" weekliks minstens 'n besoldiging betaal wat bereken is teen ondergenoemde persentasies van die hoogste loon wat aan 'n haarkapper (gekwalfiseer) in die Mansbedryf betaalbaar is ingevolge die Nywerheidsraadooreenkoms vir die Haarkappersbedryf, Witwatersrand:—

Eerste jaar: 30 persent.
Tweede jaar: 35 persent.
Derde jaar: 45 persent.
Vierde jaar: 60 persent.

(c) Indien die ooreenkoms in subklousules (a) en (b) gemeld, verstryk het, moet die besoldiging betaalbaar aan 'n vakleerling bereken word op die hoogste besoldiging wat ingevolge die verstreke ooreenkoms betaalbaar was aan 'n haarkapper (gekwalfiseer) in die Dames- of Mansbedryf, na gelang van die geval.

(d) By die toepassing van hierdie klousule omvat besoldiging ook enige lewenskostetoelae betaalbaar ingevolge Oorlogsmaatreël No. 43 van 1942, soos gewysig, of kragtens voornoemde ooreenkoms.

(e) (i) 'n Werkgewer moet die loon voorgeskryf in hierdie klousule, ten opsigte van elke vakleerling wat in besit is van of wat enige van die opvoedkundige kwalifikasies

qualifications scheduled in clause 6 (b) or who possesses or attains the National Diploma, by an amount not less than that indicated hereunder:—

Group I	R0.50 per week.
Group II	R1.00 per week.
Group III	R1.50 per week.
Group IV	R2.00 per week.
Group V	R2.50 per week.
National Diploma	R4.00 per week.

(ii) Any amount to which an apprentice is entitled in terms of paragraph (i) shall, where the relevant certificate is attained during his apprenticeship, be payable as from the date of issue thereof.

(f) If an employer and a prospective major apprentice agree, before entering into a contract of apprenticeship, that remuneration shall be paid at rates higher than those prescribed in this clause, such higher rates of remuneration shall be recorded in the contract and shall be paid to the apprentice.

4. TECHNICAL STUDIES.

(a) An apprentice who is not already in possession of the certificate or the alternative qualification prescribed in subclause (b) of this clause, in subjects related to the trade in which he is indentured, shall attend technical classes relevant to such trade and in accordance with the syllabuses prescribed by the Department of Higher Education for the National Technical Certificates, Parts I and II, (Trade Theory only) and conducted by the nearest technical institution maintained wholly or partly from public funds: Provided that where facilities for class attendance in any course or part thereof do not exist within 12 miles of the apprentice's working place he may in lieu of attendance take a correspondence course conducted by the Witwatersrand Technical College for the said course or part thereof.

(b) An apprentice shall attend technical classes or take correspondence courses until he attains a pass in the Trade Theory relevant to his trade at National Technical Certificate, Part II, level.

(c) Attendance at technical classes shall take place during the ordinary working hours for not less than 2 hours per week.

(d) An apprentice taking a correspondence course in terms of subclauses (a) and (b) shall, where the Registrar of Apprenticeship has determined a place for the study of such a correspondence course, study at such place and the provisions of subclause (c) shall *mutatis mutandis* apply to such apprentice.

(e) Any apprentice who because of absence on military training in terms of the Defence Act, 1957, as amended, is unable to attend technical classes or follow a correspondence course for at least half an academic year, shall not be required to pursue his studies during such year.

5. PAYMENT OF CLASS OR COURSE AND EXAMINATION FEES.

(a) An employer shall advance to the technical institution concerned the class or course and examination fees payable by an apprentice who is required to attend any classes or follow correspondence courses or enter for any examination, and may deduct the amount so advanced from the wages of the apprentice in equal weekly

in die lys onder klousule 6 (b) gemeld, verwerf, of wat die Nasionale Diploma besit of verwerf, aanvul met minstens die bedrag hieronder genoem:—

Groep I	R0.50 per week.
Groep II	R1.00 per week.
Groep III	R1.50 per week.
Groep IV	R2.00 per week.
Groep V	R2.50 per week.
Nasionale Diploma	R4.00 per week.

(ii) Enige bedrag waarop 'n vakleerling ingevolge paragraaf (i) geregtig is, moet, waar die betrokke sertifikaat gedurende sy leertyd verwerf is, betaal word vanaf die datum van uitreiking daarvan.

(f) Indien 'n werkgewer en 'n voornemende meerderjarige vakleerling, voordat hulle 'n vakleerlingskapkontrak aangaan, ooreenkom dat 'n hoër besoldiging betaal moet word as dié wat in hierdie klousule voorgeskryf word, moet sodanige hoër besoldiging in die kontrak gemeld en aan die vakleerling betaal word.

4. TEGNIESE STUDIES.

(a) 'n Vakleerling wat nie alreeds ten opsigte van vakke wat betrekking het op die ambag waarvoor hy ingeboek is, in besit is van die sertifikaat of die alternatiewe kwalifikasie wat in subklousule (b) van hierdie klousule voorgeskryf word nie, moet tegniese klasse bywoon wat met sodanige ambag in verband staan en wat ooreenkom met die leergange wat deur die Departement van Hoër Onderwys voorgeskryf word vir die Nasionale Tegniese Sertifikaat, Deel I en Deel II, (slegs Ambagsteorie) en wat aangebied word by die naaste tegniese inrigting wat uitsluitlik of gedeeltelik uit openbare fondse in stand gehou word: Met dien verstande dat waar daar geen fasiliteite vir die bywoning van klasse in enige kursus of 'n gedeelte daarvan binne 12 myl van die vakleerling se werkplek beskikbaar is nie, hy in plaas van sodanige bywoning 'n korrespondensiekursus mag volg wat deur die Witwatersrandse Tegniese Kollege vir genoemde kursus of 'n gedeelte daarvan gegee word.

