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GOVERNMENT GAZETTE

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VAN DIE REPUBLIEK VAN SUID-AFRIKA

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PRETORIA, 11 NOVEMBER 1977

[No. 5800

PROCLAMATIONS

by the State President of the Republic of South Africa

No. R. 311, 1977

FERTILIZERS, FARM FEEDS, AGRICULTURAL REMEDIES AND STOCK REMEDIES AMENDMENT ACT, 1977

COMMENCEMENT

Under the powers vested in me by section 23 (1) of the Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Amendment Act, 1977 (Act 24 of 1977), I hereby declare that section 7 of the afore-mentioned Act shall come into operation on 1 December 1977.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Twenty-fifth day of October, One thousand Nine hundred and Seventy-seven.

N. DIEDERICH, State President.

By Order of the State President-in-Council:

H. S. J. SCHOEMAN.

No. R. 313, 1977

AMENDMENT OF THE REGULATIONS FOR THE ADMINISTRATION OF VENDA (PROCLAMATION R. 276 OF 1977)

Under and by virtue of the powers vested in me by section 25 of the Bantu Administration Act, 1927 (Act 38 of 1927), I hereby amend the Schedule to Proclamation R. 276 of 1977 by the substitution of the following subregulation for subregulation (4) of regulation 8:

"(4) No one shall, except with the consent of the Minister, have access to any person detained in terms of subregulation (2): Provided that not less than once each week such person shall be visited by the Magistrate, Additional Magistrate or Assistant Magistrate of the district in which he is detained."

Given under my Hand and the Seal of the Republic of South Africa at Pretoria, this Second day of November, One thousand Nine hundred and Seventy-seven.

N. DIEDERICH, State President.

By Order of the State President-in-Council:

M. C. BOTHA.

65450—A

PROKLAMASIES

van die Staatspresident van die Republiek van Suid-Afrika

No. R. 311, 1977

WYSIGINGSWET OP MISSTOWWE, VEEVOEDSEL, LANDBOUMIDDELS EN VEEMIDDELS, 1977

INWERKINGTREDING

Kragtens die bevoegdheid my verleen by artikel 23 (1) van die Wysigingswet op Misstowwe, Veevoedsel, Landboumiddels en Veemiddels, 1977 (Wet 24 van 1977), verklaar ek hierby dat artikel 7 van voormelde Wet op 1 Desember 1977 in werking sal tree.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Vyf-en-twintigste dag van Oktober Eenduisend Negehoenderd Sewe-en-sewentig.

N. DIEDERICH, Staatspresident.

Op las van die Staatspresident-in-rade:

H. S. J. SCHOEMAN.

No. R. 313, 1977

WYSIGING VAN DIE REGULASIES VIR DIE ADMINISTRASIE VAN VENDA (PROKLAMASIE R. 276 VAN 1977)

Kragtens die bevoegdheid my verleen by artikel 25 van die Bantoe-administrasiewet, 1927 (Wet 38 van 1927), wysig ek hierby die Bylae tot Proklamasie R. 276 van 1977 deur die vervanging van subregulasie (4) van regulasie 8 deur die volgende subregulasie:

"(4) Niemand sal, behalwe met die toestemming van die Minister, toegang hê tot 'n kragtens subregulasie (2) aangehoude nie: Met dien verstande dat sodanige persoon ten minste een keer per week besoek word deur die Magistraat, Addisionele Magistraat of Assistent Magistraat van die distrik waarin hy aangehou word."

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Tweede dag van November Eenduisend Negehoenderd Sewe-en-sewentig.

N. DIEDERICH, Staatspresident.

Op las van die Staatspresident-in-rade:

M. C. BOTHA.

5800—1

No. R. 314, 1977

AMENDMENT OF PROCLAMATION R. 252 OF 1977

Under and by virtue of the powers vested in me by section 25 of the Bantu Administration Act, 1927 (Act 38 of 1927), I hereby amend the Schedule to Proclamation R. 252 of 1977 by the substitution of the following subregulation for subregulation (4) of regulation 8:

"(4) No one shall, except with the consent of the Minister, have access to any person detained in terms of subregulation (2): Provided that not less than once each week such person shall be visited by the Magistrate, Additional Magistrate or Assistant Magistrate of the district in which he is detained."

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Second day of November, One thousand Nine hundred and Seventy-seven.

N. DIEDERICH, State President.

By Order of the State President-in-Council:

M. C. BOTHA.

No. R. 320, 1977

AMENDMENT OF THE REGULATIONS GOVERNING THE ADMINISTRATION AND CONTROL OF THE AREAS CLERMONT AND EDENDALE, 1974

By virtue of the powers vested in me by section 30 (6) of the Bantu Administration Act, 1927 (Act 38 of 1927), I hereby amend the Regulations contained in Schedule I to Proclamation R. 163 of 1974 by the substitution in regulation 23 (16) for the expression "subregulation (10) or (11)" of the expression "subregulation (10), (11) or (15)".

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Twenty-seventh day of October, One thousand Nine hundred and Seventy-seven.

N. DIEDERICH, State President.

By Order of the State President-in-Council:

M. C. BOTHA.

GOVERNMENT NOTICES**DEPARTMENT OF AGRICULTURAL TECHNICAL SERVICES**

No. R. 2296

11 November 1977

FERTILIZERS, FARM FEEDS, AGRICULTURAL REMEDIES AND STOCK REMEDIES ACT, 1947 (ACT 36 OF 1947)

REGULATIONS.—APPEAL AGAINST DECISIONS OF REGISTRAR

The Minister of Agriculture has, under the powers vested in him by section 23, read in conjunction with section 6, of the Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act, 1947 (Act 36 of 1947), made the following regulations:

Definitions

1. Words and phrases in these regulations shall have the meaning assigned thereto in the Act and unless the context otherwise indicates—

"the Act" means the Fertilizers, Farm Feeds, Agricultural Remedies and Stock Remedies Act, 1947 (Act 36 of 1947).

Appeal to Minister

2. (1) An appeal in terms of section 6 (1) of the Act shall be made by a person referred to in that section, or his assignee.

No. R. 314, 1977

WYSIGING VAN PROKLAMASIE R. 252 VAN 1977

Kragtens die bevoegdheid my verleen by artikel 25 van die Bantoe-administrasiewet, 1927 (Wet 38 van 1927), wysig ek hierby die Bylae tot Proklamasie R. 252 van 1977 deur die vervanging van subregulasie (4) van regulasie 8 deur die volgende subregulasie:

"(4) Niemand sal, behalwe met die toestemming van die Minister, toegang hê tot 'n kragtens subregulasie (2) aangehoudene nie: Met dien verstande dat sodanige persoon ten minste eenkeer per week besoek word deur die Magistraat, Addisionele Magistraat of Assistent Magistraat van die distrik waarin hy aangehou word."

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Tweede dag van November Eenduisend Negehoenderd Sewe-en-sewentig.

N. DIEDERICH, Staatspresident.

Op las van die Staatspresident-in-rade:

M. C. BOTHA.

No. R. 320, 1977

WYSIGING VAN DIE REGULASIES VIR DIE ADMINISTRASIE VAN EN BEHEER OOR DIE GEBIEDE CLERMONT EN EDENDALE, 1974

Kragtens die bevoegdheid my verleen by artikel 30 (6) van die Bantoe-administrasie Wet, 1927 (Wet 38 van 1927), wysig ek hierby die Regulasies vervat in Bylae I van Proklamasie R. 163 van 1974 deur in regulasie 23 (16) die uitdrukking "subregulasie (10) of (11)" te vervang deur die uitdrukking "subregulasie (10), (11) of (15)".

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Sewe-en-twintigste dag van Oktober Eenduisend Negehoenderd Sewe-en-sewentig.

N. DIEDERICH, Staatspresident.

Op las van die Staatspresident-in-rade:

M. C. BOTHA.

GOEWERMENSKENNISGEWINGS**DEPARTEMENT VAN LANDBOU-TEGNIESE DIENSTE**

No. R. 2296

11 November 1977

WET OP MISSTOWWE, VEEVOEDSEL, LANDBOU-MIDDELS EN VEEMIDDELS, 1947 (WET 36 VAN 1947)

REGULASIES.—APPÈL TEEN BESLISSINGS VAN REGISTRATEUR

Die Minister van Landbou het, kragtens die bevoegdheid hom verleen by artikel 23, gelees met artikel 6, van die Wet op Misstowwe, Veevoedsel, Landboumiddels en Veemiddels, 1947 (Wet 36 van 1947), die volgende regulasies uitgevaardig:

Woordomskrywing

1. Woorde en uitdrukkings in hierdie regulasies het dieselfde betekenis as deur die Wet daaraan toegeken en tensy uit die samehang anders blyk, beteken—

"die Wet" die Wet op Misstowwe, Veevoedsel, Landboumiddels en Veemiddels, 1947 (Wet 36 van 1947).

Appel by Minister

2. (1) 'n Appèl ingevolge artikel 6 (1) van die Wet word deur 'n persoon in daardie artikel vermeld, of sy gevolmagtigde, aangeteken.

(2) The notice of an appeal referred to in subregulation (1) shall—

(a) be lodged with the Secretary in writing within 60 days of the date on which the applicant or person referred to in section 5 of the Act was furnished in writing with the reasons for the decision against which the appeal has been lodged;

(b) state the reference number and date of the document by means of which such applicant or person was given notice of that decision;

(c) state the grounds on which the appeal is based;

(d) be accompanied by the documents relating to the subject of the appeal;

(e) be accompanied by written proof of his proxy if the appeal is made by the assignee of the appellant; and

(f) be accompanied by an amount of R100.

Payment of fee

3. The amount referred to in regulation 2 (2) (f) shall be paid by cheque, postal order or money order made out in favour of the Secretary for Agricultural Technical Services: Provided that, if such fee is delivered by hand, it may be paid in cash.

Address of Secretary

4. Postage on and delivery costs of a notice of appeal lodged in terms of these regulations, as well as on or of anything else pertaining thereto, shall be prepaid, and shall—

(a) when forwarded by post, be addressed to—

The Secretary for Agricultural Technical Services, Private Bag X116, Pretoria, 0001; or

(b) when delivered by hand, be delivered to—

The Secretary for Agricultural Technical Services, Agriculture Buildings, Beatrix Street, Pretoria.

Repeal of regulations

5. The following regulations are hereby repealed:

(a) Regulation 10 of the regulations published under Government Notice R. 857 of 28 May 1971;

(b) regulation 3 of the regulations published under Government Notice R. 987 of 15 June 1973;

(c) regulation 3 of the regulations published under Government Notice R. 538 of 29 March 1974; and

(d) regulation 6 of the regulations published under Government Notice R. 799 of 20 May 1977.

Date of commencement

6. These regulations shall come into operation on 1 December 1977.

DEPARTMENT OF BANTU ADMINISTRATION AND DEVELOPMENT

No. R. 2321

11 November 1977

REGULATIONS GOVERNING THE CONTROL AND SUPERVISION OF AN URBAN BANTU RESIDENTIAL AREA AND RELEVANT MATTERS.—AMENDMENT OF GOVERNMENT NOTICE R. 1267, DATED 26 JULY 1968.

