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[No. 2180.]

GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. R.1807.]

[4th October, 1968.]

APPRENTICESHIP ACT, 1944, AS AMENDED

APPRENTICESHIP COMMITTEE FOR THE
HAIRDRESSING TRADE, PORT ELIZABETH
AND UITENHAGE

The following Government Notice is hereby republished
for general information:

„No. 1902.]

[10th September, 1948.]

APPRENTICESHIP ACT, 1944

ESTABLISHMENT OF AN APPRENTICESHIP
COMMITTEE FOR THE HAIRDRESSING TRADE,
PORT ELIZABETH AND UITENHAGE

I, BAREND JACOBUS SCHOEMAN, Minister of Labour,
acting in pursuance of the provisions of section five
of the Apprenticeship Act (Act No. 37 of 1944),
hereby establish with effect from the date of this
notice, an Apprenticeship Committee for the Hair-
dressing Trade in respect of the Municipal Areas of
Port Elizabeth and Uitenhage.

B. J. SCHOEMAN,
Minister of Labour.”

GOEWERMENSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. R.1807.]

[4 Oktober 1968.]

WET OP VAKLEERLINGE, 1944, SOOS GEWYSIG

KOMITEE VIR VAKLEERLINGE IN DIE
HAARKAPPERSBEDRYF, PORT ELIZABETH
EN UITENHAGE

Die volgende Goewermentskennisgewing word vir alge-
mene inligting herpubliseer:

„No. 1902.]

[10 September 1948.]

WET OP VAKLEERLINGE, 1944

INSTELLING VAN 'N KOMITEE VIR
VAKLEERLINGE IN DIE KAPPERSBEDRYF,
PORT ELIZABETH EN UITENHAGE

Ek, BAREND JACOBUS SCHOEMAN, Minister van Arbeid,
handelende kragtens die bepalings van artikel vyf van
die Wet op Vakleerlinge (Wet No. 37 van 1944) stel
hierby in, met ingang van die datum van hierdie
kennisgewing, 'n Komitee vir Vakleerlinge in die
Kappersbedryf vir die Munisipale Gebiede Port Eliza-
beth en Uitenhage.

B. J. SCHOEMAN,
Minister van Arbeid.”

No. R.1808.]

[4th October, 1968.]

APPRENTICESHIP ACT, 1944, AS AMENDED

APPRENTICESHIP COMMITTEE FOR THE
HAIRDRESSING TRADE, PORT ELIZABETH
AND UITENHAGE: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. 1306 of 8 July 1949, No. 2487 of 13 October 1950, No. 2625 of 12 October 1951, No. 204 of 19 February 1960, No. 201 of 10 February 1961 (in so far as it relates to the Apprenticeship Committee for the Hairdressing Trade, Port Elizabeth and Uitenhage), and No. R.1485 of 30 September 1966;
- (ii) designate for the Industry and area for which the said Committee was established by Government Notice No. 1902 of 10 September 1948, the under-mentioned 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 employed in any trade which is or was a designated trade in the Industry and area for which the said Committee was established.

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 one other subject.

2. PERIOD OF APPRENTICESHIP

The period of apprenticeship shall be four 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

No. R.1808.]

[4 Oktober 1968.]

WET OP VAKLEERLINGE, 1944, SOOS GEWYSIG

KOMITEE VIR VAKLEERLINGE IN DIE
HAARKAPPERSBEDRYF, PORT ELIZABETH
EN UITENHAGE:VOORGENOME INTREKKING EN VOOR-
SKRYWING VAN LEERVOORWAARDES

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

- (i) Goewermentskennisgewings No. 1306 van 8 Julie 1949, No. 2487 van 13 Oktober 1950, No. 2625 van 12 Oktober 1951, No. 204 van 19 Februarie 1960, No. 201 van 10 Februarie 1961 (vir sover dit betrekking het op die Komitee vir Vakleerlinge in die Haarkappersbedryf, Port Elizabeth en Uitenhage) en No. R.1485 van 30 September 1966, in te trek;
- (ii) ondergemelde ambagte as ambagte ten opsigte waarvan die Wet van toepassing is, aan te wys in die bedryf en gebied waarvoor die gemelde Komitee ingestel is by Goewermentskennisgewing No. 1902 van 10 September 1948:

Ambagte:
Dameshaarkappery
Manshaarkappery;
- (iii) die voorwaardes hieronder gemeld, as leervoorwaardes voor te skryf ten opsigte van die ambagte gemeld in paragraaf (ii), in die bedryf en gebied waarvoor gemelde Komitee ingestel is; en
- (iv) te bepaal dat klousules 3, 4, 5, 6 en 7 van die leervoorwaardes 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.

