

EXTRAORDINARY



BUITENGEWONE

REPUBLIC OF SOUTH AFRICA
GOVERNMENT GAZETTE

STAATSKOERANT
VAN DIE REPUBLIEK VAN SUID-AFRIKA

REGULATION GAZETTE No. 1038

Registered at the Post Office as a Newspaper

PRICE 10c PRYS
OVERSEAS 15c OORSEE
POST FREE — POSVRY

REGULASIEKOERANT No. 1038

As Nuuksblad by die Poskantoor Geregistreer

CAPE TOWN, 18TH OCTOBER, 1968.

KAAPSTAD, 18 OKTOBER 1968.

VOL. 40.]

No. 2196.

GOVERNMENT NOTICES.

DEPARTMENT OF LABOUR.

No. R.1898.] [18th October, 1968.

APPRENTICESHIP ACT, 1944, AS AMENDED

**EAST LONDON HAIRDRESSING
APPRENTICESHIP COMMITTEE**

The following Government Notice is hereby republished
for general information:

„No. 1631.] [29th September, 1944.

APPRENTICESHIP ACT NO. 26 OF 1922

**ESTABLISHMENT OF COMMITTEE FOR
THE HAIRDRESSING INDUSTRY,
EAST LONDON**

I, WALTER BAYLEY MADELEY, Minister of Labour,
acting in pursuance of and subject to the provisions of
section eleven of the Apprenticeship Act, 1922 (Act No.
26 of 1922), as amended, hereby with effect from the date
of this notice, establish for the Magisterial District of
East London an Apprenticeship Committee to be known
as the East London Hairdressing Apprenticeship Com-
mittee consisting of representatives and alternate represen-
tatives chosen by:—

- (a) The East London Master Hairdressers' Association;
and
- (b) The South African Hairdressers' Employees'
Industrial Union;

GOEWERMENSKENNISGEWINGS.

DEPARTEMENT VAN ARBEID.

No. R.1898.] [18 Oktober 1968.

WET OP VAKLEERLINGE, 1944, SOOS GEWYSIG

**OOS-LONDENSE VAKLEERLINGSKAPKOMITEE
VIR DIE HAARSNYERSBEDRYF**

Die volgende Goewermenskennisgewing word vir alge-
mene inligting herpubliseer:

„No. 1631.] [29 September 1944.

VAKLEERLINGEN WET, NO. 26 VAN 1922

**INSTELLING VAN KOMITEE VIR DIE HAAR-
SNYERSBEDRYF, OOS-LONDEN**

Ek, WALTER BAYLEY MADELEY, Minister van Arbeid,
handelende ooreenkomstig en onderworpe aan die bepa-
lings van artikel elf van die Vakleerlingen Wet, 1922
(Wet No. 26 van 1922), soos gewysig, stel hierby met
ingang van die datum van hierdie kennisgewing vir die
magistraatsdistrik Oos-Londen, 'n Vakleerlingskapkomitee
in wat bekend sal staan as die Oos-Londense Vakleerling-
skapkomitee vir die Haarsnyersbedryf, bestaande uit ver-
teenwoordigers en plaasvervangende verteenwoordigers
gekies deur:—

- (a) Die „East London Master Hairdressers' Associa-
tion"; en
- (b) Die „South African Hairdressers' Employees' Indus-
trial Union";

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 Magisterial District.

WALTER B. MADELEY,
Minister of Labour."

No. R.1899.]

[18th October, 1968.

APPRENTICESHIP ACT, 1944, AS AMENDED

EAST LONDON HAIRDRESSING 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. 2144 of 9 November 1945, No. 1996 of 20 September 1946, No. 2691 of 3 November 1950, No. 203 of 19 February 1960, No. 201 of 10 February 1961 (in so far as it relates to the East London Hairdressing Apprenticeship Committee), and No. R.878 of 16 June 1967;
- (ii) designate for the Industry and area for which the said Committee was established by Government Notice No. 1631 of 29 September 1944, 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.

om my raad te gee, in ooreenstemming met genoemde Wet, soos gewysig, betreffende alle aangeleenthede in verband met die voorwaardes wat vir vakleerlingskap in die Haarsnyersbedryf in genoemde magistraatsdistrik geld.

WALTER B. MADELEY,
Minister van Arbeid."

No. R.1899.]

[18 Oktober 1968.

WET OP VAKLEERLINGE, 1944, SOOS GEWYSIG

OOS-LONDENSE VAKLEERLINGSKAPKOMITEE VIR DIE HAARSNYERSBEDRYF: VOORGENOME INTREKKING EN VOORSKRYWING 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. 2144 van 9 November 1945, No. 1966 van 20 September 1946, No. 2691 van 3 November 1950, No. 203 van 19 Februarie 1960, No. 201 van 10 Februarie 1961 (vir sover dit betrekking het op die Oos-Londense Vakleerlingskapkomitee vir die Haarsnyersbedryf) en No. R.878 van 16 Junie 1967, 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 gemelde Komitee ingestel is by Goewermentskennisgewing No. 1631 van 29 September 1944:

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 standaard 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 standaard 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. 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 any wage regulating measure applicable to the relevant trade and area:—

(i) A Female Apprentice:

First year: 30 per cent.
Second year: 35 per cent.
Third year: 45 per cent.
Fourth year: 63 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: 52 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 any wage regulating measure applicable to the relevant trade and area:

First year: 30 per cent.
Second year: 35 per cent.
Third year: 40 per cent.
Fourth year: 52 per cent.