I, Willem Adriaan Cruywagen, Deputy Minister of Bantu Affairs, acting on behalf of the Minister of Bantu Administration and Development—

(a) do hereby amend, by virtue of the powers vested in the said Minister by section 38 (8) (b) of the Bantu (Urban Areas) Consolidation Act, 1945 (Act 25 of

(2) Die kennisgewing van 'n appèl bedoel in subregulasie (1) moet—

(a) skriftelik by die Sekretaris ingedien word binne 60 dae na die datum waarop die aansoeker of persoon in artikel 5 van die Wet vermeld, skriftelik van die redes vir die beslissing waarteen geappelleer word, verwittig is;

(b) die verwysingsnommer en datum van die geskrif deur middel waarvan so 'n aansoeker of persoon van daardie beslissing verwittig is, bevat;

(c) die gronde aandui waarop die appèl gebaseer is;

(d) vergesel gaan van die geskrifte wat betrekking het op die onderwerp van die appèl;

(e) indien die appèl aangeteken word deur die gevolmagtigde van die appellant, vergesel gaan van skriftelike bewys van sy volmag; en

(f) vergesel gaan van 'n bedrag van R100.

Betaling van geld

3. Die bedrag in regulasie 2 (2) (f) vermeld, word per tjek, posorder of poswissel wat ten gunste van die Sekretaris van Landboutegniese Dienste uitgemaak is, betaal: Met dien verstande dat, indien sodanige geld per hand afgelewer word, dit in kontant betaal kan word.

Adres van Sekretaris

4. Posgeld op en afleweringskoste van 'n kennisgewing van 'n appèl wat ingevolge hierdie regulasies ingedien word, asook op of van enigiets anders in verband daarmee, moet vooruitbetaal word, en moet—

(a) wanneer per pos gestuur, geadresseer wees aan—

Die Sekretaris van Landbou-tegniese Dienste, Privaatsak X116, Pretoria, 0001; of

(b) wanneer per hand afgelewer, afgelewer word by—

Die Sekretaris van Landbou-tegniese Dienste, Landbougebou, Beatrixstraat, Pretoria.

Herroeping van regulasies

5. Die volgende regulasies word hierby herroep:

(a) Regulasie 10 van die regulasies gepubliseer by Goewermentskennisgewing R. 857 van 28 Mei 1971;

(b) regulasie 3 van die regulasies gepubliseer by Goewermentskennisgewing R. 987 van 15 Junie 1973;

(c) regulasie 3 van die regulasies gepubliseer by Goewermentskennisgewing R. 538 van 29 Maart 1974; en

(d) regulasie 6 van die regulasies gepubliseer by Goewermentskennisgewing R. 799 van 20 Mei 1977.

Datum van inwerkingtreding

6. Hierdie regulasies tree in werking op 1 Desember 1977.

DEPARTEMENT VAN BANTOE-ADMINISTRASIE EN -ONTWIKKELING

No. R. 2321

11 November 1977

REGULASIES BETREFFENDE DIE BEHEER VAN EN TOESIG OOR 'N STEDELIKE BANTOEWOON- GEBIED EN AANVERWANTE AANGELEENTHEDE.—WYSIGING VAN GOEWERMENTSKENNIS- GEWING R. 1267 VAN 26 JULIE 1968.

Ek, Willem Adriaan Cruywagen, Adjunk-minister van Bantoesake, handelende namens die Minister van Bantoe- administrasie en -ontwikkeling—

(a) wysig hierby kragtens die bevoegdheid genoemde Minister verleen by artikel 38 (8) (b) van die Bantoes (Stadsgebiede) Konsolidasiewet, 1945 (Wet 25 van 1945),

1945), read with the provisions of section 23 of the Bantu Affairs Administration Act, 1971 (Act 45 of 1971), Government Notice R. 1267, dated 26 July 1968, by the substitution for paragraph 2 of the Schedule thereto of the following:

"2. The area in respect of which the Management Board of Sebokeng has been established by Proclamation 65 of 1965, and which has been included in the administration area of the Bantu Affairs Administration Board for the Vaal Triangle Area, excluding the areas which were defined and set apart as Bantu residential areas and Bantu hostels by the following Government Notices:

- (1) Government Notice 822, dated 13 May 1977; and
- (2) Government Notice 2320, dated 11 November 1977."; and

(b) hereby withdraw Government Notice R. 823, dated 13 May 1977.

W. A. CRUYWAGEN, Deputy Minister of Bantu Affairs.
(File A6/5/2/S16)

No. R. 2322 11 November 1977

ADDITION TO THE AREA OF THE COMMUNITY COUNCIL FOR SEBOKENG AND OTHER URBAN RESIDENTIAL AREAS

I, Willem Adriaan Cruywagen, Deputy Minister of Bantu Administration, hereby add, on behalf of the Minister of Bantu Administration and Development by virtue of the powers vested in him by section 2 (4) of the Community Councils Act, 1977 (Act 125 of 1977), the urban residential area defined in the Schedule hereto, to the area of the community council established by Government Notice R. 2005 of 30 September 1977.

W. A. CRUYWAGEN, Deputy Minister of Bantu Affairs.
(File A2/14/2/V4/1)

SCHEDULE

Urban residential area Defined in Government Notice Sebokeng 2320 of 11 November 1977.

No. R. 2347 11 November 1977

ESTABLISHMENT OF A TOWNSHIP COUNCIL.—SEBAYENG, LEBOWA

I, Willem Adriaan Cruywagen, Deputy Minister of Bantu Affairs, acting on behalf of the Minister of Bantu Administration and Development by virtue of the powers vested in him by regulation 1 (1) of Chapter 8 of the Regulations for the Administration and Control of Townships in Bantu Areas, published under Proclamation R. 293 of 1962, hereby establish a township council for Sebayeng, defined and set apart as a township by Government Notice 446 of 1964.

W. A. CRUYWAGEN, Deputy Minister of Bantu Affairs.
(File T60/5/1525/4)

gelees met die bepalings van artikel 23 van die Wet op die Administrasie van Bantoesake, 1971 (Wet 45 van 1971), Goewermentskennisgewing R. 1267 van 26 Julie 1968, deur paragraaf 2 van die Bylae daarvan deur die volgende te vervang:

"2. Die gebied ten opsigte waarvan die Bestuursraad van Sebokeng by Proklamasie 65 van 1965 ingestel is en wat ingesluit is by die Administrasiegebied van die Bantoesake-administrasieraad vir die Vaaldriehoekgebied, uitgesonderd die gebiede wat by die volgende Goewermentskennisgewings as Bantoewoongebiede en Bantoeothuise bepaal en afgesonderd is:

- (1) Goewermentskennisgewing 822 van 13 Mei 1977; en
- (2) Goewermentskennisgewing 2320 van 11 November 1977."; en

(b) herroep hierby Goewermentskennisgewing R. 823 van 13 Mei 1977.

W. A. CRUYWAGEN, Adjunk-minister van Bantoesake.
(Lêer A6/5/2/S16)

No. R. 2322 11 November 1977

TOEVOEGING TOT DIE GEBIED VAN DIE GEMEENSKAPSRAAD VIR SEBOKENG EN ANDER STEDELIKE WOONGEBIEDE

Ek, Willem Adriaan Cruywagen, Adjunk-minister van Bantoesake, voeg hierby, namens die Minister van Bantoe-administrasie en -ontwikkeling kragtens die bevoegdheid hom verleen by artikel 2 (4) van die Wet op Gemeenskapsrade, 1977 (Wet 125 van 1977), die stedelike woongebied omskryf in die Bylae hiervan, by die gebied van die gemeenskapsraad ingestel by Goewermentskennisgewing R. 2005 van 30 September 1977.

W. A. CRUYWAGEN, Adjunk-minister van Bantoesake.
(Lêer A2/14/2/V4/1)

BYLAE

Stedelike woongebied Omskryf in Goewermentskennisgewing Sebokeng 2320 van 11 November 1977.

No. R. 2347 11 November 1977

INSTELLING VAN 'N DORPSRAAD.—SEBAYENG, LEBOWA

Ek, Willem Adriaan Cruywagen, Adjunk-minister van Bantoesake, handelende namens die Minister van Bantoe-administrasie en -ontwikkeling kragtens die bevoegdheid hom verleen by regulasie 1 (1) van Hoofstuk 8 van die Regulasies vir die Administrasie en Bestuur van Dorpe in Bantoegebiede, afgekondig by Proklamasie R. 293 van 1962, stel hierby 'n dorpsraad in vir Sebayeng, by Goewermentskennisgewing 446 van 1964 as 'n dorp bepaal en afgesonderd.

W. A. CRUYWAGEN, Adjunk-minister van Bantoesake.
(Lêer T60/5/1525/4)

DEPARTMENT OF COLOURED, REHOBOTH AND NAMA RELATIONS

No. R. 2338

11 November 1977

CORRECTION NOTICE

The following correction must be made to Government Notice R. 1692, published on page 18 of *Government Gazette* 5721, dated 26 August 1977:

In regulation O 13.6 the following formula is substituted for the last two lines:

"Boarding fees per hostel year x number of days present

Number of days per hostel year"

No. R. 2339

11 November 1977

COLOURED PERSONS EDUCATION ACT, 1963

AMENDMENT OF REGULATIONS

In terms of section 34 of the Coloured Persons Education Act, 1963 (Act 47 of 1963), I Hendrik Hanekom Smit, Minister of Coloured, Rehoboth and Nama Relations, hereby further amend the regulations made under the said section 34 and published under Government Notice R. 1898, dated 21 November 1963, in Regulation Gazette 257, dated 4 December 1963, as amended, as follows:

(a) In regulation T3.2 (viii) (b) the words "plus one additional year" are deleted; and

(b) in regulation T7.3 (viii) (b) the words "plus one additional year" are deleted.

H. H. SMIT, Minister of Coloured, Rehoboth and Nama Relations.

DEPARTMENT OF CUSTOMS AND EXCISE

No. R. 2308

11 November 1977

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 3 (No. 3/528)

Under section 75 of the Customs and Excise Act, 1964, Schedule 3 to the said Act is hereby amended to the extent set out in the Schedule hereto.

O. P. F. HORWOOD, Minister of Finance.

SCHEDULE

I Item	II Tariff Heading and Description	III Extent of Rebate
311.27	By the insertion after tariff heading No. 54.03 of the following: "54.05 Woven fabrics of flax, for the manufacture of water bags"	Full duty less 10%"

Note.—Provision is made for a rebate of the full duty less 10% on woven fabrics of flax, for the manufacture of water bags.

BYLAE

I Item	II Tariefpos en Beskrywing	III Mate van Korting
311.27	Deur na tariefpos No. 54.03 die volgende in te voeg: „54.05 Weefstowwe van vlas, vir die vervaardiging van watersakke"	Volle reg min 10%"

Opmerking.—Voorsiening word gemaak vir 'n volle korting op reg min 10% op weefstowwe van vlas, vir die vervaardiging van watersakke.