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 een ander vak.

2. LEERTYD

Die leertyd is vier 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 (gekwalifiseer) betaalbaar is ingevolge die nywerheidsraadooreenkoms vir

of the Industrial Council Agreement for the Hairdressing Trade, Port Elizabeth, Uitenhage and Walmer:

(i) *A Female Apprentice:*

First year: 35 per cent.
Second year: 40 per cent.
Third year: 55 per cent.
Fourth year: 75 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: 45 per cent.
Fourth year: 60 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, Port Elizabeth, Uitenhage and Walmer:

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 elapsed 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) (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 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 sub-paragraph (i) shall, where the relevant certificate is attained during his apprenticeship, be payable as from the date of issue thereof.

(e) 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 in the Trade Theory of such trade in accordance with the syllabuses prescribed by the Department of Higher Education 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

die Haarkappersbedryf, Port Elizabeth, Uitenhage en Walmer:

(i) *'n Vroulike vakleerling:*

Eerste jaar: 35 persent.
Tweede jaar: 40 persent.
Derde jaar: 55 persent.
Vierde jaar: 75 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: 45 persent.
Vierde jaar: 60 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, Port Elizabeth, Uitenhage en Walmer:

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) (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 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.

(e) 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 in die Ambagsteorie van sodanige ambag volgens die leergange wat deur die Departement van Hoër Onderwys voorgeskryf word 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

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 two 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

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 instalments not exceeding R1.00 during a period of twelve 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 authorized absences, attend 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

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 werkeure vir 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 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

'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 voorgesket van die loon van die vakleerling aftrek in gelyke weeklikse paaïemente van hoogstens R1.00 gedurende 'n tydperk van twaalf maande vanaf die datum waarop die voorskot 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 kursugelde afgetrek is, deur die werkgewer 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 werkgewer 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 onderneem 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

Educational Qualifications attained prior to or during Apprenticeship	Test may be taken voluntarily
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.

(c) A fee of R6 shall be payable by an apprentice in respect of the second or any subsequent qualifying 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

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 in the trade in which he is indentured.

Logbook Symbols	Practical Training
	TRADE: GENTLEMEN'S HAIRDRESSING
	FIRST YEAR
1.	Department
(a)	Movements (standing, walking, sitting, handling of tools).
(b)	The need for relaxation and suitable exercise.

Opvoedkundige kwalifikasies behaal voor of gedurende vakleerlingskap	Toets mag vrywillig afgelê word
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) (Matrikulasievystelling) 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 Werkwinkelpraktik as een van die vakke waarin daar geslaag is (c) Nasionale Tegniese Sertifikaat, Deel II (d) Nasionale Intermediêre Sertifikaat (Tegnologie) sonder Werkwinkelpraktik as een van die vakke waarin daar geslaag is (e) Witwatersrandse Tegniese Kollege Haarkapper-skool- voltydse kursus	Na 3 jaar
GROEP IV (a) Nasionale Tegniese Sertifikaat, Deel III (b) Nasionale Intermediêre Sertifikaat (Tegnologie) met Werkwinkelpraktik as een van die vakke waarin daar geslaag is (c) Nasionale Senior Sertifikaat (Tegnologie) sonder Werkwinkelpraktik as een van die vakke waarin daar geslaag is	Na 2½ jaar
GROEP V Nasionale Senior Sertifikaat (Tegnologie) met Werkwinkelpraktik as een van die vakke waarin daar geslaag is	Na 2 jaar.

(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 subklousules (a) en (b) van hierdie klousule te ondergaan, word nie geag verlore tyd te wees nie.

7. OPLEIDINGSKURSUSSE

'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 prakties 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.	Houding
(a)	Bewegings (staan, loop, sit, hantering van gerei).
(b)	Die noodsaaklikheid van ontspanning en geskikte oefening.