(b) 'n Vakleerling moet tegniese klasse bywoon of korrespondensiekursusse volg totdat hy in die ambagsteorie wat op sy ambag betrekking het geslaag het op die peil van Nasionale Tegniese Sertifikaat, Deel II.

(c) Klasbywoning geskied gedurende die gewone werksure vir nie minder nie as twee uur per week.

(d) 'n Vakleerling wat 'n korrespondensiekursus ooreenkomstig die bepalings van subklousules (a) en (b) volg, moet, waar die Registrateur van Vakleerlinge 'n studieplek vir sodanige korrespondensiekursus bepaal het, by sodanige plek studeer, en die bepalings van subklousule (c) is *mutatis mutandis* op sodanige vakleerling van toepassing.

(e) Van 'n vakleerling wat, as gevolg daarvan dat hy militêre opleiding ingevolge die Verdedigingswet, 1957, soos gewysig, moet ondergaan, vir minstens die helfte van 'n akademiese jaar nie daartoe in staat is om tegniese klasse by te woon of om 'n korrespondensiekursus te volg nie, word daar nie vereis dat hy sy studies gedurende sodanige jaar voortsit nie.

5. BETALING VAN KLAS- OF KURSUS- EN EKSAMENGELDE.

(a) 'n Werkgewer moet aan die betrokke tegniese inrigting die klas- of kursus- en eksamengelde voorskiet wat betaalbaar is deur 'n vakleerling van wie daar vereis word om klasse by te woon of korrespondensiekursusse te volg of vir 'n eksamen in te skryf, en mag die bedrag aldus voorgeskië van die loon van die vakleerling aftrek in gelyke

instalments not exceeding R1 during a period of 12 months from the date on which the advance was made: Provided that—

(i) if the apprentice produces a certificate from the institution concerned that he has obtained satisfactory marks for diligence and progress and, subject to authorised absences, attended at least 90 per cent of the possible number of classes, or in the case of a correspondence course satisfactorily completed at least 90 per cent of the full number of papers during that calendar year, the sum deducted in respect of class or course fees shall be refunded to the apprentice by the employer;

(ii) if an apprentice produces proof that he has passed in any examination subject the fee deducted from his remuneration in respect of such examination subject, shall be refunded to him by the employer.

6. TRADE TESTS.

(a) An apprentice shall undergo a trade test, conducted by the Departments of Labour and of Higher Education, as nearly as practicable at the end of his period of apprenticeship in the practice of the trade in which he is indentured.

(b) An apprentice who has attained educational qualifications scheduled hereunder or equivalents, may voluntarily undergo a qualifying trade test at a stage not earlier than that indicated in the Schedule. A further voluntary test or tests may be undertaken on a date or dates to be determined by the Departments of Labour and of Higher Education.

Educational qualifications attained prior to or during apprenticeship.	Test may be taken voluntarily.
GROUP I Std. IX or equivalent certificate with Mathematics as one subject of success.....	after 3½ years.
GROUP II (a) Matric or equivalent certificate with or without Mathematics as one subject of success..... (b) National Senior Certificate (non-technical) (Matric exemption) with or without Mathematics as one subject of success..... (c) Trade Theory pass at National Technical Certificate, Part II, level.....	after 3½ years.
GROUP III (a) National Trade School Certificate..... (b) National Junior Certificate (technical) with Workshop Practice as one subject of success (c) National Technical Certificate, Part II..... (d) National Intermediate certificate (Technology) without Workshop Practice as one subject of success..... (e) Witwatersrand Technical College School of Hairdressing—Fulltime course.....	after 3 years.
GROUP IV (a) National Technical Certificate, Part III.... (b) National Intermediate Certificate (Technology) with Workshop Practice as one subject of success..... (c) National Senior Certificate (Technology) without Workshop Practice as one subject of success	after 2½ years.
GROUP V National Senior Certificate (Technology) with Workshop Practice as one subject of success..	after 2 years.

weeklikse paaielemente van hoogstens R1 gedurende 'n tydperk van 12 maande vanaf die datum waarop die voor-skot gemaak is: Met dien verstande dat—

(i) indien die vakleerling 'n sertifikaat van die betrokke tegniese inrigting toon waarin verklaar word dat hy bevredigende punte vir ywer en vordering behaal het, en behoudens gemagtigde afwesigheid, minstens 90 persent van die moontlike getal klasse bygewoon het of, in die geval van 'n korrespondensiekursus, minstens 90 persent van die volle getal vraestelle gedurende daardie kalenderjaar bevredigend voltooi het, die bedrag wat ten opsigte van klas- of kursusgelde afgetrek is, deur die werkgever aan die vakleerling terugbetaal moet word;

(ii) indien 'n vakleerling bewys lewer dat hy in 'n eksamenvak geslaag het, die eksamengeld wat ten opsigte van sodanige eksamenvak van sy besoldiging afgetrek is, deur die werkgever aan hom terugbetaal moet word.