DEPARTEMENT VAN KLEURLING-, REHOBOTH- EN NAMABETREKKINGE

No. R. 2338

11 November 1977

VERBETERINGSKENNISGEWING

Die volgende verbetering moet in Goewermmentskennisgewing R. 1692, gepubliseer op bladsy 18 van *Staatskoerant* 5721 van 26 Augustus 1977, aangebring word:

In regulasie O 13.6, vervang die laaste twee reëls deur die volgende formule:

"Losiesgeld per koshuisjaar x aantal dae aanwesig

Aantal dae per koshuisjaar"

No. R. 2339

11 November 1977

WET OP ONDERWYS VIR KLEURLINGE, 1963

WYSIGING VAN REGULASIES

Kragtens artikel 34 van die Wet op Onderwys vir Kleurlinge, 1963 (Wet 47 van 1963), wysig ek, Hendrik Hanekom Smit, Minister van Kleurling-, Rehoboth- en Namabetrekkings, hierby die regulasies uitgevaardig kragtens genoemde artikel 34 en afgekondig by Goewermmentskennisgewing R. 1898 van 21 November 1963, in Regulasiakoerant 257 van 4 Desember 1963, soos gewysig, verder soos volg:

(a) In regulasie T3.2 ((viii) (b) word die woorde "plus een bykomende jaar" geskrap; en

(b) in regulasie T7.3 (viii) (b) word die woorde "plus een bykomende jaar" geskrap.

H. H. SMIT, Minister van Kleurling-, Rehoboth- en Namabetrekkings.

DEPARTEMENT VAN DOEANE EN AKSYNS

No. R. 2308

11 November 1977

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 3 (No. 3/528)

Kragtens artikel 75 van die Doeane- en Aksynswet, 1964, word Bylae 3 by genoemde Wet hierby gewysig in die mate in die Bylae hiervan aangetoon.

O. P. F. HORWOOD, Minister van Finansies.

No. R. 2307

11 November 1977

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF SCHEDULE 1 (No. 1/1/519)

Under section 48 of the Customs and Excise Act, 1964, Part 1 of Schedule 1 to the said Act is hereby amended to the extent set out in the Schedule hereto.

O. P. F. HORWOOD, Minister of Finance.

No. R. 2307

11 November 1977

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN BYLAE 1 (No. 1/1/519)

Kragtens artikel 48 van die Doeane- en Aksynswet, 1964, word Deel 1 van Bylae 1 by genoemde Wet hierby gewysig in die mate in die Bylae hiervan aangetoon.

O. P. F. HORWOOD, Minister van Finansies.

SCHEDULE

I Tariff Heading	II Statistical Unit	Rate of Duty		
		III General	IV M.F.N.	V Preferential
51.04 By the insertion after subheading No. 51.04.20 of the following: "51.04.28 Crepe fabrics and seersucker fabrics, containing more than 10 per cent stretch or bulked yarns (continuous) and of a mass per m ² not exceeding 50 g	m ²	25% or 600c per kg less 75 per cent of the f.o.b. price"		
By the substitution for subheading No. 51.04.40 of the following: "51.04.40 Discharge print fabrics: .10 Indigo blue .90 Other	m ² m ²	10% 20% or 70c per m ² less 80 per cent of the f.o.b. price"		
By the substitution for subheadings Nos. 51.04.55, 51.04.60 and 51.04.75 of the following: "51.04.55 Other printed fabrics: .05 Containing more than 10 per cent stretch or bulked yarns (continuous) and of a mass per m ² of less than 142 g	m ²	25% or 115c per m ² less 75 per cent of the f.o.b. price		
.25 Containing more than 10 per cent stretch or bulked yarns (continuous) and of a mass per m ² of 142 g or more	m ²	25% or 770c per kg less 75 per cent of the f.o.b. price		
.30 Other, of a value for duty purposes per m ² exceeding 41c and of a mass per m ² of 170 g or more but less than 345 g	m ²	25% or 140c per m ² less 75 per cent of the f.o.b. price		
.90 Other	m ²	25% or 100c per m ² less 75 per cent of the f.o.b. price		
51.04.60 Other fabrics containing combed wool or other combed animal hair, of a mass per m ² of 142 g or more	m ²	25% or 950c per kg less 75 per cent of the f.o.b. price		
51.04.75 Other fabrics of synthetic fibres and fabrics of cellulosic fibres containing 30 per cent or more synthetic fibres, of a mass per m ² of 142 g or more	m ²	25% or 770c per kg less 75 per cent of the f.o.b. price"		

I Tariff Heading	II Statistical Unit	Rate of Duty		
		General	M.F.N.	Preferential
By the substitution for subheading No. 51.04.85.10 of the following: ".10 Woven from yarns of different colours (excluding Jacquard figured fabrics), of a value for duty purposes per m ² of 48c or more	m ²	25% or 500c per kg less 75 per cent of the f.o.b. price"		
By the substitution for subheading No. 51.04.90 of the following: "51.04.90 Other: .05 Containing more than 10 per cent stretch or bulked yarns (continuous) and of a mass per m ² of less than 142 g	m ²	25% or 115c per m ² less 75 per cent of the f.o.b. price		
.15 Containing more than 10 per cent stretch or bulked yarns (continuous) and of a mass per m ² of 142 g or more	m ²	25% or 770c per kg less 75 per cent of the f.o.b. price		
.90 Other	m ²	25% or 100c per m ² less 75 per cent of the f.o.b. price"		
53.11 By the substitution for subheading No. 53.11.10 of the following: "53.11.10 Fabrics woven from worsted yarns, not elsewhere enumerated in this heading: .10 With woven stripes, of a kind commonly used for blazers .40 Other, of a f.o.b. price per m ² not exceeding 210c	m ²	25%	5%	
.50 Other, of a f.o.b. price per m ² exceeding 210c	m ²	25% or 950c per kg less 75 per cent of the f.o.b. price	20%"	
54.05 By the substitution for subheading No. 54.05.10 of the following: "54.05.10 Of flax: .10 Of a mass per m ² not exceeding 340 g .20 Of a mass per m ² exceeding 340 g	m ²	25%		
	m ²	25%"		
55.09 By the substitution for subheadings Nos. 55.09.40 and 55.09.55 of the following: "55.09.40 Discharge print fabrics: .10 Indigo blue .90 Other	m ² m ²	10% 20% or 70c per m ² less 80 per cent of the f.o.b. price		
55.09.55 Other printed fabrics: .25 Of a value for duty purposes per m ² exceeding 41c and of a mass per m ² of 170 g or more but less than 345 g	m ²	25% or 140c per m ² less 75 per cent of the f.o.b. price		
.90 Other	m ²	25% or 100c per m ² less 75 per cent of the f.o.b. price"		

I Tariff Heading	II Statistical Unit	Rate of Duty		
		General	M.F.N.	Preferential
By the substitution for subheading No. 55.09.90 of the following: "55.09.90 Other:				
.30 Of a value for duty purposes per m ² exceeding 60c and of a mass per m ² of 170 g or more	m ²	25% or 450c per kg less 75 per cent of the f.o.b. price		
.90 Other	m ²	25% or 100c per m ² less 75 per cent of the f.o.b. price"		
56.07 By the substitution for subheading No. 56.07.40 of the following:				
"56.07.40 Discharge print fabrics:				
.10 Indigo blue	m ²	10%		
.90 Other	m ²	20% or 70c per m ² less 80 per cent of the f.o.b. price"		
By the substitution for subheadings Nos. 56.07.55 and 56.07.60 of the following:				
"56.07.55 Other printed fabrics:				
.05 Containing more than 10 per cent stretch or bulked yarns (continuous) and of a mass per m ² of less than 142 g	m ²	25% or 115c per m ² less 75 per cent of the f.o.b. price		
.25 Containing more than 10 per cent stretch or bulked yarns (continuous) and of a mass per m ² of 142 g or more	m ²	25% or 770c per kg less 75 per cent of the f.o.b. price		
.30 Other, of a value for duty purposes per m ² exceeding 41c and of a mass per m ² of 170 g or more but less than 345 g	m ²	25% or 140c per m ² less 75 per cent of the f.o.b. price		
.90 Other	m ²	25% or 100c per m ² less 75 per cent of the f.o.b. price		
56.07.60 Other fabrics containing combed wool or other combed animal hair, of a mass per m ² of 142 g or more	m ²	25% or 950c per kg less 75 per cent of the f.o.b. price"		
By the substitution for subheading No. 56.07.75 of the following:				
"56.07.75 Other fabrics of synthetic fibres and fabrics of cellulosic fibres containing 30 per cent or more synthetic fibres, of a mass per m ² of 142 g or more	m ²	25% or 770c per kg less 75 per cent of the f.o.b. price"		
By the substitution for subheading No. 56.07.85.10 of the following:				
".10 Woven from yarns of different colours (excluding Jacquard figured fabrics), of a value for duty purposes per m ² of 48c or more	m ²	25% or 500c per kg less 75 per cent of the f.o.b. price"		

I Tariff Heading	II Statistical Unit	Rate of Duty		
		General	M.F.N.	Preferential
By the substitution for subheading No. 56.07.90 of the following:				
"56.07.90 Other:				
.05 Containing more than 10 per cent stretch or bulked yarns (continuous) and of a mass per m ² of less than 142 g	m ²	25% or 115c per m ² less 75 per cent of the f.o.b. price		
.15 Containing more than 10 per cent stretch or bulked yarns (continuous) and of a mass per m ² of 142 g or more	m ²	25% or 770c per kg less 75 per cent of the f.o.b. price		
.90 Other	m ²	25% or 100c per m ² less 75 per cent of the f.o.b. price"		

Note.—The rates of duty on certain textile fabrics are amended to the extent indicated.

BYLAE

I Tariefpos	II Statistiese Eenheid	Skaal van Reg		
		Algemeen	M.B.N.	Voorkeur
51.04 Deur na subpos No. 51.04.20 die volgende in te voeg:				
„51.04.28 Kripstowwe en sirsakarstowwe, wat meer as 10 persent rek- of uitbultgarings (kontinu) bevat en met 'n massa per m ² van hoogstens 50 g	m ²	25% of 600c per kg min 75 persent van die prys v.a.b."		
Deur subpos No. 51.04.40 deur die volgende te vervang:				
„51.04.40 Etsdrukstowwe:				
.10 Indigoblou	m ²	10%		
.90 Ander	m ²	20% of 70c per m ² min 80 persent van die prys v.a.b."		
Deur subposte Nos. 51.04.55, 51.04.60 en 51.04.75 deur die volgende te vervang:				
„51.04.55 Ander bedrukte stowwe:				
.05 Wat meer as 10 persent rek- of uitbultgarings (kontinu) bevat en met 'n massa per m ² van minder as 142 g	m ²	25% of 115c per m ² min 75 persent van die prys v.a.b.		
.25 Wat meer as 10 persent rek- of uitbultgarings (kontinu) bevat en met 'n massa per m ² van minstens 142 g	m ²	25% of 770c per kg min 75 persent van die prys v.a.b.		
.30 Ander, met 'n waarde vir belastingdoeleindes per m ² van meer as 41c en met 'n massa per m ² van minstens 170 g maar minder as 345 g	m ²	25% of 140c per m ² min 75 persent van die prys v.a.b.		