(c) (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) hereof shall, where the relevant certificate is attained during his apprenticeship, be payable as from the date of issue thereof.

(d) 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

3. LONE

(a) 'n Werkgewer moet 'n vakleerling in die ambag „Dameshaarkapperij” weekliks minstens 'n besoldiging betaal wat bereken is teen ondergenoemde persentasies van die hoogste loon wat aan 'n haarkapper (gekwali-seer) betaalbaar is ingevolge enige loonreëlende maat-reël wat op die betrokke ambag en gebied van toepassing is:

(i) 'n Vroulike vakleerling:

Eerste jaar: 30 persent
Tweede jaar: 35 persent
Derde jaar: 45 persent
Vierde jaar: 63 persent;

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

(ii) 'n Manlike vakleerling:

Eerste jaar: 30 persent
Tweede jaar: 35 persent
Derde jaar: 40 persent
Vierde jaar: 52 persent;

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

(b) 'n Werkgewer moet 'n vakleerling in die ambag „Manshaarkapperij” weekliks minstens 'n besoldiging betaal wat bereken is teen ondergenoemde persentasies van die hoogste loon wat aan 'n haarkapper (gekwali-seer) in die Mansbedryf betaalbaar is ingevolge enige loonreëlende maat-reël wat op die betrokke ambag en gebied van toepassing is:

Eerste jaar: 30 persent.
Tweede jaar: 35 persent.
Derde jaar: 40 persent.
Vierde jaar: 52 persent.

(c) (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 para-graaf (i) geregtig is, moet, waar die betrokke sertifikaat gedurende sy leertyd verwerf is, betaal word vanaf die datum van uitreiking daarvan.

(d) Indien 'n werkgewer en 'n voornemende meerder-jarige 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 kwalifi-kasie wat in subklousule (b) van hierdie klousule voor-geskryf word nie moet tegniese klasse bywoon in die Ambagsteorie van sodanige ambag volgens die leergange wat deur die Departement van Hoër Onderwys voorge-skrif 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 vak-

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 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, 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.

leerling 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 werke vir twee uur per week.

(d) 'n Vakleerling wat 'n korrespondensiekursus ooreenkomstig die bepalinge 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 bepalinge 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 voorgeskiet van die loon van die vakleerling aftrek in gelyke weeklikse paaielemente 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 bevredeigende punte vir ywer en vordering behaal het, en behoudens gemagtigde afwesigheid, minstens 90 persent van die moontlike getal klasse bygevoon het of, in die geval van 'n korrespondensiekursus, minstens 90 persent van die volle getal vraestelle gedurende daardie kalenderjaar bevredeigend 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 besoldigings 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 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.

Educational Qualifications attained prior to or during Apprenticeship	Test may be taken voluntarily	Opvoedkundige kwalifikasies behaal voor of gedurende vakleerlingskap	Toets mag vrywillig afgelê word
GROUP I Std. IX or equivalent certificate with Mathematics as one subject of success	After 3½ years	GROEP I St. IX- of gelykwaardige sertifikaat met Wiskunde as een van die vakke waarin daar geslaag is	Na 3½ jaar
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 3¼ years	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 3¼ jaar
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	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
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	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
GROUP V National Senior Certificate (Technology) with Workshop Practice as one subject of success	After 2 years.	GROEP V Nasionale Senior Sertifikaat (Tegnologie) met Werkwinkelpraktik 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 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 him in the trade in which he is indentured.

(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.

Logbook Symbols	Practical Training	Logboek-simbool	Praktiese opleiding
	TRADE: GENTLEMEN'S HAIRDRESSING		AMBAG: DAMESHAARKAPPERY
	FIRST YEAR		EERSTE JAAR
1.	<i>Deportment</i>	1.	<i>Houding</i>
(a)	Movements (standing, walking, sitting, handling of tools).	(a)	Bewegings (staan, loop, sit, hantering van gerei).
(b)	The need for relaxation and suitable exercise.	(b)	Die noodsaaklikheid van ontspanning en geskikte oefening.
(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—wellevendheid 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.
(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>Borse! en kam</i>
(c)	Safety precautions.	(a)	Inagname 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 stilering 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)	Staanste 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)	Algemene 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>Kleursoelmiddels</i>
(c)	Control of flame and singeing of hair.	(a)	Basiese kennis van gebruiklike kleursoelmiddels.
(d)	Removing singed ends.	(b)	Geen metaalhouers.
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>	13.	<i>Watergolwing</i>
(a)	Knowledge of clipper sizes; where and when they should be used.	(a)	Gebruik van korrekte middels.
(b)	Knowledge of parts of clipper; cleaning and adjusting hand and electric clippers.	(b)	Korrekte maniere van golwing met vingers en kam.
14.	<i>Elementary razor setting</i>	(c)	Gemak van klant.
(a)	Selection of hone and preparation; care of hone.		TWEEDE JAAR
(b)	Manner of holding and stroking razor on hone.		
(c)	Testing razor edge.		