6. AMBAGSTOETSE.

(a) 'n Vakleerling moet so kort moontlik voor die einde van sy tydperk van vakleerlingskap 'n ambagstoets, wat deur die Departement van Arbeid en die Departement van Hoër Onderwys afgeneem word, aflê in die praktyk van die ambag waarvoor hy ingeboek is.

(b) 'n Vakleerling wat die onderwyskwalifikasies wat in onderstaande lys gemeld word of gelykwaardige kwalifikasies verwerf het, mag 'n kwalifiserende ambagstoets vrywillig ondergaan in 'n stadium wat nie vroeër mag wees nie as dié in die lys hieronder gemeld. 'n Verdere vrywillige toets of toetse mag onderneem word op 'n datum of datums wat deur die Departement van Arbeid en die Departement van Hoër Onderwys bepaal word.

Opvoedkundige kwalifikasies behaal voor of gedurende vakleerlingskap.	Toets mag vrywillig afgelê word.
GROEP I St. IX- of gelykwaardige sertifikaat met Wiskunde as een van die vakke waarin daar geslaag is....	na 3½ jaar.
GROEP II (a) Matrikulasie- of gelykwaardige sertifikaat met of sonder Wiskunde as een van die vakke waarin daar geslaag is..... (b) Nasionale Senior Sertifikaat (nie-tegnies) (Matrikulasievrystelling) met of sonder Wiskunde as een van die vakke waarin daar geslaag is..... (c) Ambagsteorie waarin daar op die peil van Nasionale Tegniese Sertifikaat, Deel II, geslaag is.....	na 3½ jaar.
GROEP III (a) Nasionale Ambagskoolsertifikaat..... (b) Nasionale Junior Sertifikaat (Tegnies) met Werkwinkelpraktyk as een van die vakke waarin daar geslaag is..... (c) Nasionale Tegniese Sertifikaat, Deel II.... (d) Nasionale Intermediêre Sertifikaat (Tegnologie) sonder Werkwinkelpraktyk as een van die vakke waarin daar geslaag is..... (e) Witwatersrandse Tegniese Kollege Haarkapperskool—volydse kursus.....	na 3 jaar.
GROEP IV (a) Nasionale Tegniese Sertifikaat, Deel III.... (b) Nasionale Intermediêre Sertifikaat (Tegnologie) met Werkwinkelpraktyk as een van die vakke waarin daar geslaag is..... (c) Nasionale Senior Sertifikaat (Tegnologie) sonder Werkwinkelpraktyk as een van die vakke waarin daar geslaag is.....	na 2½ jaar.
GROEP V Nasionale Senior Sertifikaat (Tegnologie) met Werkwinkelpraktyk as een van die vakke waarin daar geslaag is.....	na 2 jaar.

(c) A fee of R6 shall be payable by an apprentice in respect of the second or any subsequent trade test undertaken on a voluntary basis in terms of this clause.

(d) An apprentice undergoing a trade test in terms of this clause shall in respect of the period spent in connection with one voluntary trade test and the compulsory trade test be paid his ordinary remuneration by his employer in respect of such period of absence from work.

(e) A period of absence from work for the purpose of undergoing a trade test in terms of subclauses (a) and (b) of this clause shall not be deemed to be lost time.

7. COURSES OF TRAINING.

(a) An employer shall provide an apprentice with practical training in the trade in which he is indentured in accordance with the Schedule to this clause. An apprentice must as far as practicable work under the regular supervision of an artisan qualified to train him in the trade in which he is indentured.

Logbook symbols.	Practical training.
	TRADE: GENTLEMEN'S HAIRDRESSING. FIRST YEAR.
1.	<i>Deportment</i>
(a)	Movements (standing, walking, sitting, handling of tools).
(b)	The need for relaxation and suitable exercise.
(c)	Personal cleanliness (body, face, teeth, hands, etc.), prevention of obnoxious odours.
(d)	Personal appearance (hair, overalls, shoes, etc.), emphasising the necessity of attractive appearance and the advantage of a pleasing personality.
2.	<i>Approach to client</i>
(a)	Importance of correct reception: Address and clear speech and correct pronunciation; pitch control, variety of tone—in both official languages. Courtesy and civility, ensuring that client has all the comforts available in the salon at his disposal.
(b)	Proper handling of client during appointment; personal and special services; topics of conversation (avoid controversial subjects).
3.	<i>Sterilization and antiseptics—</i>
(a)	Methods of sterilization; physical agents; chemical agents; antiseptics and disinfectants.
(b)	Sterilizing brushes, combs and metallic instruments.
(c)	Safety precautions.
4.	<i>Brush and comb work—</i>
(a)	Correct use of brush and comb with consideration to comfort of clients; removing hair cuttings from head; dressing hair after haircutting.
(b)	Correct method of handling and manipulating comb in hair-cutting.
5.	<i>Lathering—</i>
(a)	How to prepare lather.
(b)	Beneficial purpose of lather.
(c)	Correct application of lather and massage with tips of fingers.
6.	<i>Hot compress application—</i>
(a)	Method of preparing compress; handling and application to client's face.
(b)	Knowledge of beneficial effect.
7.	<i>Shampooing—</i>
(a)	Use of finger tips only (nails of reasonable length).
(b)	In relaxing and comfortable manner for client.
(c)	Create stimulating effect on client's hair.
(d)	Water correct temperature (frequent testing).
(e)	Rinse out soapy residue.
(f)	Avoid splashing water on any part of body other than client's head.
(g)	Careful posture of apprentice in handling client.
(h)	Avoid wetting and damaging client's apparel.
(i)	Study scalp and use of correct shampoo.