I Tariefpos	II Statistiese Eenheid	III IV V Skaal van Reg		
		Algemeen	M.B.N.	Voorkeur
.90 Ander	m ²	25% of 100c per m ² min 75 persent van die prys v.a.b.		
51.04.60 Ander stowwe wat kamwol of ander gekamde dierehaar bevat, met 'n massa per m ² van minstens 142 g	m ²	25% of 950c per kg min 75 persent van die prys v.a.b.		
51.04.75 Ander stowwe van sintetiese vesels en stowwe van sellulosiese vesels wat minstens 30 persent sintetiese vesels bevat, met 'n massa per m ² van minstens 142 g	m ²	25% of 770c per kg min 75 persent van die prys v.a.b.		
Deur subpos No. 51.04.85.10 deur die volgende te vervang: „10 Geweef van garings van verskillende kleure (uitgesonderd Jacquard-patroon-stowwe), met 'n waarde vir belastingdoeleindes per m ² van minstens 48c	m ²	25% of 500c per kg min 75 persent van die prys v.a.b.		
Deur subpos No. 51.04.90 deur die volgende te vervang: „51.04.90 Ander: .05 Wat meer as 10 persent rek- of uitbultgarings (kontinu) bevat en met 'n massa per m ² van minder as 142 g	m ²	25% of 115c per m ² min 75 persent van die prys v.a.b.		
.15 Wat meer as 10 persent rek- of uitbultgarings (kontinu) bevat en met 'n massa per m ² van minstens 142 g	m ²	25% of 770c per kg min 75 persent van die prys v.a.b.		
.90 Ander	m ²	25% of 100c per m ² min 75 persent van die prys v.a.b.		
53.11 Deur subpos No. 53.11.10 deur die volgende te vervang: „53.11.10 Stowwe van kamgarings geweef, nie elders in hierdie pos vermeld nie: .10 Met geweefde strepe, van 'n soort gewoonlik vir kleurbadgies gebruik	m ²	25%	5%	
.40 Ander, met 'n prys v.a.b. per m ² van hoogstens 210c	m ²	25% of 950c per kg min 75 persent van die prys v.a.b.		
.50 Ander, met 'n prys v.a.b. per m ² van meer as 210c	m ²	25% of 950c per kg min 75 persent van die prys v.a.b.	20%	
54.05 Deur subpos No. 54.05.10 deur die volgende te vervang: „54.05.10 Van vlas: .10 Met 'n massa per m ² van hoogstens 340 g	m ²	25%		
.20 Met 'n massa per m ² van meer as 340 g	m ²	25%		

I Tariefpos	II Statistiese Eenheid	Skaal van Reg		
		III Algemeen	IV M.B.N.	V Voorkeur
55.09 Deur subposte Nos. 55.09.40 en 55.09.55 deur die volgende te vervang:				
„55.09.40 Etsdrukstowwe:				
.10 Indigoblou	m ²	10% of		
.90 Ander	m ²	20% of 70c per m ² min 80 per- sent van die prys v.a.b.		
55.09.55 Ander bedrukte stowwe:				
.25 Met 'n waarde vir belasting- doeleindes per m ² van meer as 41c en met 'n massa per m ² van minstens 170 g maar minder as 345 g	m ²	25% of 140c per m ² min 75 per- sent van die prys v.a.b.		
.90 Ander	m ²	25% of 100c per m ² min 75 per- sent van die prys v.a.b.		
Deur subpos No. 55.09.90 deur die volgende te vervang:				
„55.09.90 Ander:				
.30 Met 'n waarde vir belasting- doeleindes per m ² van meer as 60c en met 'n massa per m ² van minstens 170 g	m ²	25% of 450c per kg min 75 per- sent van die prys v.a.b.		
.90 Ander	m ²	25% of 100c per m ² min 75 per- sent van die prys v.a.b.		
56.07 Deur subpos No. 56.07.40 deur die volgende te vervang:				
„56.07.40 Etsdrukstowwe:				
.10 Indigoblou	m ²	10% of		
.90 Ander	m ²	20% of 70c per m ² min 80 per- sent van die prys v.a.b.		
Deur subposte Nos. 56.07.55 en 56.06.60 deur die volgende te vervang:				
„56.07.55 Ander bedrukte stowwe:				
.05 Wat meer as 10 persent rek- of uitbultgarings (kontinu) bevat en met 'n massa per m ² van minder as 142 g	m ²	25% of 115c per m ² min 75 per- sent van die prys v.a.b.		
.25 Wat meer as 10 persent rek- of uitbultgarings (kontinu) bevat en met 'n massa per m ² van minstens 142 g	m ²	25% of 770c per kg min 75 per- sent van die prys v.a.b.		
.30 Ander, met 'n waarde vir belastingdoeleindes per m ² van meer as 41c en met 'n massa per m ² van minstens 170 g maar minder as 345 g	m ²	25% of 140c per m ² min 75 per- sent van die prys v.a.b.		
.90 Ander	m ²	25% of 100c per m ² min 75 per- sent van die prys v.a.b.		

I Tariefpos	II Statistiese Eenheid	III IV V Skaal van Reg		
		Algemeen	M.B.N.	Voorkeur
56.07.60 Ander stowwe wat kamwol of ander gekamde dierchaar bevat, met 'n massa per m ² van minstens 142 g	m ²	25% of 950c per kg min 75 persent van die prys v.a.b."		
Deur subpos No. 56.07.75 deur die volgende te vervang: „56.07.75 Ander stowwe van sintetiese vesels en stowwe van sellulosiese vesels wat minstens 30 persent sintetiese vesels bevat, met 'n massa per m ² van minstens 142 g	m ²	25% of 770c per kg min 75 persent van die prys v.a.b."		
Deur subpos No. 56.07.85.10 deur die volgende te vervang: „10 Geweef van garings van verskillende kleure (uitgesonderd Jacquard-patroonstowwe), met 'n waarde vir belastingdoeleindes per m ² van minstens 48c	m ²	25% of 500c per kg min 75 persent van die prys v.a.b."		
Deur subpos No. 56.07.90 deur die volgende te vervang: „56.07.90 Ander: .05 Wat meer as 10 persent rek- of uitbultgarings (kontinu) bevat en met 'n massa per m ² van minder as 142 g	m ²	25% of 115c per m ² min 75 persent van die prys v.a.b."		
.15 Wat meer as 10 persent rek- of uitbultgarings (kontinu) bevat en met 'n massa per m ² van minstens 142 g	m ²	25% of 770c per kg min 75 persent van die prys v.a.b."		
.90 Ander	m ²	25% of 100c per m ² min 75 persent van die prys v.a.b."		

Opmerking.—Die skale van reg op sekere tekstielstowwe word gewysig in die mate aangedui.

No. R. 2309

11 November 1977

CUSTOMS AND EXCISE ACT, 1964

AMENDMENT OF RULES (No. DAR 22)

Under section 120 of the Customs and Excise Act, 1964, the Schedule to the rules published in Government Notice R. 1771 of 5 October 1973 is amended by the substitution in paragraph 7 under the heading "Richards Bay" for the existing subparagraphs of the following:

"General:

1. Main Gate next to temporary harbour administration building.
2. Eastern Arterial Road Gate.

Special:

Rail Embankment Gate at Berm Wall—for pedestrians and railway traffic—to be locked when not in use."

D. ODENDAL, Secretary for Customs and Excise.

Note.—The effect of this notice is that—

(a) the Eastern Arterial Road Gate is appointed as an entrance to and an exit from the dock or wharf area; and

(b) the gate at Small Craft Quay and Mzingazi Canal is closed.

No. R. 2309

11 November 1977

DOEANE- EN AKSYNSWET, 1964

WYSIGING VAN REËLS (No. DAR 22)

Kragtens artikel 120 van die Doeane- en Aksynswet, 1964, word die Bylae by die reëls gepubliseer by Goewermentskennisgewing R. 1771 van 5 Oktober 1973 gewysig deur in paragraaf 7 onder die opschrift "Richardsbaai" die bestaande subparagrafe deur die volgende te vervang:

"Algemeen:

1. Hoofhek langsaan tydelike haweadministrasiegebou.
2. Oostelike Hoofverkeersweg-hek.

Spesiaal:

Spoorwalhek by Bermmuur—vir voetgangers en spoorwegverkeer—moet gesluit word wanneer dit nie gebruik word nie."

D. ODENDAL, Sekretaris van Doeane en Aksyns.

Opmerking.—Die uitwerking van die kennisgewing is dat—

(a) die Oostelike Hoofverkeersweg-hek as 'n ingang na en 'n uitgang van die dok- of kaaigebied aangewys word; en

(b) die hek by Klein Vaartuigkaai en Mzingazikanaal gesluit word.

No. R. 2310

11 November 1977

CUSTOMS AND EXCISE ACT, 1964**AMENDMENT OF REGULATIONS (No. MR/30)**

Under section 120 of the Customs and Excise Act, 1964, the regulations published in Government Notice R. 1770 of 5 October 1973 are hereby amended to the extent set out in the Schedule hereto.

O. P. F. HORWOOD, Minister of Finance.

SCHEDULE

- (a) By the deletion of regulations 5.02.08 and 5.02.09; and
(b) By the deletion in the First Schedule of paragraph 107.00.

Note.—The effect of the deletion of the above-mentioned regulations is that a special certificate of origin in respect of woven fabrics is no longer required.

DEPARTMENT OF HEALTH

No. R. 2298

11 November 1977

APPLICATION OF PART III OF ACT 45 OF 1965 TO CERTAIN LOCAL AUTHORITY AREAS

In terms of section 14 (1) of the Atmospheric Pollution Prevention Act, 1965 (Act 45 of 1965), and after consultation with the Minister of Economic Affairs, I, Schalk Willem van der Merwe, Minister of Health, hereby declare the provisions of Part III of the said Act to be applicable to the area of jurisdiction of the local authority mentioned in the Schedule hereto with effect from the date of publication hereof.

SCHEDULE

Municipality of Thabazimbi.

No. R. 2299

11 November 1977

APPLICATION OF PART III OF ACT 45 OF 1965 TO CERTAIN LOCAL AUTHORITY AREAS

In terms of section 14 (1) of the Atmospheric Pollution Prevention Act, 1965 (Act 45 of 1965), and after consultation with the Minister of Economic Affairs, I, Schalk Willem van der Merwe, Minister of Health, hereby declare the provisions of Part III of the said Act to be applicable to the area of jurisdiction of the local authority mentioned in the Schedule hereto with effect from the date of publication hereof.

SCHEDULE

Health Committee of Waterval Boven.

DEPARTMENT OF LABOUR

No. R. 2304

11 November 1977

INDUSTRIAL CONCILIATION ACT, 1956**FRUIT AND VEGETABLE CANNING INDUSTRY**

I, Stephanus Petrus Botha, Minister of Labour, hereby—

- (a) in terms of section 48 (1) (a), as applied by section 48 (9) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement which appears in the Schedule hereto and which relates to the Fruit and Vegetable Canning Industry, shall be binding with effect from the second Monday after the date of publication of this notice and for the period ending 31 May 1980, upon the employers who and the trade union which entered into the said Agreement and upon the employees who are members of the said union;

No. R. 2310

11 November 1977

DOEANE- EN AKSYNSWET, 1964**WYSIGING VAN REGULASIES (No. MR/30)**

Kragtens artikel 120 van die Doeane- en Aksynswet, 1964, word die regulasies gepubliseer by Goewermentskennisgewing R. 1770 van 5 Oktober 1973 gewysig in die mate in die Bylae hiervan aangetoon.