Logboek Symbols	Practical Training	Logboek-simbool	Praktiese opleiding
(c)	Personal cleanliness (body, face, teeth, hands, etc.), prevention of obnoxious odours.	(c)	Persoonlike netheid (liggaam, gesig, tande, hande, ens. Voorkoming van onaangename reuke).
(d)	Personal appearance (hair, overalls, shoes, etc.), emphasizing the necessity of attractive appearance and the advantage of a pleasing personality.	(d)	Persoonlike voorkoms (hare, grimering, oorpakke, skoene, kouse, ens.; klem op die noodsaaklikheid van aantreklike voorkoms en die voordele van 'n aangename persoonlikheid).
2.	<i>Approach to client</i>	(e)	Bordwerk.
(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.	2.	<i>Salondiens</i>
(b)	Proper handling of client during appointment; personal and special services; topics of conversation (avoid controversial subjects).	(a)	Belangrikheid van goeie taalgebruik, korrekte asemhaling, duidelike uitspraak, stembheer en stembuiging, toon—in beide landstale.
3.	<i>Sterilization and antiseptics</i>	(b)	Benadering en ontvangs van klant. (Hoflikheid—wel Lewendheid teenoor klant—verseker dat klant alle geriewe wat die salon bied tot haar beskikking het); behoorlike notering van afspraak—persoonlik en per telefoon. Werkverdeling: registerstelsel en eenvoudige boekhoumetodes.
(a)	Methods of sterilization; physical agents, chemical agents; antiseptics and disinfectants.	(c)	Paslike optrede teenoor klant gedurende besoek (persoonlike en spesiale dienste; gesprekstemas; vermyding van omstrede onderwerpe in die loop van gesprekke).
(b)	Sterilizing brushes, combs and metallic instruments.	3.	<i>Borsel en kam</i>
(c)	Safety precautions.	(a)	Inagnam van klant se gerief.
4.	<i>Brush and comb work</i>	(b)	Ontspanne houding—vir haarbewerking en klant.
(a)	Correct use of brush and comb with consideration to comfort of clients; removing hair cuttings from head; dressing hair after haircutting.	(c)	Vermyding van deurmekaarmaak van hare met die oog op stileren van hare.
(b)	Correct method of handling and manipulating comb in hair-cutting.	4.	<i>Harewas</i>
5.	<i>Lathering</i>	(a)	Gebruik van vingerpunte alleenlik. (Naels van redelike lengte.)
(a)	How to prepare lather.	(b)	Metode wat vir die klant die gemaklikste en mees ontspannende is.
(b)	Beneficial purpose of lather.	(c)	Stimulering van klant se hare.
(c)	Correct application of lather and massage with tips of fingers.	(d)	Korrekte watertemperatuur (herhaaldelike toetsing).
6.	<i>Hot compress application</i>	(e)	Uitspoel van seepreste.
(a)	Method of preparing compress; handling and application to client's face.	(f)	Om water so aan te wend dat slegs die kop natgemaak en die klant nie verder bespat word nie.
(b)	Knowledge of beneficial effect.	(g)	Paslike houding van vakleerling teenoor klant.
7.	<i>Shampooing</i>	(h)	Om bespating en beskadiging van die klant se klere te vermy.
(a)	Use of finger tips only (nails of reasonable length).	(i)	Bestudering van kopvel met die oog op gebruik van aangewese haarwasmiddel.
(b)	In relaxing and comfortable manner for client.	5.	<i>Skulpkrulle</i>
(c)	Create stimulating effect on client's hair.	(a)	Staande tipe.
(d)	Water correct temperature (frequent testing).	(b)	Leunende tipe.
(e)	Rinse out soapy residue.	(c)	Omkeertipe.
(f)	Avoid splashing water on any part of body other than client's head.		N.B.—Stabiliseer met behulp van knippe of haarnaalde.
(g)	Careful posture of apprentice in handling client.	6.	<i>Ander maniere om krulle te maak</i>
(h)	Avoid wetting and damaging client's apparel.	(a)	Warm tang.
(i)	Study scalp and use of correct shampoo.	(b)	Rollers—verskillende tipes en groottes.
8.	<i>Stropping of razors</i>	7.	<i>Manikuurwerk</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.	(a)	Bekend raak met noodsaaklike apparaat, materiale en hul gebruike.
9.	<i>New strop treatment</i>	(b)	Verwydering van ou naellak van naels.
(a)	Removing outer nap with dry pumice stone.	8.	<i>Eenvoudige setwerk</i>
(b)	Use of lather on strop.		Metodes om skulpkrulle so te plaas dat die beoogde resultaat verkry kan word, met die oog op die latere kap van die hare.
(c)	Oil treatment on strop.	9.	<i>Salontoerusting</i>
(d)	Treatment of canvas strop, dry soap and lead methods.	(a)	Algemeen vertroudheid met preparate, chemikalieë en salontoerusting.
10.	<i>Singeing</i>	(b)	Basiese higiëne van apparaat.
(a)	Beneficial effect.	(c)	Hantering en versorging van skeermesse en skêre.
(b)	Manipulation of tape and comb.	10.	<i>Kleurspoelmiddels</i>
(c)	Control of flame and singeing of hair.	(a)	Basiese kennis van gebruiklike kleurspoelmiddels.
(d)	Removing singed ends.	(b)	Geen metaalhousers.
11.	<i>Frictions and their application</i>	11.	<i>Elementêre vaste golwing</i>
(a)	Knowledge of different types—dry and oily—and their effect.	(a)	Verdeling en basiese teorie van indraai en bewerking.
(b)	Method of application with finger tips.	(b)	Neutralisering:
(c)	Consideration for comfort of client.	(i)	inleiding;
12.	<i>Towel and electrical drying of hair</i>	(ii)	praktiese aanwending van neutraliseermiddel;
(a)	Correct use of towel.	(iii)	kennis van belangrikheid en uitwerking van neutraliseermiddel;
(b)	Consideration for comfort of client.	(iv)	korrekte tydberekening by neutraliseringsproses.
(c)	Controlling heat of electric dryer.	12.	<i>Pruike en halfpruik</i>
(d)	Manipulation of comb or brush in conjunction with air stream.		Hantering van pruik en halfpruik.
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.		
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.		
15.	<i>Use of electrical appliances</i>		
(a)	Knowledge of electric clippers, hair dryers and vibrators.		
(b)	Safety precautions.		
16.	<i>Scissors and comb manipulation</i>		
(a)	Knowledge of sizes of scissors.		
(b)	Correct manipulation of comb and scissors in hair cutting.		
			TWEEDE JAAR
		13.	<i>Watergolwing</i>
		(a)	Gebruik van korrekte middels.
		(b)	Korrekte maniere van golwing met vingers en kam.
		(c)	Gemak van klam.
		14.	<i>Aanwending van tint- en bleikpreparate</i>
		(a)	Aanwending onder toesig.