Logbook Symbols	Practical Training	Logboek-simbool	Praktiese opleiding
15.	<i>Use of electrical appliances</i> (a) Knowledge of electric clippers, hair dryers and vibrators. (b) Safety precautions.	14.	<i>Aanwending van tint- en bleikpreparate</i> Aanwending onder toesig. (a) Streepsgewys. (b) Vooraftoetsing vir allergie. (c) Aanwending op getinte en nie-gekleurde hare. (d) Metodes om tintstof aan te wend, bv. met borsel of aanwender. (e) Elementêre beginsels van bleiking.
16.	<i>Scissors 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.	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).
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.	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.
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.	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.
SECOND YEAR		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 proses van voltooiing van indraai. (g) Korrekte tydberekening. (h) Gebruik van nie-metaalhouer. (i) Korrekte gebruik van haarsetkappie by moderne stoommetode.
19.	<i>Use of tapering (thinning) scissors</i> (a) Knowledge when thinning is necessary. (b) Correct method of thinning hair.	19.	<i>Pruike en halfpruike</i> Skoonmaak, hantering en fatsoenering van halfpruike.
20.	<i>Advanced shaving</i> (a) 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.	DERDE JAAR	
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.	<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.
THIRD YEAR		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>Physiological characteristics in relation to haircutting and styling</i> Adapting hair style to suit physical features of client.	23.	<i>Haarstilerling</i> (a) Keuse van kapsel om by fisiese voorkoms van klant te pas. (b) Moderne stilerling by kort, medium en lang hare. (c) Gebruik van „postiche” (vals hare).
FOURTH YEAR		24.	<i>Wenkbroutatsoenering</i> (a) Uitpluk. (b) Gerei.
24.	Revision of work done during first, second and third years of apprenticeship.	25.	<i>Pruike en halfpruike</i> Skoonmaak, hantering en fatsoenering van pruike en halfpruike.
TRADE: LADIES' HAIRDRESSING		VIERDE JAAR	
FIRST YEAR		26.	Hersiening van werk gedurende eerste, tweede en derde jaar van vakleerlingskap gedoen.
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.	AMBAG: MANSHAARKAPPERY	
2.	<i>Salon service</i> (a) Importance of good speech, correct breathing, clear enunciation, pitch, control, variety of tone (in both official languages).	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.