(c) 'n Bedrag van R6 is deur 'n vakleerling betaalbaar ten opsigte van die tweede of enige daaropvolgende kwalifiserende ambagstoets wat op 'n vrywillige grondslag kragtens hierdie klousule onderneem word.

(d) 'n Vakleerling wat 'n ambagstoets ingevolge hierdie klousule ondergaan, moet ten opsigte van die tydperk wat bestee word in verband met een vrywillige ambagstoets en die verpligte ambagstoets, sy gewone besoldiging deur sy werkgever betaal word ten opsigte van sodanige tydperk van afwesigheid van werk.

(e) 'n Tydperk van afwesigheid van werk vir die doel om 'n ambagstoets ingevolge subklousule (a) en (b) van hierdie klousule te ondergaan, word nie geag verlore tyd te wees nie.

7. OPLEIDINGSKURSUSSE.

(a) 'n Werkgever moet 'n vakleerling die praktiese opleiding in die ambag waarvoor hy ingeboek is, gee volgens die Bylae van hierdie klousule. 'n Vakleerling moet, vir sover praktiese moontlik, werk onder die gereelde toesig van 'n ambagsman wat bevoeg is om hom op te lei in die ambag waarvoor hy ingeboek is.

Logboek-simbool.	Praktiese opleiding.
	AMBAG: DAMESHAARKAPPERY. EERSTE JAAR.
1.	<i>Houding—</i>
(a)	Bewegings (staan, loop, sit, hantering van gerei).
(b)	Die noodsaaklikheid van ontspanning en geskikte oefening.
(c)	Persoonlike netheid (liggaam, gesig, tande, hande ens. Voorkoming van onaangename reuke).
(d)	Persoonlike voorkoms (hare, grimering, oorpakke, skoene, kouse, ens.; klem op die noodsaaklikheid van aantreklike voorkoms en die voordele van 'n aangename persoonlikheid).
(e)	Bordwerk.
2.	<i>Salondiens—</i>
(a)	Belangrikheid van goeie taalgebruik, korrekte asemhaling, duidelike uitspraak, stembeheer en stembuiging, toon—in beide landstale.
(b)	Benadering en ontvangs van klant. (Hoflikheid—wellewendheid teenoor klant—verseker dat klant alle geriewe wat die salon bied tot haar beskikking het); behoorlike notering van afsprake—persoonlik en per telefoon. Werkverdeling: registerstelsel en eenvoudige boekhoumetodes.
(c)	Paslike optrede teenoor klant gedurende besoek (persoonlike en spesiale dienste; gesprekstemas; vermyding van omstrede onderwerpe in die loop van gesprekke).
3.	<i>Borsel en kam—</i>
(a)	Inagname van klant se gerief.
(b)	Ontspanne houding—vir haarbewerking en klant.
(c)	Vermidding van deurmekaarmaak van hare met die oog op stilering van hare.
4.	<i>Harewas—</i>
(a)	Gebruik van vingerpunte alleenlik. (Naels van redelike lengte).
(b)	Metode wat vir die klant die gemaklikste en mees onspannende is.
(c)	Stimulering van klant se hare.
(d)	Korrekte watertemperatuur (herhaaldelike toetsing).
(e)	Uitspoel van seepreste.
(f)	Om water so aan te wend dat slegs die kop natgemaak en die klant nie verder bespat word nie.
(g)	Paslike houding van vakleerling teenoor klant.
(h)	Om bespating en beskadiging van die klant se klere te vermy.
(i)	Bestudering van kopvel met die oog op gebruik van aangewese haarwasmiddel.
5.	<i>Skulpkrulle—</i>
(a)	Staannde tipe.
(b)	Leunende tipe.
(c)	Omkeertipe.
	<i>N.B.—</i> Stabiliseer met behulp van knippe of haarnaalde.