O. P. F. HORWOOD, Minister van Finansies.

BYLAE

- (a) Deur regulasies 5.02.08 en 5.02.09 te skrap; en
(b) Deur in die Eerste Bylae paragraaf 107.00 te skrap.

Opmerking.—Die uitwerking van die skapping van bogenoemde regulasies is dat 'n spesiale sertifikaat van oorsprong ten opsigte van weefstowwe nie meer benodig word nie.

DEPARTEMENT VAN GESONDHEID

No. R. 2298

11 November 1977

TOEPASSING VAN DEEL III VAN WET 45 VAN 1965 OP GEBIEDE VAN SEKERE PLAASLIKE BESTURE

Kragtens artikel 14 (1) van die Wet op Voorkoming van Lugbesoedeling, 1965 (Wet 45 van 1965), en na oorlegpleging met die Minister van Ekonomiese Sake, verklaar ek, Schalk Willem van der Merwe, Minister van Gesondheid, hierby dat die bepalings van Deel III van genoemde Wet met ingang van die datum van publikasie hiervan op die regsgebied van die plaaslike bestuur in die Bylae hiervan genoem, van toepassing is.

BYLAE

Munisipaliteit van Thabazimbi.

No. R. 2299

11 November 1977

TOEPASSING VAN DEEL III VAN WET 45 VAN 1965 OP GEBIEDE VAN SEKERE PLAASLIKE BESTURE

Kragtens artikel 14 (1) van die Wet op Voorkoming van Lugbesoedeling, 1965 (Wet 45 van 1965), en na oorlegpleging met die Minister van Ekonomiese Sake, verklaar ek, Schalk Willem van der Merwe, Minister van Gesondheid, hierby dat die bepalings van Deel III van genoemde Wet met ingang van die datum van publikasie hiervan op die regsgebied van die plaaslike bestuur in die Bylae hiervan genoem, van toepassing is.

BYLAE

Gesondheidskomitee van Waterval Boven.

DEPARTEMENT VAN ARBEID

No. R. 2304

11 November 1977

WET OP NYWERHEIDSVERSOENING, 1956**VRUGTE- EN GROENTE-INMAAKNYWERHEID**

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby—

- (a) kragtens artikel 48 (1) (a), soos toegepas by artikel 48 (9) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms wat in die Bylae hiervan verskyn en op die Vrugte- en Groente-inmaaknywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Mei 1980 eindig, bindend is vir die werkgewers en die vakvereniging wat genoemde Ooreenkoms aangegaan het en vir die werknemers wat lede van genoemde vereniging is;

(b) in terms of section 48 (1) (b), as applied by section 48 (9) of the said Act, declare that the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2, 5 (6) (f), 13 and 14, shall be binding with effect from the second Monday after the date of publication of this notice and for the period ending 31 May 1980, upon all employers and employees other than those referred to in paragraph (a) of this notice who are engaged or employed in the said Industry in the areas specified in clause 1 (1) (b) of the said Agreement; and

(c) in terms of section 48 (3) (a), as applied by section 48 (9) of the said Act, declare that in the areas specified in clause 1 (1) (b) of the said Agreement and with effect from the second Monday after the date of publication of this notice and for the period ending 31 May 1980, the provisions of the said Agreement, excluding those contained in clauses 1 (1) (a), 2, 5 (6) (f), 13 and 14, shall *mutatis mutandis* be binding upon all Bantu employed in the said Industry by the employers upon whom any of the said provisions are binding in respect of employees and upon those employers in respect of Bantu in their employ.

S. P. BOTHA, Minister of Labour.

SCHEDULE

CONCILIATION BOARD FOR THE FRUIT AND VEGETABLE CANNING INDUSTRY

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into between the following employers:

Ashton Canning Co. (Pty) Ltd
Brink Bros Canning Factory Ltd
Deepfreezing and Preserving (Firgrove) (Pty) Ltd
Eagle Canning Co. (Pty) Ltd
Gant's Foods (Pty) Ltd
Highlands Canning (Pty) Ltd
H. Jones & Co. (S.A.) Ltd
Langeberg Koöperasie Bpk.
Oakglen Canning Co. (Pty) Ltd
RFF Ltd and
South African Preserving Co. (Pty) Ltd

(hereinafter referred to as the "employers"), of the one part, and

The Food and Canning Workers' Union

(hereinafter referred to as the "employees" or the "trade union"), of the other part.

1. AREA AND SCOPE OF OPERATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Fruit and Vegetable Canning Industry—

(a) by all the employers and the employees who are members of the trade union;

(b) in the following Magisterial Districts:

(i) *Cape Province*.—Caledon, Montagu, Mossel Bay, Paarl, Somerset Wes, Strand, Tulbagh, Wellington and Worcester.
(ii) *Transvaal*.—Boksburg and Johannesburg.

(2) Notwithstanding the provisions of subclause 1 (a) the terms of this Agreement shall apply only in respect of employees for whom wages are prescribed in clause 4 (1).

2. PERIOD OF OPERATION

This Agreement shall come into operation on a date to be determined by the Minister of Labour in terms of section 48 of the Industrial Conciliation Act, 1956, and shall remain in operation until 31 May 1980.

3. DEFINITIONS

(1) Unless the contrary intention appears, any expression used in this Agreement which is defined in the Industrial Conciliation Act, 1956, shall have the same meaning as in that Act and unless inconsistent with the context—

"ammonia compressor plant attendant" means an employee who is in charge of an ammonia compressor plant;

(b) kragtens artikel 48 (1) (b), soos toegepas by artikel 48 (9) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 5 (6) (f), 13 en 14, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Mei 1980 eindig, bindend is vir alle ander werkgewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing wat betrokke is by of in diens is in genoemde Nywerheid in die gebiede gespesifiseer in klousule 1 (1) (b) van genoemde Ooreenkoms; en

(c) kragtens artikel 48 (3) (a), soos toegepas by artikel 48 (9) van genoemde Wet, dat die bepalings van genoemde Ooreenkoms, uitgesonderd dié vervat in klousules 1 (1) (a), 2, 5 (6) (f), 13 en 14, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 31 Mei 1980 eindig, in die gebiede gespesifiseer in klousule 1 (1) (b) van genoemde Ooreenkoms, *mutatis mutandis* bindend is vir alle Bantoes in diens in genoemde Nywerheid by dié werkgewers vir wie enigene van genoemde bepalings bindend is ten opsigte van werknemers en vir daardie werkgewers ten opsigte van Bantoes in hul diens.

S. P. BOTHA, Minister van Arbeid.

BYLAE

VERSOENINGSRAAD VIR DIE VRUGTE-EN-GROENTE-INMAAKNYWERHEID

OOREENKOMS

ingevolge die Wet op Nywerheidsversoenings, 1956, gesluit deur en aangegaan tussen die volgende werkgewers:

Ashton Canning Co. (Pty) Ltd
Brink Bros Canning Factory Ltd
Deepfreezing and Preserving (Firgrove) (Pty) Ltd
Eagle Canning Co. (Pty) Ltd
Gant's Foods (Pty) Ltd
Highlands Canning (Pty) Ltd
H. Jones & Co. (S.A.) Ltd
Langeberg Koöperasie Bpk.
Oakglen Canning Co. (Pty) Ltd
RFF Ltd en
South African Preserving Co. (Pty) Ltd,

(hierna die "werkgewers" genoem), aan die een kant, en

The Food and Canning Workers' Union

(hierna die "werknemers" of die "vakvereniging" genoem), aan die ander kant.

1. GEBIED EN TOEPASSINGSBĖSTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet nagekom word in die Vruchte-en-groente-inmaaknywerheid—

(a) deur al die werkgewers en die werknemers wat lede van die vakvereniging is;

(b) in die volgende landdrosdistrikte:

(i) *Kaapprovinsie*.—Caledon, Montagu, Mosselbaai, Paarl, Somerset-Wes, Strand, Tulbagh, Wellington en Worcester;
(ii) *Transvaal*.—Boksburg en Johannesburg.

(2) Ondanks subklousule 1(a) is hierdie Ooreenkoms slegs van toepassing op werknemers vir wie lone in klousule 4 (1) voorgeskryf word.

2. GELDIGHEDSDUUR

Hierdie Ooreenkoms tree in werking op 'n datum wat deur die Minister van Arbeid kragtens artikel 48 van die Wet op Nywerheidsversoenings, 1956, bepaal word, en bly van krag tot 31 Mei 1980.

3. WOORDOMSKRYWING

(1) Tensy die teenoorgestelde bedoeling blyk, het alle uitdrukkings wat in hierdie Ooreenkoms gebesig en in die Wet op Nywerheidsversoenings, 1956, omskryf word, dieselfde betekenis as in daardie Wet, en tensy onbestaanbaar met die samehang, beteken—

"bediener van 'n ammoniakpersinstallasie" 'n werknemer wat in beheer is van 'n ammoniakpersinstallasie;

"artisan" means an employee who is engaged in work normally performed by a skilled artisan and for the purposes of this definition the expression "skilled artisan" means a person who has served his apprenticeship in a trade designated under the Apprenticeship Act, 1944, or who holds a certificate of proficiency issued to him by the Registrar of Apprenticeship in terms of section 6 of the Training of Artisans Act, 1951, or a certificate issued to him by the said Registrar in terms of either section 2 (7) or section 7 (3) of the said Act and includes a cooper;

"assistant factory foreman" means an employee, other than a departmental foreman, supervisor or chargehand who assists the foreman in the performance of his duties and who may act for him during his absence;

"automatic can casing machine" means a machine used for filling labelled cans into cartons;

"automatic can labelling machine attendant" means an employee who is in charge of an automatic can labelling machine and for the purposes of this definition "in charge of" means responsible for the operation of the machine;

"automatic carton sealing and compressing machine" means a machine used for gluing the flaps of filled cartons and the compressing thereof;

"automatic double seaming machine attendant" means an employee who is in charge of an automatic double seaming machine and for the purposes of this definition "in charge of" means responsible for the operation of the machine;

"boiler attendant" means an employee who is engaged in maintaining the water level and steam pressure in a boiler and who may fire such boiler;

"can packer" means an employee engaged in hand grading prepared fruit or vegetables according to size and/or quality, whilst washing and filling such products into cans or bottles, and includes an employee engaged in packing meals and/or sausages into cans; but excludes an employee who removes foreign or blemished matter from fruit or vegetables;

"canteen cook" means an employee other than a "soup cooker" who is engaged in and responsible for cooking meals for a canteen;

"can tester" means an employee engaged in testing empty cans by hand for leaks under pressure in water, during the manufacture of open-top cans;

"casual employee" means an employee who is employed by the same employer on not more than three days in any week;

"chargehand" means an employee who under the supervision of a factory foreman, assistant factory foreman, departmental foreman or supervisor is in charge of a group of grade IV employees;