Logbook Symbols	Practical Training	Logboek-simbool	Praktiese opleiding
(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.	(d)	Persoonlike voorkoms (hare, oorpak, skoene, ens.). Beklemtoning van die noodsaaklikheid van aantreklike voorkoms en die voordele van 'n aangename persoonlikheid.
(c)	Proper handling of client during appointment; personal and special services; topics of conversation (avoid controversial subjects).	2.	<i>Benadering van klant</i>
3.	<i>Brushing and combing</i>	(a)	Belangrikheid van korrekte ontvangs, houding en optrede, duidelike spraak en korrekte uitspraak, stembuiging, ens., in beide landstale. Beleefdheid en wellewendheid teenoor klant; verseker dat die klant alle geriewe wat die salon bied tot sy beskikking het.
(a)	With consideration to comfort of client.	(b)	Paslike optrede teenoor klant tydens besoek; persoonlike en spesiale dienste; gesprekstemas; vermyding van omstrede onderwerpe in die loop van gesprekke.
(b)	Relaxing manner for hair and client.	3.	<i>Sterilisering en ontsmetting</i>
(c)	Avoid disarranging for intended styling.	(a)	Metodes van ontsmetting; fisiese en chemiese middels, antiseptiese en ontsmettingsmiddels.
4.	<i>Shampooing</i>	(b)	Sterilisering van borsels, kamme en metaalinstrumente.
(a)	Use of finger tips only (nails of reasonable length).	(c)	Veiligheidsmaatreëls.
(b)	In relaxing and comfortable manner for client.	4.	<i>Borsel- en kamwerk</i>
(c)	Create stimulating effect on client's hair.	(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.
(d)	Water correct temperature (frequent testing).	(b)	Korrekte hantering van kam tydens die knip.
(e)	Rinse out soapy residue.	5.	<i>Inseping</i>
(f)	Avoid splashing water on any part of body, other than client's head.	(a)	Bereiding van inseepmiddel.
(g)	Careful posture of apprentice in handling client.	(b)	Nut van inseping.
(h)	Avoid wetting and damaging client's apparel.	(c)	Korrekte aanwending van inseepmiddel en massering met vingerpunte.
(i)	Study scalp and use of correct shampoo.	6.	<i>Aanwending van warm kompresse</i>
5.	<i>Pincurls</i>	(a)	Metode van bereiding van kompres; hantering en aanwending aan klant se gesig.
(a)	Standing type.	(b)	Kennis van heilsame uitwerking.
(b)	Leaning type.	7.	<i>Harewas</i>
(c)	Reversing type.	(a)	Gebruik van vingerpunte alleenlik (naels van redelike lengte).
	N.B.—Stabilize with clips or pins.	(b)	Metode wat vir die klant die gemaklikste en mees ontspannende is.
6.	<i>Other methods of producing curls</i>	(c)	Stimulering van klant se hare.
(a)	Hot tongs.	(d)	Korrekte watertemperatuur (herhaaldelike toetsing).
(b)	Rollers—different types and sizes.	(e)	Uitspoel van seepreste.
7.	<i>Manicuring</i>	(f)	Om water so aan te wend dat slegs die kop natgemaak en die klant nie verder bespat word nie.
(a)	Learning essential implements and materials and their uses.	(g)	Paslike houding van vakleerling teenoor klant.
(b)	Removal of old varnish from nails.	(h)	Om bespatting en beskadiging van klant se klere te vermy.
8.	<i>Simple setting</i>	(i)	Bestudering van kopvel en keuse van geskikte haarwas-middel.
	Methods of positioning pin curls to produce desired result for eventual style.	8.	<i>Skerpmaak van skeermesse op skeerriem</i>
9.	<i>Salon equipment</i>		Korrekte vashou van skeermes en druk wat aangewend moet word by die gebruik van uitgeholde en soliede skeermestipes; kennis van geskikte skeerriemtypes.
(a)	General acquaintanceship with preparations, chemicals and salon equipment.	9.	<i>Behandeling van nuwe skeerriem</i>
(b)	Basic hygiene of implements.	(a)	Verwydering van buitenste nop met droë puimsteen.
(c)	Handling and care of razors and scissors.	(b)	Gebruik van skeerseep op skeerriem.
10.	<i>Colour rinses</i>	(c)	Oliebehandeling van skeerriem.
(a)	Basic knowledge of current colour rinses.	(d)	Behandeling van seilskeerriem; droë-seep- en lood-metodes.
(b)	No metallic containers.	10.	<i>Hare skroei</i>
11.	<i>Elementary permanent waving</i>	(a)	Heilsame uitwerking.
(a)	Sectioning and basic theory of winding and processing.	(b)	Hantering van waspit en kam.
(b)	Neutralizing:	(c)	Beheer van vlam en skroei van hare.
(i)	introduction;	(d)	Verwydering van afgeskroeiende punte.
(ii)	practical application of neutralizer;	11.	<i>Friksiemiddels en aanwending daarvan</i>
(iii)	knowledge of importance and effect of neutralizer; and	(a)	Kennis van verskillende soorte—droog en olierig—en hulle uitwerking.
(iv)	correct timing of neutralizing process.	(b)	Metode van aanwending met vingerpunte.
12.	<i>Wigs and hair pieces</i>	(c)	Inagname van klant se gerief.
	Handling and care of wigs and hair pieces.	12.	<i>Hare droogmaak met handdoek of elektrisiteit</i>
		(a)	Korrekte gebruik van handdoek.
13.	<i>Waterwaving</i>	(b)	Inagname van klant se gerief.
(a)	Use of correct lotions.	(c)	Kontroleer van hitte van elektriese droër.
(b)	Correct methods of waving with fingers and comb.	(d)	Hantering van kam of borsel gelyktydig met lugstroom.
(c)	Comfort of client.	13.	<i>Elementêre werk met 'n knipper</i>
14.	<i>Application of tinting and bleaching preparations</i>	(a)	Kennis van knippergroottes—waar en wanneer hulle gebruik word.
(a)	Application under supervision.	(b)	Kennis van knipperonderdele; skoonmaak en stel van hand- en elektriese skeermesse.
(b)	Sectionally.	14.	<i>Elementêre slyp van skeermes</i>
(c)	Pre-testing for allergy.	(a)	Keuse van slypsteen en bereiding daarvan; versorging van slypsteen.
(d)	Application on tinted and virgin hair.	(b)	Wyse waarop skeermes vasgehou en oor slypsteen gestryk word.
(e)	Methods of applying tint, e.g. by brush or applicator.	(c)	Toets van skeermeslem.
(f)	Introduction to bleaching.	15.	<i>Gebruik van elektriese toestelle</i>
15.	<i>Hair treatments</i>	(a)	Kennis van elektriese knippers, haardroërs en vibreer-masjiene.
(a)	Introduction.	(b)	Veiligheidsmaatreëls.
(b)	Knowledge of current treatments.		
(c)	Choice of treatment, e.g. oil and modern preparations and their functioning.		
(d)	Methods of application, e.g. vibro, hand, modern steamer.		
16.	<i>Manicuring</i>		
(a)	Practical tuition.		
(b)	Treatment 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
17.	<i>Cutting and thinning</i> (a) Knowledge of tools to be used. (b) Practical tuition in correct sectioning; basic cutting with scissors, razor and thinning with scissors and razor. (c) Knowledge of necessity for thinning.
18.	<i>Intermediate permanent waving</i> (a) Sectioning. (b) Selection of perm curlers. (c) Use of end papers. (d) Correct winding. (e) Application of lotions. (f) Testing of process after completing of winding. (g) Correct timing. (h) Use of non-metallic receptacle. (i) Correct use of perm cape in modern steam method.
19.	<i>Wigs and hairpieces</i> Cleaning, handling and styling of hairpieces.
THIRD YEAR	
20.	<i>Haircutting (advanced)</i> (a) Cutting, shaping and thinning for style intended. (b) Marcel and blow waving.
21.	<i>Bleaching</i> (a) Bleaching. (b) Knowledge of strength of peroxides. (c) Effect of peroxide on hair and scalp. (d) Reaction of hair to bleach. (e) Hazards in incorrect use. (f) Products in use to accelerate bleaching action. (g) Thorough removal of bleaching agents and reconditioning of bleached hair. (h) Correct timing and supervision.
22.	<i>Hair tinting (practical)</i> (a) Correct selection of colour, colour blending; the addition of peroxide. (b) Supervision and tinting. (c) Removal of tint from hair after developing. (d) Removal of tint from skin. (e) Consideration for condition of hair.
23.	<i>Hair styling</i> (a) Choice of style to suit physical features of client. (b) Modern styling on short, medium and long hair. (c) Use of postiche.
24.	<i>Eye-brow shaping</i> (a) Plucking. (b) Implements used.
25.	<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.