Logbook symbols	Practical training.	Logboek-simbool.	Praktiese opleiding.
8.	<i>Stropping of razors—</i> Correct method of holding razor and pressure to be applied in the use of hollow ground and solid type razors and knowledge of suitable types of strops.	6.	<i>Ander maniere om krulle te maak—</i> Warm tang. Rollers—verskillende tipes en groottes.
9.	<i>New strop treatment—</i> (a) Removing outer nap with dry pumice stone. (b) Use of lather on strop. (c) Oil treatment on strop. (d) Treatment of canvas strop, dry soap and lead methods.	7.	<i>Manikuurwerk—</i> (a) Bekend raak met noodsaaklike apparaat, materiale en hul gebruike. (b) Verwydering van ou naellak van naels.
10.	<i>Singeing—</i> (a) Beneficial effect. (b) Manipulation of tape and comb. (c) Control of flame and singeing of hair. (d) Removing singed ends.	8.	<i>Eenvoudige setwerk—</i> (a) Metodes om skulpkrulle so te plaas dat die beoogde resultaat verkry kan word, met die oog op die latere kap van die hare.
11.	<i>Frictions and their application—</i> (a) Knowledge of different types—dry and oily—and their effect. (b) Method of application with finger tips. (c) Consideration for comfort of client.	9.	<i>Salontoerusting—</i> (a) Algemene vertrouwdheid met preparate, chemikalieë en salontoerusting. (b) Basiese higiëne van apparaat. (c) Hantering en versorging van skeermesse en skêre.
12.	<i>Towel and electrical drying of hair—</i> (a) Correct use of towel. (b) Consideration for comfort of client. (c) Controlling heat of electric dryer. (d) Manipulation of comb or brush in conjunction with air stream.	10.	<i>Kleursoelmiddels—</i> (a) Basiese kennis van gebruiklike kleursoelmiddels. (b) Geen metaalhouers.
13.	<i>Elementary clipper work—</i> (a) Knowledge of clipper sizes; where and when they should be used. (b) Knowledge of parts of clipper; cleaning and adjusting hand and electric clippers.	11.	<i>Elementêre vaste golwing—</i> (a) Verdeling en basiese teorie van indraai en bewerking. (b) Neutralisering: (i) Inleiding. (ii) Praktiese aanwending van neutraliseermiddel. (iii) Kennis van belangrikheid en uitwerking van neutraliseermiddel. (iv) Korrekte tydberekening by neutraliseringsproses.
14.	<i>Elementary razor setting—</i> (a) Selection of hone and preparation; care of hone. (b) Manner of holding and stroking razor on hone. (c) Testing razor edge.	12.	<i>Pruike en halfpruik—</i> (a) Hantering van pruik en halfpruik.
15.	<i>Use of electric appliances—</i> (a) Knowledge of electric clippers, hair dryers and vibrators. (b) Safety precautions.	TWEDE JAAR.	
16.	<i>Scissor and comb manipulation—</i> (a) Knowledge of sizes of scissors. (b) Correct manipulation of comb and scissors in hair cutting. (c) Correct manipulation of comb and scissors in finger cutting.	13.	<i>Watergolwing—</i> (a) Gebruik van korrekte middels. (b) Korrekte maniere van golwing met vingers en kam. (c) Gemak van klant.
17.	<i>Shaving—</i> (a) Comfort and preparation of client. (b) Preparation of all implements necessary. (c) Preparation of lather; testing water temperature; application of lather; brush and finger tip methods. (d) Observance of slope and grain of beard and condition of skin; texture of hair. (e) Cleaning face; application of astringents and powder.	14.	<i>Aanwending van tint- en bleikpreparate—</i> (a) Aanwending onder toesig. (b) Streepsgewys. (c) Vooraftoetsing vir allergie. (d) Aanwending op getinte en nie-gekleurde hare. (e) Metodes om tintstof aan te wend, bv. met borsel of aanwender. (f) Elementêre beginsels van bleiking.
18.	<i>Types of massage—</i> (a) Knowledge of different types of face and scalp massage (hand and electrical methods); the beneficial effect on face, scalp and client. (b) Knowledge of necessary materials and their function.	15.	<i>Metodes van haarbehandeling—</i> (a) Inleiding. (b) Kennis van gebruiklike behandelingsmetodes. (c) Keuse van behandeling (bv. olie en moderne preparate) en die werking daarvan. (d) Metodes van aanwending (bv. vibrator, hand, moderne stoommetode).
19.	SECOND YEAR. <i>Use of tapering (thinning) scissors—</i> (a) Knowledge when thinning is necessary. (b) Correct method of thinning hair.	16.	<i>Manikuurwerk—</i> (a) Praktiese onderrig. (b) Behandeling van naelrieme. (c) Massering van hande, vingers en manipulasie van litte. (d) Aanwending van naellak. (e) Ander naelbehandelings. (f) Herstel van beskadigde naels.
		17.	<i>Sny en uitdun—</i> (a) Kennis van benodigde gerei. (b) Praktiese onderrig en korrekte verdeling, basiese sny, en uitdun met skêre en skeermesse. (c) Kennis van noodsaaklikheid van uitdunning.
		18.	<i>Intermediêre vaste golwing—</i> (a) Verdeling. (b) Keuse van haarsetkrullers. (c) Gebruik van haarpuntpapier. (d) Korrekte indraai. (e) Aanwending van middels. (f) Toetsing van prosens van voltooiing van indraai. (g) Korrekte tydberekening. (h) Gebruik van nie-metaalhouer. (i) Korrekte gebruik van haarsetkappie by moderne stoommetode.