"chargehand, female," means a female employee in the Magisterial District of Caledon, who under the supervision of a factory foreman, assistant factory foreman, departmental foreman or supervisor is in charge of a group of Grade IV employees;

"chemical technician" means an employee engaged in inaugurating, governing, supervising or carrying out tests of raw and/or manufactured products and interpreting the data derived from such tests in connection with the preparations of products;

"clerical employee" means an employee who is engaged in writing, typing or any other form of clerical work and includes a storeman, cashier, despatch clerk, fruit and/or vegetable receiving clerk and telephone operator;

"clipper" means an employee who records by clipping device the piece-work done by piece-workers during the day;

"departmental foreman" means an employee, other than a factory foreman, assistant factory foreman, supervisor or chargehand who, in either the fruit preparation or canning departments of an establishment is in charge of supervisors and Grade I, II, III or IV employees: Provided that where a forewoman is employed in either the fruit preparation or the canning department, the respective departmental foreman may also be in charge of such forewoman;

"despatch clerk" means an employee engaged in clerical duties and who is responsible for the packing of goods for transport or delivery and who may supervise the packing, mass-measuring and/or assembling of such goods, the checking of packages and the marking and addressing thereof;

"double seamer feeder" means an employee who feeds lids into a double seaming machine and who may start and stop the machine and clear jams in the runway;

"driver of a motor vehicle" means an employee other than an industrial tractor driver or a factory truck driver or a factory fork lift truck driver, engaged in driving a motor vehicle, which includes a passenger bus, and for the purposes of this definition "driving a motor vehicle" includes all periods of driving and any time spent by the driver on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;

"ambagsman" 'n werknemer wat werk doen wat in die reël deur 'n geskoolde ambagsman verrig word, en vir die toepassing van hierdie woordskrywing beteken die uitdrukking "geskoolde ambagsman" iemand wat sy leertyd uitgedien het in 'n ambag wat kragtens die Wet op Vakleerlinge, 1944, aangewys is, of wat in besit is van 'n vaardigheidsertifikaat deur die Registrateur van Vakleerlinge aan hom uitgereik ingevolge artikel 6 van die Wet op Opleiding van Ambagsmanne, 1951, of 'n sertifikaat deur genoemde Registrateur aan hom uitgereik ingevolge of artikel 2 (7) of artikel 7(3) van gemelde Wet, en sluit dit ook 'n kuiper in;

"assistent-fabrieksvoorman" 'n werknemer, uitgesonderd 'n afdelingsvoorman, toesighouer of onderbaas, wat die voorman help om sy pligte te vervul en wat in sy afwesigheid namens hom kan waarneem;

"outomatiese blikverpakkingsmasjien" 'n masjien wat geëtiketteerde blikke in kartondose inpak;

"bediener van 'n outomatiese bliketiketteermasjien" 'n werknemer wat in beheer is van 'n outomatiese bliketiketteermasjien, en vir die toepassing van hierdie klossule beteken "in beheer van" die verantwoordelikheid vir die werking van die masjien;

"outomatiese kartonhouerverseëlings- en -persmasjien" 'n masjien wat lym aan die klappe van gevulde kartonhouers aanbring en dit pers;

"bediener van 'n outomatiese dubbelnaatmasjien" 'n werknemer wat in beheer is van 'n outomatiese dubbelnaatmasjien, en vir die toepassing van hierdie woordskrywing beteken "in beheer van" die verantwoordelikheid vir die werking van die masjien;

"stoomketelbediener" 'n werknemer wat die water en stoomdruk in 'n stoomketel op peil hou en wat die stoomketel kan stook;

"blikkiepakker" 'n werknemer wat bereide vrugte of groente met die hand volgens grootte en/of gehalte sorteer terwyl sulke produkte gewas en in blikkies of bottels verpak word en sluit dit ook 'n werknemer in wat vleis en/of worsies in blikkies pak: maar dit sluit nie 'n werknemer in wat vreemde stowwe of besoedelde gedeeltes uit vrugte of groente verwyder nie;

"eetlokaalkok" 'n werknemer, uitgesonderd 'n "sopkoker", wat etes vir 'n eetlokaal gaarmaak en ook vir die gaarmaak daarvan verantwoordelik is;

"blikkiestoeter" 'n werknemer wat lê blikke gedurende die vervaardiging van oopkopblikke met die hand vir lekplekke onder druk in water toets;

"los werknemer" 'n werknemer wat hoogstens drie dae in 'n week by dieselfde werkgever in diens is;

"onderbaas" 'n werknemer wat onder toesig van 'n fabrieksvoorman, assistent-fabrieksvoorman, afdelingsvoorman of toesighouer in beheer is van 'n groep werknemers graad IV;

"onderbaas, vrou," 'n vroulike werknemer in die landdrosdistrik Caledon wat onder toesig van 'n fabrieksvoorman, assistent-fabrieksvoorman, afdelingsvoorman of toesighouer in beheer is van 'n groep werknemers graad IV;

"chemitegnikus" 'n werknemer wat toetse met rou en/of vervaardigde produkte aan die gang sit, lei, toesig daaroor hou of uitvoer en wat in verband met die bereiding van produkte die gegewens vertolk wat van sodanige toetse verkry is;

"klerk" 'n werknemer wat skryfwerk, tikwerk of enige ander vorm van klerklike werk verrig, en omvat dit 'n magasynman, kassier, versendingsklerk, vrugte- en/of groenteontvangsklerk en telefonis;

"knipper" 'n werknemer wat deur middel van 'n kniptoestel die stukwerk wat gedurende die dag deur stukwerkers verrig word, registreer;

"afdelingsvoorman" 'n werknemer, uitgesonderd 'n fabrieksvoorman, assistent-fabrieksvoorman, toesighouer of onderbaas, wat of in die vrugtebereidingsafdeling of in die inmaakafdeling van 'n bedryfsinrigting in beheer is van opsigters en werknemers graad I, graad II, graad III of graad IV. Met dien verstande dat as daar of in die vrugtebereidingsafdeling of in die inmaakafdeling 'n voorvrou in diens is, die betrokke afdelingsvoorman ook in beheer van die voorvrou kan wees;

"versendingsklerk" 'n werknemer wat klerklike werk verrig en wat verantwoordelik is vir die verpakking van goedere vir vervoer of aflewering en wat toesig kan hou oor die verpakking, massameet en/of bymeekaarmaak van die goedere, die nagaan van pakette en die merk en adresseer daarvan;

"voerder van 'n dubbelnaatmasjien" 'n werknemer wat deksels aan 'n dubbelnaatmasjien voer en wat die masjien kan aan- en afskakel en wat verstoppings in die rolbaan kan wegruim;

"drywer van 'n motorvoertuig" 'n werknemer, uitgesonderd 'n drywer van 'n nywerheidstrekkers of 'n fabrieksvragwa of 'n fabrieksvurkhuyswa, wat 'n motorvoertuig dryf, 'n passasiersbus ingesluit, en vir die toepassing van hierdie omskrywing omvat "die dryf van 'n motorvoertuig" alle tydperke waarin daar gedryf word en alle tyd wat die drywer bestee aan werk in verband met die voertuig of die vrag en alle tydperke wat hy verplig is om op sy pos te bly gereed om te dryf;

"electrical assistant" means an employee other than an artisan, a machine handyman or an apprentice who may do electrical work under the supervision of an artisan, a machine handyman or an apprentice but does not include an employee who merely assists as Grade IV employee, an artisan, a machine handyman or an apprentice;

"engineering assistant" means an employee other than an artisan, a machine handyman or an apprentice who may do engineering work under the supervision of an artisan, a machine handyman or an apprentice but does not include an employee who merely assists as Grade IV employee, an artisan, a machine handyman or an apprentice;

"experience" means, in relation to a food boiler, a factory clerk, a Grade I employee, or a Grade II employee, the total period or periods of employment which such employee has had as a food boiler, a factory clerk, a Grade I employee, or a Grade II employee respectively, in the Fruit and Vegetable Canning Industry;

"factory" means any establishment in which three or more persons are employed in any of the operations referred to in paragraphs (a) and (b) of the definition of "Fruit and Vegetable Canning Industry" or premises on which less than three persons are so employed if mechanical power, other than for ordinary lighting purposes, is used for the said operations;

"factory clerk" means an employee other than a clerical employee, who performs one or more of the following duties:

- Issuing and recording labels;
- assembling orders;
- recording quantities and/or mass of goods consumed;
- Mass-measuring goods;
- recording the times worked by employees;
- recording piece-work earnings;
- checking of time and piece-work in preparation for wage clerk;

and who may generally assist a storeman or despatch clerk, and includes an employee who is responsible for receiving goods and checking, recording and off-loading such goods;

"factory clerk, qualified," means a factory clerk who has had not less than one year's experience;

"factory clerk, unqualified," means a factory clerk who has had less than one year's experience;

"factory fork lift truck driver" means an employee other than a factory truck driver or an industrial tractor driver, engaged in driving a mechanically propelled fork lift truck used for carting and mechanically stacking goods within the factory premises and/or between the premises used by the employer and situated not more than 91 metres apart, and for the purposes of this definition, "driving" includes all periods of driving and any time spent by the driver while in charge of the vehicle or on work connected with the vehicle or load and all periods during which he is obliged to remain at his post in readiness to drive;

"factory foreman" means an employee in charge of all employees in a factory, who exercises control over such employees and is responsible for the efficient performance by them or their duties.

"factory truck driver" means an employee, other than a factory fork lift truck driver or an industrial tractor driver, engaged in driving a mechanically propelled truck within the factory premises and/or between the factory premises used by the employer and situated not more than 91 metres apart, and for the purpose of the definition, "driving" includes all periods of driving and any time spent by the driver while in charge of the vehicle or on work connected with the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;

"fast closing and syringing machine operator" means an employee who works a fast closing and syringing machine the speed of which is more than 200 cans per minute output;

"female empty can feeder" means a female employee engaged in feeding empty cans, other than cans above one kilogram capacity, from pallets onto high-speed conveyor belts or elevators by hand or fork;

"fireman" means an employee engaged in maintaining fires in boilers, including stoking, slicing and raking;

"food boiler" means an employee who is responsible for and boils meat, jam, sauce, soup, squash or cordial and is also responsible for the mixing of fruit and other ingredients according to formula;

"food boiler, qualified," means a food boiler who has had not less than 18 months' experience as a food boiler in the Fruit and Vegetable Canning Industry.