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

All interested persons who have any objection to the above proposals are called upon to lodge such objections, in writing, with the Secretary, East London Hairdressing Apprenticeship Committee, P.O. Box 312, East London, within 30 days from the date of publication of this notice.

M. VILJOEN,
Minister of Labour.

Alle belanghebbende persone wat beswaar teen bogenelde voorname het, word aangesê om sodanige besware skriftelik in te dien by die Sekretaris, Oos-Londense Vakleerlingskapkomitee vir die Haarsnyersbedryf, Posbus 312, Oos-Londen, binne 30 dae vanaf die datum van publikasie van hierdie kennisgewing.

M. VILJOEN,
Minister van Arbeid.

No. R.1900.]

[18th October, 1968.]

APPRENTICESHIP ACT, 1944, AS AMENDED

CAPE HAIRDRESSING INDUSTRY
APPRENTICESHIP COMMITTEE

The following Government Notices are hereby re-published for general information:

„No. 1015.]

[21st July, 1933.]

CAPE HAIRDRESSING INDUSTRY
APPRENTICESHIP COMMITTEE

UNDER the powers vested in him by section eleven of the Apprenticeship Act (No. 26 of 1922, as amended by Act No. 22 of 1930), the Minister of Labour hereby appoints an Apprenticeship Committee with jurisdiction over the Hairdressing Industry in the Municipal area of Capetown.

The following persons have been appointed members and alternate members of the Committee for the period 21st July, 1933 to 20th July, 1936:—

Chairman: L. T. Weichardt

Employers

Members

H. J. R. Rieder

J. J. Muller

Mrs. H. C. Llewellyn

Alternates

B. F. Heesen

J. W. Canning

Employees

Miss S. Smith

A. E. Whyburd

J. Tindale

Miss K. Ashworth

H. Cohen

M. Zeller

No. 2534.]

[21st December, 1945.]

APPRENTICESHIP ACT, 1944

CAPE HAIRDRESSING APPRENTICESHIP
COMMITTEE

EXTENSION OF AREA OF JURISDICTION

I, COLIN FRASER STEYN, Minister of Labour, acting in pursuance of and subject to the provisions of section five of the Apprenticeship Act, 1944, and after consultation with the Cape Hairdressing Apprenticeship Committee, hereby, in terms of sub-section 1 (b) of section five of the said Act, amend with effect from the date of this notice, Government Notice No. 1015 of the 21st July, 1933, by the deletion of the words 'Municipal area of Cape Town' and the substitution therefore of the words 'Magisterial Districts of the Cape, Wynberg, Simonstown and Bellville'.

C. F. STEYN,
Minister of Labour."

No. R.1900.]

[18 Oktober 1968.]

WET OP VAKLEERLINGE, 1944, SOOS GEWYSIG

VAKLEERLINGSKAPKOMITEE VIR DIE
HAARKAPPERSBEDRYF, KAAP

Die volgende Goewermentskennisgewings word vir algemene inligting herpubliseer:

„No. 1015.]

[21 Julie 1933.]

VAKLEERLINGSKAPKOMITEE VIR DIE
HAARKAPPERSBEDRYF, KAAP

KRAGTENS die bevoegdheid hom verleen by artikel elf van die „Vakleerlingen Wet" (No. 26 van 1922, soos gewysig by Wet No. 22 van 1930), stel die Minister van Arbeid hierby 'n Vakleerlingskapkomitee aan met jurisdiksie oor die Haarkappersbedryf in die munisipale gebied Kaapstad.

Onderstaande persone is aangestel as lede en plaasvervangende lede van die Komitee vir die tydperk 21 Julie 1933 tot 20 Julie 1936.