Logbook symbols.	Practical training.	Logboek-simbool.	Praktiese opleiding.
20.	<i>Advanced shaving—</i> Correct handling of razor in four standard positions and strokes used in— (i) free hand stroke; (ii) back hand stroke; (iii) reverse free hand stroke; and (iv) reverse back hand stroke.	19.	<i>Pruike en halfpruike—</i> Skoonmaak, hantering en fatsoenering van halfpruike.
21.	<i>Men's haircutting—</i> (a) Knowledge of basic styles— (i) the short cut or full crown; (ii) the medium cut; (iii) trims (medium or long); and (iv) pompadours (short, medium or long). (b) Complete practical hair cutting using clippers, scissors, comb and razor. (c) Style to suit features of client.	20.	DERDE JAAR. <i>Haresny—gevorderd—</i> (a) Sny, fatsoenering en uitdun vir beoogde kapsel. (b) Marcel- en blaasgolwing.
22.	<i>Blackhead and waste removal—</i> (a) Method of removing blackheads with Comedone extractor. (b) Removing dead hair with tweezer. (c) Application of hot compress and antiseptics.	21.	<i>Bleiking—</i> (a) Bleiking. (b) Kennis van sterkte van peroksiede. (c) Uitwerking van peroksiede op hare en kopvel. (d) Reaksie van hare op bleiking. (e) Gevare verbonde aan verkeerde gebruik. (f) Produkte in gebruik om bleikaksie te verhaas. (g) Deeglike verwydering van bleikmiddels en herstel van gebleikte hare. (h) Korrekte tydberekening en toesig.
23.	THIRD YEAR. <i>Physiological characteristics in relation to haircutting and styling—</i> (a) Adapting hair style to suit physical features of client.	22.	<i>Haretint (prakties)—</i> (a) Korrekte kleurkeuse; kleurvermenging en byvoeging van peroksied. (b) Toesighouding en tinting. (c) Verwydering van tintmiddel uit hare. (d) Verwydering van tintmiddel van vel. (e) Beoordeling van toestand van hare.
24.	FOURTH YEAR. Revision of work done during first, second and third years of apprenticeship.	23.	<i>Haarstilering—</i> (a) Keuse van kapsel om by fisiese voorkoms van klant te pas. (b) Moderne stilering by kort, medium en lang hare. (c) Gebruik van „postiche” (vals hare).
	TRADE: LADIES' HAIRDRESSING. FIRST YEAR.	24.	<i>Wenkroufatsoenering—</i> (a) Uitpluk. (b) Gerei.
1.	<i>Deportment—</i> (a) Movements (standing, walking, sitting, handling of tools). (b) The need for relaxation and suitable exercise. (c) Personal cleanliness (body, face, teeth, hands, etc.); precaution of obnoxious odours. (d) Personal appearance (hair, make-up, overalls, shoes, stockings, etc.); emphasizing the necessity of attractive appearance and the advantage of a pleasing personality. (e) Boardwork.	25.	<i>Pruike en halfpruike—</i> (a) Skoonmaak, hantering en fatsoenering van pruike en halfpruike.
2.	<i>Salon service—</i> (a) Importance of good speech, correct breathing, clear enunciation, pitch, control, variety of tone (in both official languages). (b) Approach and reception of client (courtesy, and civility towards client; ensuring that client has all the comforts available in the salon at her disposal). Proper booking of appointments, personal and by phone. Work allocation. Record system and simple system of keeping accounts. (c) Proper handling of client during appointment; personal and special services; topics of conversation (avoid controversial subjects).	26.	VIERDE JAAR Hersiening van werk gedurende eerste, tweede en derde jaar van vakleerlingskap gedoen.
3.	<i>Brushing and combing—</i> (a) With consideration to comfort of client. (b) Relaxing manner for hair and client. (c) Avoid disarranging for intended styling.		AMBAG: MANSHAARKAPPERY. EERSTE JAAR.
4.	<i>Shampooing—</i> (a) Use of finger tips only (nails of reasonable length). (b) In relaxing and comfortable manner for client. (c) Create stimulating effect on client's hair. (d) Water correct temperature (frequent testing). (e) Rinse out soapy residue. (f) Avoid splashing water on any part of body, other than client's head. (g) Careful posture of apprentice in handling client. (h) Avoid wetting and damaging client's apparel. (i) Study scalp and use of correct shampoo.	1.	<i>Houding—</i> (a) Bewegings (staan, loop, sit, hantering van gereedskap). (b) Die noodsaaklikheid van ontspanning en geskikte oefening. (c) Persoonlike netheid (liggaam, gesig, tande, hande, ens.). Voorkoming van onaangename reuke. (d) Persoonlike voorkoms (hare, oorpak, skoene, ens.). Beklemtoning van die noodsaaklikheid van aantreklike voorkoms en die voordele van 'n aangename persoonlikheid.
		2.	<i>Benadering van klant—</i> (a) Belangrikheid van korrekte ontvangs, houding en optrede, duidelike spraak en korrekte uitspraak, stembuiging, ens. in beide landstale. Beleefdheid en wellevendheid teenoor klant; verseker dat die klant alle geriewe wat die salon bied tot sy beskikking het. (b) Paslike optrede teenoor klant tydens besoek; persoonlike en spesiale dienste; gesprekstemas; vermyding van omstrede onderwerpe in die loop van gesprekke.
		3.	<i>Sterilisering en ontsmetting—</i> (a) Metodes van ontsmetting; fisiese en chemiese middels, antiseptiese en ontsmettingsmiddels. (b) Sterilisering van borsels, kamme en metaalinstrumente. (c) Veiligheidsmaatreëls.
		4.	<i>Borsel- en kamwerk—</i> (a) Korrekte gebruik van borsel en kam met inagname van gemak van klant; verwydering van afvalhare van kop; versorging van hare nadat dit geknip is. (b) Korrekte hantering van kam tydens die knip.