Logbook Symbols	Practical Training
(c)	Correct manipulation of comb and scissors in finger cutting.
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.
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.
SECOND YEAR	
19.	<i>Use of tapering (thinning) scissors</i>
(a)	Knowledge when thinning is necessary.
(b)	Correct method of thinning hair.
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.
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)	pompadoours (short, medium or long).
(b)	Complete practical hair cutting using clippers, scissors, comb and razor.
(c)	Style to suit features of client.
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.
THIRD YEAR	
23.	<i>Physiological characteristics in relation to haircutting and styling</i>
	Adapting hair style to suit physical features of client.
FOURTH YEAR	
24.	Revision of work done during first, second and third years of apprenticeship.
TRADE: LADIES' 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.); 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.
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).
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.

Logboek-simbool	Praktiese opleiding
(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.
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).
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 nels.
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 prosen van voltooiing van indraai.
(g)	Korrekte tydberekening.
(h)	Gebruik van nie-metaalhouer.
(i)	Korrekte gebruik van haarsetkappie by moderne stoommetode.
19.	<i>Pruke en halfpruik</i>
	Skoonmaak, hantering en fatsoenering van halfpruik.
DERDE JAAR	
20.	<i>Haresny—gevoierd</i>
(a)	Sny, fatsoenering en uitdun vir beoogde kapsel.
(b)	Marcel- en blaasgolwing.
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.
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.
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).
24.	<i>Wenkbroutatsoenering</i>
(a)	Uitpluk.
(b)	Gerei.
25.	<i>Pruke en halfpruik</i>
	Skoonmaak, hantering en fatsoenering van pruik en halfpruik.
VIERDE JAAR	
26.	Hersiening van werk gedurende eerste, tweede en derde jaar van vakleerlingskap gedoen.
AMBAG: MANSHAARKAPPERY	
EERSTE JAAR	
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.