Voorsitter: L. T. Weichardt

Werkgewers

Lede

H. J. R. Rieder

J. J. Muller

Mev. H. C. Llewellyn

Plaasvervangende lede

B. F. Heesen

J. W. Canning

Werknemers

Mej. S. Smith

A. E. Whyburd

J. Tindale

Mej. K. Ashworth

H. Cohen

M. Zeller.

„No. 2534.

21 Desember 1945.

WET OP VAKLEERLINGE, 1944

VAKLEERLINGSKAPKOMITEE VIR DIE
HAARKAPPERSBEDRYF, KAAP

UITBREIDING VAN REGSGEBIED

Ek, COLIN FRASER STEYN, Minister van Arbeid, handelende ooreenkomstig en ingevolge die bepalings van artikel vyf van die Wet op Vakleerlinge, 1944, en na raadpleging met die Vakleerlingskapkomitee vir die Haarkappersbedryf, Kaap, wysig hierby, ingevolge sub-artikel 1 (b) van artikel vyf van genoemde Wet, met ingang vanaf die datum van hierdie Kennisgewing, Goewermentskennisgewing No. 1015 van 21 Julie 1933, deur die woorde „Munisipale Gebied Kaapstad" te skrap en hulle te vervang deur die woorde „magistraatsdistrikte die Kaap, Wynberg, Simonstad en Bellville".

C. F. STEYN,
Minister van Arbeid."

No. R.1901.]

[18th October, 1968.

APPRENTICESHIP ACT, 1944, AS AMENDED

CAPE 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. 597 of 11 May 1934, No. 598 of 11 May 1934, No. 1319 of 10 July 1942, No. 973 of 10 May 1946 (in so far as it relates to the Cape Hairdressing Industry Apprenticeship Committee), No. 1276 of 21 June 1946, No. 2138 of 11 October 1946, No. 1235 of 7 August 1959, No. 201 of 10 February 1961 (in so far as it relates to the said Committee), and No. R.1170 of 4 August 1967;
- (ii) designate for the Industry and area for which the said Committee was established by Government Notice No. 1015 of 21 July 1933 as amended by Government Notice No. 2534 of 21 December 1945, 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 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 of the Industrial Council Agreement for the Hairdressing Trade, Cape Peninsula:

No. R.1901.]

[18 Oktober 1968.

WET OP VAKLEERLINGE, 1944, SOOS GEWYSIG

VAKLEERLINGSKAPKOMITEE VIR DIE HAARKAPPERSBEDRYF, KAAP: VOORGENOME INTREKKING EN VOORSKRYWING 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. 597 van 11 Mei 1934, No. 598 van 11 Mei 1934, No. 1319 van 10 Julie 1942, No. 973 van 10 Mei 1946 (vir sover dit betrekking het op die Vakleerlingskapkomitee vir die Haarkappersbedryf, Kaap), No. 1276 van 21 Junie 1946, No. 2138 van 11 Oktober 1946, No. 1235 van 7 Augustus 1959, No. 201 van 10 Februarie 1961 (vir sover dit betrekking het op gemelde Komitee), en No. R.1170 van 4 Augustus 1967, 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. 1015 van 21 Julie 1933 soos gewysig by Goewermentskennisgewing No. 2534 van 21 Desember 1945:

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 standaard 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 standaard 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 die Haarkappersbedryf, Kaapse Skiereiland:

(i) *A Female Apprentice:*

- First year: 30 per cent
(but not less than R5.40 per week)
Second year: 37½ per cent
(but not less than R6.75 per week)
Third year: 47½ per cent
(but not less than R9.00 per week)
Fourth year: 65 per cent
(but not less than R12.05 per week);

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, Cape Peninsula:

- 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) (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

(i) *'n Vroulike vakleerling:*

- Eerste jaar: 30 persent
(maar minstens R 5.40 per week)
Tweede jaar: 37½ persent
(maar minstens R 6.75 per week)
Derde jaar: 47½ persent
(maar minstens R 9.00 per week)
Vierde jaar: 65 persent
(maar minstens R12.05 per week);

van die hoogste loon wat vir 'n haarkapper (gekwaliifseer), 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 (gekwaliifseer), vroulik, 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 (gekwaliifseer) in die Mansbedryf betaalbaar is ingevolge die Nywerheidsraadooreenkoms vir die Haarkappersbedryf, Kaapse Skiereiland:

- 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 verstrekte ooreenkoms betaalbaar was aan 'n haarkapper (gekwaliifseer), 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

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 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, 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.

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 werkure 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 voorgeskiet van die loon van die vakleerling aftrek in gelyke weeklikse paaielemente 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 kursuselde 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 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.

Educational Qualifications attained prior to or during Apprenticeship	Test may be taken voluntarily	Opvoedkundige kwalifikasies behaal voor of gedurende vakleerlingskap	Toets mag vrywillig afgelê word
GROUP I Std. IX or equivalent certificate with Mathematics as one subject of success	After 3½ years	GROEP I St. IX- of gelykwaardige sertifikaat met Wiskunde as een van die vakke waarin daar geslaag is	Na 3½ jaar
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	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
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	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
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	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
GROUP V National Senior Certificate (Technology) with Workshop Practice as one subject of success	After 2 years.	GROEP V Nasionale Senior Sertifikaat (Tegnologie) met Werkwinkelpraktik 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 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 him in the trade in which he is indentured.