Logbook symbols.	Practical training.	Logboek-simbool.	Praktiese opleiding.
5.	<i>Pincurls—</i> (a) Standing type. (b) Leaning type. (c) Reversing type. N.B.—Stabilise with clips or pins.	5.	<i>Inseping—</i> (a) Bereiding van inseeppmiddel. (b) Nut van inseping. (c) Korrekte aanwending van inseeppmiddel en mas-sering met vingerpunte.
6.	<i>Other methods of producing curls—</i> (a) Hot tongs. (b) Rollers—different types and sizes.	6.	<i>Aanwending van warm kompresse—</i> (a) Metode van bereiding van kompres; hantering en (b) aanwending aan klant se gesig. Kennis van heilsame uitwerking.
7.	<i>Manicuring—</i> (a) Learning essential implements and materials and (b) their uses. (b) Removal of old varnish from nails.	7.	<i>Harewas—</i> (a) Gebruik van vingerpunte alleenlik (naels van (b) redelike lengte). (b) Metode wat vir die klant die gemaklikste en mees (c) ontspannende is. (c) Stimulering van klant se hare. (d) Korrekte watertemperatuur (herhaaldelike toetsing) (e) Uitspoel van seepreste. (f) Om water so aan te wend dat slegs die kop natge- (g) maak en die klant nie verder bespat word nie. (h) Paslike houding van vakleerling teenoor klant. (i) Om bespating en beskadiging van klant se klere (j) te vermy. (j) Bestudering van kopvel en keuse van geskikte haarwasmiddel.
8.	<i>Simple setting—</i> (a) Methods of positioning pin curls to produce desired result for eventual style.	8.	<i>Skerpmaak van skeermesse op skeerriem—</i> Korrekte vashou van skeermes en druk wat aange- wend moet word by die gebruik van uitgeholde en soliede skeermestipes; kennis van geskikte skeerriemtipes.
9.	<i>Salon equipment—</i> (a) General acquaintanceship with preparations, chemi- (b) cals and salon equipment. (c) Basic hygiene of implements. (c) Handling and care of razors and scissors.	9.	<i>Behandeling van nuwe skeerriem—</i> (a) Verwydering van buitenste nop met droë puimsteen. (b) Gebruik van skeerseep op skeerriem. (c) Oliebehandeling van skeerriem. (d) Behandeling van seilskeerriem; droëseep- en lood- metodes.
10.	<i>Colour rinses—</i> (a) Basic knowledge of current colour rinses. (b) No metallic containers.	10.	<i>Hare skroei—</i> (a) Heilsame uitwerking. (b) Hantering van waspit en kam. (c) Beheer van vlam en skroei van hare. (d) Verwydering van afgeskroeiende punte.
11.	<i>Elementary permanent waving—</i> (a) Sectioning and basic theory of winding and pro- cessing. (b) Neutralising: (i) Introduction; (ii) practical application of neutraliser; (iii) knowledge of importance and effect of neu- traliser; and (iv) correct timing of neutralising process.	11.	<i>Friksiemiddels en aanwending daarvan—</i> (a) Kennis van verskillende soorte—droog en olierig— (b) en hul uitwerking. (c) Metode van aanwending met vingerpunte. (c) Inagname van klant se gerief.
12.	<i>Wigs and hair pieces—</i> (a) Handling and care of wigs and hair pieces.	12.	<i>Hare droogmaak met handdoek of elektrisiteit—</i> (a) Korrekte gebruik van handdoek. (b) Inagname van klant se gerief. (c) Kontroleer van hitte van elektriese droër. (d) Hantering van kam of borsel gelyktydig met lug- stroom.
SECOND YEAR.		13.	<i>Elementêre werk met 'n knipper—</i> (a) Kennis van knippergroottes—waar en wanneer (b) hulle gebruik word. (b) Kennis van knipperonderdele; skoonmaak en stel van hand- en elektriese skeermesse.
13.	<i>Waterwaving—</i> (a) Use of correct lotions. (b) Correct methods of waving with fingers and comb. (c) Comfort of client.	14.	<i>Elementêre slyp van skeermes—</i> (a) Keuse van slypsteen en bereiding daarvan; ver- (b) sorging van slypsteen. (b) Wyse waarop skeermes vasgehou en oor slypsteen (c) gestryk word. (c) Toets van skeermeslem.
14.	<i>Application of tinting and bleaching preparations—</i> (a) Application under supervision. (b) Sectionally. (c) Pre-testing for allergy. (d) Application on tinted and virgin hair. (e) Methods of applying tint, e.g. by brush or appli- (f) cator. (f) Introduction to bleaching.	15.	<i>Gebruik van elektriese toestelle—</i> (a) Kennis van elektriese knippers, haardroërs en (b) vibreermasjiene. (b) Veiligheidsmaatreëls.
15.	<i>Hair treatments—</i> (a) Introduction. (b) Knowledge of current treatments. (c) Choice of treatment, e.g. oil and modern prepa- (d) rations and their functioning. (d) Methods of application, e.g. vibro, hand, modern steamer.	16.	<i>Hantering van skêr en kam—</i> (a) Kennis van knippergroottes. (b) Korrekte hantering van kam en skêr by hareknip. (c) Korrekte hantering van kam en skêr by vinger- (c) knipwerk.
16.	<i>Manicuring—</i> (a) Practical tuition. (b) Treating of cuticles. (c) Massaging of hands, fingers and manipulation of joints. (d) Application of polish. (e) Other nail treatments. (f) Repairing damaged nails.		