Logbook Symbols	Practical Training
(f) (g) (h) (i) 19.	Testing of process after completing of winding. Correct timing. Use of non-metallic receptacle. Correct use of perm cape in modern steam method. <i>Wigs and hairpieces</i> Cleaning, handling and styling of hairpieces.
THIRD YEAR	
20. (a) (b) 21. (a) (b) (c) (d) (e) (f) (g) (h) 22. (a) (b) (c) (d) (e) 23. (a) (b) (c) 24. (a) (b) 25. (a) (b)	<i>Haircutting (advanced)</i> Cutting, shaping and thinning for style intended. Marcel and blow waving. <i>Bleaching</i> Bleaching. Knowledge of strength of peroxides. Effect of peroxide on hair and scalp. Reaction of hair to bleach. Hazards in incorrect use. Products in use to accelerate bleaching action. Thorough removal of bleaching agents and reconditioning of bleached hair. Correct timing and supervision. <i>Hair tinting (practical)</i> Correct selection of colour, colour blending; the addition of peroxide. Supervision and tinting. Removal of tint from hair after developing. Removal of tint from skin. Consideration for condition of hair. <i>Hair styling</i> Choice of style to suit physical features of client. Modern styling on short, medium and long hair. Use of postiche. <i>Eyebrow shaping</i> Plucking. Implements used. <i>Wigs and hairpieces</i> Cleaning, handling, dressing and styling of hairpieces and wigs.
FOURTH YEAR	
26.	Revision of work done during first, second and third years of apprenticeship.

All interested persons who have any objection against the above proposals are called upon to lodge such objections, in writing, with the Secretary, Apprenticeship Committee for the Hairdressing Trade, Port Elizabeth and Uitenhage, Private Bag 3908, Port Elizabeth, within 30 days from the date of publication of this notice.

M. VILJOEN,
Minister of Labour.

Logboek-simbool	Praktiese opleiding
17. (a) (b) (c) (d) (e) 18. (a) (b)	<i>Skeer</i> Gerief en voorbereiding van klant. Voorbereiding van alle benodigde gerei. Bereiding van skuim; toets van watertemperatuur; aanwend van skuim—borsel- en vingerpuntmetodes. Inagname van groei- en aard van baard en toestand van vel; haartekstuur. Skoonmaak van gesig; aanwending van saamtremiddels en poeier. <i>Tipes massering</i> Kennis van verskillende tipes gesig- en kopvelmassering—hand- en elektriese metodes; die heilsame uitwerking daarvan op gesig, kopvel en klant. Kennis van benodigde materiaal en die gebruik daarvan.
TWEDE JAAR	
19. (a) (b) 20. (i) (ii) (iii) (iv) 21. (a) (i) (ii) (iii) (iv) (b) (c) 22. (a) (b) (c)	<i>Gebruik van uitdunskêr</i> Kennis van wanneer uitdun vereis word. Korrekte manier van uitdun. <i>Gevorderde skeer</i> Korrekte hantering van skeermes in vier standaardposisies en aangewese bewegings vir— vryhandhale; rughandhale; terugwaartse vryhandhale; terugwaartse rughandhale. <i>Mansharesny</i> Kennis van basiese snitte: die kort snit of volkroon; die mediumsny; gelykknipwerk (medium of kort); pompadoor (kort, medium of lank). Volledige praktiese haresny met gebruik van knipper, skêr, kam en skeermes. Haarsnit wat by klant se gesig pas. <i>Verwydering van swartkoppies en afval</i> Metode van swartkoppieverwydering met behulp van „Comedone“-uittrekker. Verwydering van dooie hare met haartangetjie. Aanwending van warm kompres en ontsmettingsmiddels.
DERDE JAAR	
23.	<i>Fisiologiese eienskappe met betrekking tot haresny en stilering</i> Aanpassing van haarsnit by klant se gesig.
VIERDE JAAR	
24.	Hersiening van werk gedurende die eerste, tweede en derde jaar van vakleerlingskap gedoen.

Alle belanghebbende persone wat beswaar teen bogenelde voorneme het, word aangesê om sodanige besware skriftelik in te dien by die Sekretaris, Komitee vir vakleerlinge in die Haarkappersbedryf, Port Elizabeth en Uitenhage, Privaatsak 3908, Port Elizabeth, binne 30 dae vanaf die datum van publikasie van hierdie kennisgewing.

M. VILJOEN,
Minister van Arbeid.

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