(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 Symbols	Practical Training	Logboek- simbool	Praktiese opleiding
	TRADE: GENTLEMEN'S HAIRDRESSING		AMBAG: DAMESHAARKAPPERY
	FIRST YEAR		EERSTE JAAR
1.	<i>Deportment</i>	1.	<i>Houding</i>
(a)	Movements (standing, walking, sitting, handling of tools).	(a)	Bewegings (staan, loop, sit, hantering van gerei).
(b)	The need for relaxation and suitable exercise.	(b)	Die noodsaaklikheid van ontspanning en geskikte oefening.
(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, stembeheer en stembuiging, toon—in beide landstale.
3.	<i>Sterilization and antiseptics</i>	(b)	Benadering en ontvangs van klant. (Hoflikheid—wellevendheid 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.
(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)	Inagname 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 stilering 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)	Salontoen 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 metaalhouers.
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 halfpruike</i>
(d)	Manipulation of comb or brush in conjunction with air stream.		Hantering van pruike en halfpruike.
13.	<i>Elementary clipper work</i>		TWEEDE JAAR
(a)	Knowledge of clipper sizes; where and when they should be used.	13.	<i>Watergolwing</i>
(b)	Knowledge of parts of clipper; cleaning and adjusting hand and electric clippers.	(a)	Gebruik van korrekte middels.
14.	<i>Elementary razor setting</i>	(b)	Korrekte maniere van golwing met vingers en kam.
(a)	Selection of hone and preparation; care of hone.	(c)	Gemak van klant.
(b)	Manner of holding and stroking razor on hone.		
(c)	Testing razor edge.		

Logbook Symbols	Practical Training
(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.
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.
5.	<i>Pincurls</i>
(a)	Standing type.
(b)	Leaning type.
(c)	Reversing type.
	N.B.—Stabilize with clips or pins.
6.	<i>Other methods of producing curls</i>
(a)	Hot tongs.
(b)	Rollers—different types and sizes.
7.	<i>Manicuring</i>
(a)	Learning essential implements and materials and their uses.
(b)	Removal of old varnish from nails.
8.	<i>Simple setting</i>
	Methods of positioning pin curls to produce desired result for eventual style.
9.	<i>Salon equipment</i>
(a)	General acquaintanceship with preparations, chemicals and salon equipment.
(b)	Basic hygiene of implements.
(c)	Handling and care of razors and scissors.
10.	<i>Colour rinses</i>
(a)	Basic knowledge of current colour rinses.
(b)	No metallic containers.
11.	<i>Elementary permanent waving</i>
(a)	Sectioning and basic theory of winding and processing.
(b)	Neutralizing:
(i)	introduction;
(ii)	practical application of neutralizer;
(iii)	knowledge of importance and effect of neutralizer; and
(iv)	correct timing of neutralizing process.
12.	<i>Wigs and hair pieces</i>
	Handling and care of wigs and hair pieces.
SECOND YEAR	
13.	<i>Waterwaving</i>
(a)	Use of correct lotions.
(b)	Correct methods of waving with fingers and comb.
(c)	Comfort of client.
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 applicator.
(f)	Introduction to bleaching.
15.	<i>Hair treatments</i>
(a)	Introduction.
(b)	Knowledge of current treatments.
(c)	Choice of treatment, e.g. oil and modern preparations and their functioning.

Logboek-simbool	Praktiese opleiding
(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 wellewendheid 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.
5.	<i>Inseping</i>
(a)	Bereiding van inseepmiddel.
(b)	Nut van inseping.
(c)	Korrekte aanwending van inseepmiddel en massering met vingerpunte.
6.	<i>Aanwending van warm kompresse</i>
(a)	Metode van bereiding van kompres; hantering en aanwending aan klant se gesig.
(b)	Kennis van heilsame uitwerking.
7.	<i>Harewas</i>
(a)	Gebruik van vingerpunte alleenlik (naels van redelike lengte).
(b)	Metode wat vir die klant die gemaklikste en mees 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 natgemaak en die klant nie verder bespat word nie.
(g)	Paslike houding van vakleerling teenoor klant.
(h)	Om bespating en beskadiging van klant se klere te vermy.
(i)	Bestudering van kopvel en keuse van geskikte haarwas-middel.
8.	<i>Skerpmaak van skeermesse op skeerriem</i>
	Korrekte vashou van skeermes en druk wat aangewend moet word by die gebruik van uitgeholde en soliede skeermestipes; kennis van geskikte skeerriemtipes.
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; droë-seep- en lood-metodes.
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 afgeskroeië punte.
11.	<i>Friksemiddels en aanwending daarvan</i>
(a)	Kennis van verskillende soorte—droog en oliërig—en hul uitwerking.
(b)	Metode van aanwending met vingerpunte.
(c)	Inagname van klant se gerief.
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 lugstroom.
13.	<i>Elementêre werk met 'n knipper</i>
(a)	Kennis van knippergroottes—waar en wanneer hulle gebruik word.
(b)	Kennis van knipperonderdele; skoonmaak en stel van hand- en elektriese skeermes.
14.	<i>Elementêre slyp van skeermes</i>
(a)	Keuse van slypsteen en bereiding daarvan; versorging van slypsteen.
(b)	Wyse waarop skeermes vasgehou en oor slypsteen gestryk word.
(c)	Toets van skeermeslem.
15.	<i>Gebruik van elektriese toestelle</i>
(a)	Kennis van elektriese knippers, haardroërs en vibreer-masjiene.