Logbook symbols.	Practical training.	Logboek-simbool.	Praktiese opleiding.
17.	<i>Cutting and thinning</i> —	17.	<i>Skeer</i> —
(a)	Knowledge of tools to be used.	(a)	Gerief en voorbereiding van klant.
(b)	Practical tuition in correct sectioning; basic cutting with scissors, razor and thinning with scissors and razor.	(b)	Vorbereiding van alle benodigde gerei.
(c)	Knowledge of necessity for thinning.	(c)	Bereiding van skuim; toets van watertemperatuur; aanwend van skuim—borsel- en vingerpunt-metodes.
18.	<i>Intermediate permanent waving</i> —	(d)	Inagnam van groeirigting en aard van baard en toestand van vel; haartekstuur.
(a)	Sectioning.	(e)	Skoonmaak van gesig; aanwending van saamtrek-middels en poeier.
(b)	Selection of perm curlers.		
(c)	Use of end papers.	18.	<i>Tipes massering</i> —
(d)	Correct winding.	(a)	Kennis van verskillende tipes gesig- en kopvel-massering—hand- en elektriese metodes; die heilsame uitwerking daarvan op gesig, kopvel en klant.
(e)	Application of lotions.	(b)	Kennis van benodigde materiaal en die gebruik daarvan.
(f)	Testing of process after completing of winding.		
(g)	Correct timing.		
(h)	Use of non-metallic receptacle.		
(i)	Correct use of perm cape and modern steam method.		
19.	<i>Wigs and hairpieces</i> —		
(a)	Cleaning, handling and styling of hairpieces.		
	THIRD YEAR.		
20.	<i>Haircutting (advanced)</i> —	19.	<i>Gebruik van uitdunskêr</i> —
(a)	Cutting, shaping and thinning for style intended.	(a)	Kennis van wanneer uitdun vereis word.
(b)	Marcel and blow waving.	(b)	Korrekte manier van uitdun.
21.	<i>Bleaching</i> —	20.	<i>Gevorderde skeer</i> —
(a)	Bleaching.	(a)	Korrekte hantering van skeermes in vier standaard-posisies en aangewese bewegings vir—
(b)	Knowledge of strength of peroxides.	(i)	vryhandhale;
(c)	Effect of peroxide on hair and scalp.	(ii)	rughandhale;
(d)	Reaction of hair to bleach.	(iii)	terugwaartse vryhandhale;
(e)	Hazards in incorrect use.	(iv)	terugwaartse rughandhale.
(f)	Products in use to accelerate bleaching action.		
(g)	Thorough removal of bleaching agents and re-conditioning of bleached hair.	21.	<i>Mansharesny</i> —
(h)	Correct timing and supervision.	(a)	Kennis van basiese snitte.
22.	<i>Hair tinting (practical)</i> —	(i)	Die kort snit of volkroon;
(a)	Correct selection of colour, colour blending; the addition of peroxide.	(ii)	die mediumsmit;
(b)	Supervision and tinting.	(iii)	gelykknipwerk (medium of kort);
(c)	Removal of tint from hair after developing.	(iv)	pompadour (kort, medium of lank).
(d)	Removal of tint from skin.	(b)	Volledige praktiese haresny met gebruik van knipper, skêr, kam en skeermes.
(e)	Consideration for condition of hair.	(c)	Haarsnit wat by klant se gesig pas.
23.	<i>Hair styling</i> —	22.	<i>Verwydering van swartkoppies en afval</i> —
(a)	Choice of style to suit physical features of client.	(a)	Metode van swartkoppieverwydering met behulp van „Comedone“-uittrekker.
(b)	Modern styling on short, medium and long hair.	(b)	Verwydering van dooie hare met haartangetjie.
(c)	Use of postiche.	(c)	Aanwending van warm kompres en ontsmettings-middels.
24.	<i>Eyebrow shaping</i> —		
(a)	Plucking.		
(b)	Implements used.		
25.	<i>Wigs and hairpieces</i> —		
(a)	Cleaning, handling, dressing and styling of hairpieces and wigs.	23.	<i>Fisiologiese eienskappe met betrekking tot haresny en stilerings</i> —
	FOURTH YEAR.	(a)	Aanpassing van haarsnit by klant se gesig.
26.	Revision of work done during first, second and third years of apprenticeship.	24.	VIERDE JAAR Hersiening van werk gedurende die eerste, tweede en derde jaar van vakleerlingskap gedoen.

All interested persons who have any objections to the above proposals are called upon to lodge such objections, in writing, with the Secretary, Witwatersrand Hairdressing Industry Apprenticeship Committee, P.O. Box 4560, Johannesburg, within 30 days from the date of publication of this notice.

M. VILJOEN,
Minister of Labour.

Alle belanghebbende persone wat enige beswaar teen bogenoemde voorneme het, word aangesê om sodanige besware skriftelik in te dien by die Sekretaris, Vakleerlingskapkomitee vir die Haarkappersbedryf, Witwatersrand, Posbus 4560, Johannesburg, binne 30 dae vanaf die datum van publikasie van hierdie kennisgewing.

M. VILJOEN,
Minister van Arbeid.

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