Logbook Symbols	Practical Training	Logboek-simbool	Praktiese opleiding
(d)	Methods of application, e.g. vibro, hand, modern steamer.	(b)	Veiligheidsmaatreëls.
16.	<i>Manicuring</i>	16.	<i>Hantering van skêr en kam</i>
(a)	Practical tuition.	(a)	Kennis van knippergroottes.
(b)	Treatment of cuticles.	(b)	Korrekte hantering van kam en skêr by hareknip.
(c)	Massaging of hands, fingers and manipulation of joints.	(c)	Korrekte hantering van kam en skêr by vingerknipwerk.
(d)	Application of polish.	17.	<i>Skeer</i>
(e)	Other nail treatments.	(a)	Gerief en voorbereiding van klant.
(f)	Repairing damaged nails.	(b)	Voorbereiding van alle benodigde gerei.
17.	<i>Cutting and thinning</i>	(c)	Bereiding van skuim; toets van watertemperatuur; aanwend van skuim—borsel- en vingerpuntmetodes.
(a)	Knowledge of tools to be used.	(d)	Inagname van groeirigting en aard van baard en toestand van vel; haartekstuur.
(b)	Practical tuition in correct sectioning; basic cutting with scissors, razor and thinning with scissors and razor.	(e)	Skoonmaak van gesig; aanwending van saamtrek-middels en poeier.
(c)	Knowledge of necessity for thinning.	18.	<i>Tipes massering</i>
18.	<i>Intermediate permanent waving</i>	(a)	Kennis van verskillende tipes gesig- en kopvelmassering—hand- en elektriese metodes; die heilsame uitwerking daarvan op gesig, kopvel en klant.
(a)	Sectioning.	(b)	Kennis van benodigde materiaal en die gebruik daarvan.
(b)	Selection of perm curlers.		
(c)	Use of end papers.		
(d)	Correct winding.		
(e)	Application of lotions.		
(f)	Testing of process after completing of winding.		
(g)	Correct timing.		
(h)	Use of non-metallic receptacle.		
(i)	Correct use of perm cape in modern steam method.		
19.	<i>Wigs and hairpieces</i>		
	Cleaning, handling and styling of hairpieces.		
	THIRD YEAR		TWEEDE JAAR
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.		Korrekte hantering van skeermes in vier standaardposisies 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.	21.	<i>Mansharesny</i>
(g)	Thorough removal of bleaching agents and reconditioning of bleached hair.	(a)	Kennis van basiese snitte:
(h)	Correct timing and supervision.	(i)	die kort snit of volkroon;
22.	<i>Hair tinting (practical)</i>	(ii)	die mediumsmit;
(a)	Correct selection of colour, colour blending; the addition of peroxide.	(iii)	gelykknipwerk (medium of kort);
(b)	Supervision and tinting.	(iv)	pompadour (kort, medium of lank).
(c)	Removal of tint from hair after developing.	(b)	Volledige praktiese haresny met gebruik van knipper, skêr, kam en skeermes.
(d)	Removal of tint from skin.	(c)	Haarsnit wat by klant se gesig pas.
(e)	Consideration for condition of hair.	22.	<i>Verwydering van swartkoppies en afval</i>
23.	<i>Hair styling</i>	(a)	Metode van swartkopieverwydering met behulp van „Comedone“-uittrekker.
(a)	Choice of style to suit physical features of client.	(b)	Verwydering van dooie hare met haartangetjie.
(b)	Modern styling on short, medium and long hair.	(c)	Aanwending van warm kompres en ontsmettingsmiddels.
(c)	Use of postiche.		
24.	<i>Eyebrow shaping</i>		
(a)	Plucking.		
(b)	Implements used.		
25.	<i>Wigs and hairpieces</i>		
	Cleaning, handling, dressing and styling of hairpieces and wigs.		
	FOURTH YEAR		DERDE JAAR
26.	Revision of work done during first, second and third years of apprenticeship.	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.

All interested persons who have any objection against the above proposals are called upon to lodge such objections, in writing, with the Secretary, Cape Hairdressing Industry Apprenticeship Committee, P.O. Box 872, Cape Town, within 30 days from the date of publication of this notice.

M. VILJOEN,
Minister of Labour.

Alle belanghebbende persone wat beswaar teen bogenelde voorneme het, word aangesê om sodanige besware skriftelik in te dien by die Sekretaris, Vakleerlingskapkomitee vir die Haarkappersbedryf, Kaap, Posbus 872, Kaapstad, binne 30 dae vanaf die datum van publikasie van hierdie kennisgewing.

M. VILJOEN,
Minister van Arbeid.

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