"food boiler, unqualified," means a food boiler who has had less than 18 months experience as a food boiler in the Fruit and Vegetable Canning Industry;

"elektrotegniese assistent" 'n werknemer, uitgesonderd 'n ambagsman, 'n masjienfaktotum of 'n vakleerling, wat elektrotegniese werk kan doen onder toesig van 'n ambagsman, 'n masjienfaktotum of 'n vakleerling, dog dit sluit nie 'n werknemer in wat 'n ambagsman, 'n masjienfaktotum of 'n vakleerling slegs as werknemer graad IV bystaan nie;

"ingenieursassistent" 'n werknemer, uitgesonderd 'n ambagsman, 'n masjienfaktotum of 'n vakleerling, wat ingenieurswerk onder toesig van 'n ambagsman, 'n masjienfaktotum of 'n vakleerling kan verrig, dog dit sluit nie 'n werknemer in wat 'n ambagsman, 'n masjienfaktotum of 'n vakleerling slegs as werknemer graad IV bystaan nie;

"ondervinding", met betrekking tot 'n voedselkoker, 'n fabrieksklerk, 'n werknemer graad I, of 'n werknemer graad II, die totale tydperk of tydperke diens wat die werknemer onderskeidelik as voedselkoker, fabrieksklerk, werknemer graad I, of werknemer graad II in die Vruchte- en groente-inmaaknywerheid gehad het;

"fabriek" 'n bedryfsinrigting waarin drie of meer persone in diens is vir enigeen van die werksaamhede wat in paragrawe (a) en (b) van die woordomskriving van die Vruchte- en groente-inmaaknywerheid gemeld word, of 'n perseel waar minder as drie persone aldus in diens is, indien vir gemelde werksaamhede meganiese krag vir ander doeleindes as gewone verligting gebruik word;

"fabrieksklerk" 'n werknemer, uitgesonderd 'n klerk, wat een of meer van die volgende werksaamhede verrig:

- Etikette uitreik en aantekening daarvan hou;
- bestellings bymekaarmaak;
- aantekening hou van die hoeveelheid en/of massa van goedere wat verbruik word;
- goedere massameet;
- aantekening hou van die tye wat deur werknemers gewerk is;
- aantekening hou van stukwerkverdiens;
- tyd en stukwerk ter voorbereiding van die loonklerk se berekenings nagaan;

en wat 'n magasynman of versendingsklerk in die algemeen kan bystaan, en dit omvat 'n werknemer wat verantwoordelik is vir die ontvangs van goedere en die nagaan, aanteken en aflaai van sodanige goedere;

"fabrieksklerk, gekwalifiseer," 'n fabrieksklerk met minstens een jaar ondervinding;

"fabrieksklerk, ongekwalifiseer," 'n fabrieksklerk met minder as een jaar ondervinding;

"drywer van 'n fabrieksvurkhyfswa" 'n werknemer, uitgesonderd 'n drywer van 'n fabrieksvragwa of 'n nywerheidstrekker, wat 'n meganiese aangedrewe vurkhyfswa dryf wat gebruik word om goedere te karwei en meganies op te stapel binne die fabriekperseel en/of tussen die persele wat deur die werkgewer gebruik word en hoogstens 91 meter uitmekaar staan, en vir die toepassing van hierdie omskrywing sluit "dryf" in alle tydperke waarin daar gedryf word en enige tyd wat die drywer bestee terwyl hy in beheer van die voertuig is of op werk in verband met die voertuig of die vrag en alle tydperke waarin hy verplig is om op sy pos te bly gereed om te dryf;

"fabrieksvoorman" 'n werknemer wat toesig hou oor alle werknemers in 'n fabriek, wat oor dié werknemers beheer uitoefen en wat vir die doeltreffende verrigting van hul werk verantwoordelik is;

"drywer van 'n fabrieksvragwa" 'n werknemer, uitgesonderd 'n drywer van 'n fabrieksvurkhyfswa of 'n nywerheidstrekker, wat 'n meganiese aangedrewe vragwa dryf binne die fabriekperseel en/of tussen die fabriekspersel wat deur die werkgewer gebruik word en hoogstens 91 meter uitmekaar staan, en vir die toepassing van hierdie omskrywing sluit "dryf" alle tydperke in waarin daar gedryf word en enige tyd wat die drywer bestee terwyl hy in beheer van die voertuig is of op werk in verband met die voertuig of die vrag en alle tydperke waarin hy verplig is om op sy pos te bly gereed om te dryf,

"bediener van 'n sneltoemaak- en stroopmasjien" 'n werknemer wat 'n sneltoemaak- en stroopmasjien bedien waarvan die produksievermoë hoër as 200 blikke per minuut is;

"vroulike leëblikvoerder" 'n vroulike werknemer wat leë blikke (maar nie blikke met 'n inhoud van meer as een kilogram nie) vanaf pallette aan hoëspoedvervoerbande of -hystoestelle met die hand of 'n vurk voer;

"stoker" 'n werknemer wat die vuur in stoomketels aan die brand hou, met inbegrip van stook, opbreek en hark;

"voedselkoker" 'n werknemer wat verantwoordelik is vir vleis, konfyt, sous, sop, kwas of vrugtestroop, en dit kook en ook verantwoordelik is vir die meng van vrugte en ander bestanddele volgens formule;

"voedselkoker, gekwalifiseer," 'n voedselkoker met minstens 18 maande ondervinding as voedselkoker in die Vruchte- en groente-inmaaknywerheid;

"voedselkoker, ongekwalifiseer," 'n voedselkoker met minder as 18 maande ondervinding as voedselkoker in die Vruchte- en groente-inmaaknywerheid;

"Fruit and Vegetable Canning Industry" means the Industry in which an employer and his employees are associated in a factory engaged in the manufacture of any of the following products:

(a) Jam, marmalade, jellies, preserves, canned fruit and/or canned vegetables, fruit and/or vegetable concentrates, juices and pulp, soups, tomato sauce and cooked spaghetti, meat and/or sauces, which are preserved by heat against decay in hermetically sealed containers made wholly or partly of tinplate or glass;

(b) glacé and crystallised fruits (other than dried or minced fruits), dehydrated or similarly processed fruits and vegetables (other than sun-dried deciduous fruits) packed in hermetically sealed containers made wholly or partly of tinplate or glass or other types of containers and preserved by methods other than heretofore defined;

and includes all operations incidental thereto or consequent thereon carried on by any such employer or employee;

"fruit checker" means an employee who is engaged in checking the quality of ready prepared fruit but does not include sorting;

"Grade I employee" means an employee engaged in one or more of the following capacities or operations:

- (1) ammonia compressor plant attendant;
- (2) automatic bottle labelling machine operator;
- (3) automatic can labelling machine attendant;
- (4) automatic double seaming machine attendant;
- (5) factory fork lift truck driver;
- (6) factory truck driver;
- (7) juice extractor;
- (8) laboratory assistant;
- (9) lye scalding supervisor;
- (10) pea filling and brining;
- (11) retort pressure cooker attendant;
- (12) syrup maker;
- (13) vacuum boiling plant and/or evaporator attendant;

"Grade I employee, qualified," means a Grade I employee who has had not less than six months' experience;

"Grade I employee, unqualified," means a Grade I employee who has had less than six months' experience;

"Grade II employee" means an employee engaged in one or more of the following capacities or operations:

- (1) Canteen cook;
- (2) clipper;
- (3) double seamer feeder;
- (4) electrical assistant;
- (5) hand labeller;
- (6) industrial tractor driver;
- (7) Kelly plant ingredient dispenser;
- (8) lye scalding machine and plant operator;
- (9) making trays or boxes from uncut material;
- (10) measurer;
- (11) peach pitting or repitting machine supervisor;
- (12) pear peeling and coring machine supervisor;
- (13) piece-work ticket tallier;
- (14) quality checker;
- (15) soldering by hand;
- (16) stencil cutter;

(17) operating and/or attending one or more of the following power-driven machines:

- (a) Automatic bottle filling and/or corking;
- (b) automatic bottle washing and/or sterilising;
- (c) automatic carton sealing and compressing;
- (d) centrifuge;
- (e) citrus automatic quartering or halving;
- (f) corn cutting, mixing, silking, washing and husking;
- (g) depalletiser;
- (h) hydrostatic cooker;
- (i) jam elevator, jam filling or jam cooling;
- (j) melon dicing;
- (k) pineapple cutting, peeling and coring;
- (l) pineapple slicing;
- (m) pulping and/or disintegrating;
- (n) non-automatic double seaming;
- (o) non-automatic power-press;
- (p) vegetable cutting, slicing or dicing;
- (q) vining and hulling;

"Grade II employee, qualified," means a Grade II employee who has had not less than six months' experience;

"Grade II employee, unqualified," means a Grade II employee who has had less than six months' experience;

"Vrugte-en-groente-inmaaknywerheid" die Nywerheid waarin die werkgewer en sy werknemer geassosieer is in 'n fabriek waar enige van ondergenoemde produkte vervaardig word:

(a) Fynkonfyt, marmelade, jellie, stukkonfyt, ingemaakte vrugte en/of ingemaakte groente, vrugte- en/of groentekonsentrate, -sappe en -moes, sop, tamatiesous en gekookte spaghetti, vleis en/of sous wat deur hitte teen bederf gevrywaar word in lugdig verseelde houers uitsluitlik of gedeeltelik van blik of glas gemaak;

(b) glans- en gekristalliseerde vrugte (behalwe gedroogde of gemaalde vrugte), ontwaterde vrugte en groente of vrugte en groente wat op soortgelyke wyse verwerk is (behalwe son- of oondgedroogde sagtevrugte), verpak in lugdig verseelde houers uitsluitlik of gedeeltelik van blik of glas gemaak, of in ander soorte houers, en gepreserveer volgens ander metodes as die hierbo beskryf;

met inbegrip van alle werksaamhede wat daarmee gepaard gaan of daaruit voortspruit en wat deur enige sodanige werkgewer of werknemer verrig word;

"vrugteondersoeker" 'n werknemer wat die gehalte van klaar bereide vrugte nagaan, maar dit sluit nie sortering in nie;

"werknemer graad I", 'n werknemer wat in een of meer van die volgende hoedanighede werksaam is of een of meer van die volgende werksaamhede verrig:

- (1) Bediener van 'n ammoniakpersinstallasie;
- (2) Bediener van 'n outomatiese botteletikettermasjien;
- (3) bediener van 'n outomatiese bliketikettermasjien;
- (4) bediener van 'n outomatiese dubbelnaatmasjien;
- (5) drywer van 'n fabrieksvurkhuyswa;
- (6) drywer van 'n fabrieksvragwa;
- (7) sapuitdrukker;
- (8) laboratoriumassistent;
- (9) toesighouer by loogindoping;
- (10) houers met ertjies vul en dit pekel;
- (11) bediener van 'n retortdrukkoker;
- (12) stroopmaker;
- (13) bediener van 'n vakuumbokinstallasie en/of verdamer;

"werknemer graad I, gekwalifiseer," 'n werknemer graad I met minstens ses maande ondervinding;

"werknemer graad I, ongekwalifiseer," 'n werknemer graad I met minder as ses maande ondervinding;

"werknemer graad II", 'n werknemer wat in een of meer van die volgende hoedanighede werksaam is of een of meer van die volgende werksaamhede verrig:

- (1) Eetlokaalkok;
- (2) knipper;
- (3) voerder van 'n dubbelnaatmasjien;
- (4) elektrotegniese assistent;
- (5) handetiketterder;
- (6) drywer van 'n nywerheidstrekker;
- (7) Kellytoestel-bestanddeelmeter;
- (8) bediener van 'n loogindoommasjien en -installasie;
- (9) platkissies of kissies van ongesaagde materiaal maak;
- (10) afmeter;
- (11) toesighouer by 'n perske-ontpit- of -herontpitmasjien;
- (12) toesighouer by 'n masjien wat pere skil en die klokhuise uithaal;
- (13) stukwerkkaartjieteller;
- (14) gehaltebepaler;
- (15) handsoldeerder;
- (16) sjabloonsnyer;
- (17) een of meer van die volgende kragmasjiene bedien of toesig daaroor hou:

- (a) Outomatiese bottelvuller en/of -toekurker;
- (b) outomatiese bottelwasser en/of -steriliseerder;
- (c) outomatiese kartonhouerverseelaar en -saamperser;
- (d) sentrifuge;
- (e) 'n masjien wat sitrusvrugte outomaties in kwarte of halwes sny;
- (f) 'n masjien wat mielies afsny, meng, afbaard, was en afblaar;
- (g) paletaflaaiër;
- (h) hidrostatiese koker;
- (i) konfytthys, 'n masjien wat houers met konfyt vul of wat konfyt afkoel;
- (j) 'n masjien wat waatlemoen in blokkies sny;
- (k) 'n masjien wat pynappels sny, afskil en die binneste uithaal;
- (l) 'n masjien wat pynappels in skywe sny;
- (m) 'n masjien wat moes berei en/of opbreek;
- (n) 'n nie-outomatiese dubbelnaatmasjien;
- (o) 'n nie-outomatiese kragpers;
- (p) 'n masjien wat groente kerf of dit in skyfies of blokkies sny;
- (q) 'n masjien wat afdraad en uitdop;

"werknemer graad II, gekwalifiseer," 'n werknemer graad II met minstens ses maande ondervinding;

"werknemer graad II, ongekwalifiseer," 'n werknemer graad II met minder as ses maande ondervinding;

"Grade III employee" means an employee engaged in one or more of the following capacities or operations:

- (1) Binder and/or strapper of boxes and/or other containers using a wire-tieing machine;
- (2) engineering assistant;
- (3) fireman;
- (4) hand bottle labeller;
- (5) passenger lift attendant;
- (6) mass-measuring with circular dial massmeter;
- (7) operating and/or attending one or more of the following power-driven machines:

- (a) Automatic can-syruping;
- (b) automatic volumetric fresh fruit and/or vegetables filling machines;
- (c) chipping and shredding;
- (d) exhaustbox;
- (e) melon peeling and stripping;
- (f) mincing;
- (g) mixing and/or beating;
- (h) peach pitting or repitting machine;
- (i) pear peeling and coring machine;
- (j) pre-heating;
- (k) preparation grading machine (cut or fresh fruit);
- (l) pumping;
- (m) sieving;
- (n) stapling;
- (o) vegetable peeling;

"Grade IV employee" means an employee engaged in one or more of the following capacities or operations:

1. Assistant on delivery vehicles other than driving or effecting repairs;
2. automatic can casing machine attendant;
3. binding or strapping boxes or other containers other than with a wire-tieing-machine;
4. cleaning citrus peel by hand for making cut and/or candied peel;
5. cleaning toilets;
6. cleaning and/or washing premises excluding toilets, vehicles, tools, furniture, utensils, implements, machinery, filter presses or other articles;
7. cracking nuts and kernels;
8. crowning, corking or placing any other stopper or closer in or on bottles or jars by hand or hand-operated machines;
9. delivering articles other than letters, on foot or by means of a bicycle, tricycle or hand-propelled vehicle;
10. dipping fruit and/or vegetables, cut or uncut, into water;
11. emptying containers, other than jam pans;
12. feeding and taking off fruit, vegetables, boxes, cans or other material on to or from belts or machines other than feeding lids into a double seaming machine;
13. female empty can feeder;
14. filling tins, casks, bags or other containers by hand, other than can packing;
15. fixing full-size labels by hand to tins of a capacity of A10 or more;
16. fixing sticker labels by hand to tins;
17. folding containers or paper;
18. goods lift attendant;
19. grinding, milling or pulping by hand;
20. ladling;
21. loading or unloading, lifting, carrying, moving or stacking goods or other movables;
22. loosening shooks, assembling and nailing trays, crates or boxes from shooks or ready prepared material by hand;
23. making, maintaining or drawing fires, other than in steamboilers, or removing refuse or ashes;
24. making tea or similar beverages;
25. messenger;
26. oiling and greasing vehicles other than motor vehicles;
27. opening or closing cocks and valves under supervision of a factory foreman, assistant factory foreman, departmental foreman, artisan, supervisor or machineoperator;
28. opening, sealing or closing of doors, windows, fanlights, boxes, bags, bales, drums or other packages;
29. operating a hand hoist;
30. operator of any power-driven machine not elsewhere specified in this Agreement;
31. packing articles of a uniform size and number into containers specially made to contain such articles;
32. packing prepared, raw, blanched or heated fruit or vegetables into containers or bottles, other than can packing;
33. pushing or pulling any manually-propelled vehicle or truck;
34. ration cooker;
35. reaming citrus fruit;

"werknemer graad III" 'n werknemer wat in een of meer van die volgende hoedanighede werksaam is of een of meer van die volgende werksaamhede verrig:

- (1) Kiste en/of ander houers vasbind en/of bande met behulp van 'n draadklemmasjien daarom sit;
- (2) ingenieursassistent;
- (3) stoker;
- (4) handetiketteerder van bottels;
- (5) bediener van 'n passasiershysbak;
- (6) massameet op 'n massameter met 'n ronde wyserplaat;
- (7) een of meer van die volgende kragmasjiene bedien en/of toesig daaroor hou:

- (a) Outomatiese blikkiestroopvulmasjien;
- (b) outomatiese volumetriese varsvrugte- en/of -groentevulmasjiene;
- (c) fynkapper-versnipperaar;
- (d) afvoerpot;
- (e) waatlemoen skil en in repies sny;
- (f) maalmasjien;
- (g) menger en/of klopper;
- (h) perske-ontpit- of -herontpitmasjien;
- (i) masjien wat pere skil en die klokhuise uithaal;
- (j) voorverhittingsmasjien;
- (k) voorbereidingsgradeermasjien (gesnyde of vars vrugte);
- (l) pompmasjien;
- (m) sifmasjien;
- (n) krammasjien;
- (o) groenteskilmasjien;

"Werknemer graad IV" 'n werknemer wat in een of meer van die volgende hoedanighede werksaam is of een of meer van die volgende werksaamhede verrig:

1. Help of bestelwaens, uitgesonderd die dryf of herstel daarvan;
2. bediener van 'n outomatiese blikverpakkingsmasjien;
3. kiste of ander houers vasbind of vasmaak maar nie met 'n draadklemmasjien nie;
4. sitruskil met die hand skoonmaak vir die vervaardiging van gesnipperde en/of versuikerde skil;
5. toilette skoonmaak;
6. persele, uitgesonderd toilette, voertuie, gereedskap, meubels, gerei, werktuie, masjinerie, filterperse of ander artikels, skoonmaak en/of was;
7. neut of pitte kraak;
8. bottels of flesses met die hand of 'n handmasjien kroon, toekurk of enige ander soort prop of afsluiter daarop sit;
9. artikels, uitgesonderd briewe, te voet of per fiets, driewiel of handvoertuig aflewer;
10. gesnyde of ongesnyde vrugte en/of groente in water indoop;
11. houers leegmaak, maar nie konfytpanne nie;
12. vrugte, groente, kiste, blikkies of ander materiaal aan vervoerbande of masjiene voer of daarvan afneem, maar nie deksels aan 'n dubbelnaatmasjien voer nie;
13. vroulike leëblikvoerder;
14. blikkies, kuipe, sakke of ander houers met die hand vul, maar nie ook blikkiesverpakking nie;
15. etikette van volle grootte met die hand aan blikke met 'n inhoud van A 10 of meer vasheg;
16. kleefetikette met die hand aan blikkies heg;
17. houers of papier vou;
18. bediener van goederehyser;
19. met die hand fynmaak, maal of tot moes maak;
20. uitskep;
21. goedere of ander verskuifbare artikels laai of aflaa, optel, dra, verplaas of stapel;
22. plankies losmaak, platkissies, kratte of kiste met die hand uit plankies of voorbereide materiaal aanmeekaarsit en aanmeekaarspyker;
23. vuurmaak, vure aan die brand hou of uithark, uitgesonderd in stoomketels, of afval of as verwyder;
24. tee of dergelike drankte maak;
25. bode;
26. voertuie, uitgesonderd motorvoertuie, olie en smeer;
27. onder toesig van 'n fabrieksvoorman, assistent-fabrieksvoorman, afdelingsvoorman, ambagsman, toesighouer of masjienbediener krane en klippe oopmaak of toemaak;
28. deure, vensters, boligte, kiste, sakke, bale, dromme of ander verpakkings oopmaak, verseël of toemaak;
29. 'n handhyser bedien;
30. bediener van enige kragaangedrewe masjien nie elders in hierdie Ooreenkoms gespesifiseer nie;
31. artikels van dieselfde grootte en getal verpak in houers wat spesiaal gemaak is om sodanige artikels te bevat;
32. bereide, rou, geblansjeerde of verhitte vrugte of groente in houers of bottles verpak, maar nie blikkiesverpakking nie;
33. 'n handvoertuig of -trok stoot of trek;
34. rantsoengaarmaker;
35. sap uit sitrusvrugte uitdruk;

36. removing hot tins from runway for retorting;
37. repairing trays, crates or boxes by hand from ready-cut material;
38. removing stones or pips from fruit by hand;
39. rubber stamping;
40. shelling peas, beans, or other vegetables by hand;
41. sieving by hand;
42. sorting empty jars, bottles, tins or other containers, sorting, counting or bundling empty sacks or bags;
43. sorting out chunks of citrus peel after shredding;
44. soup cooker;
45. spreading fruit and/or vegetables on a belt or conveyor;
46. stencelling or marking (but not addressing by hand) boxes, bags, cartons or other containers or affixing ready addressed labels to boxes, cartons, drums or other packages;
47. stirring by hand, other than stirring jam;
48. straightening bent flanges or cans;
49. sweeping roads or paths, watering lawns and flowerbeds;
50. unpacking or opening up corrugated fibreboard or similar containers by hand; shaping readymade containers;
51. washing bottles, tins, dishes or other containers by hand;
52. washing (by hand), ironing and/or mending overalls;
53. mass-measuring to a set massmeter;
54. washing, sorting, peeling, trimming, slicing, pitting, paring, coring or cutting fruit and/or vegetables by hand or hand operated machine;
55. assisting an artisan, a machine handyman or an apprentice wherever necessary, but not to perform the work of such artisan, machine handyman or apprentice;

"hand bottle labeller" means an employee engaged in affixing full-size labels to bottles, but does not include an employee merely engaged in adjusting labels whilst machine-labelling or replacing damaged labels;

"hand labeller" means an employee engaged in affixing full-size labels to tins smaller than A10 cans, but does not include an employee merely engaged in adjusting labels whilst machine-labelling or replacing damaged labels;

"industrial tractor driver" means an employee who drives an industrial tractor towing one or more trailers, and for the purposes of this definition "driving" includes all periods of driving and any time spent by the driver while in charge of the vehicle or the load and all periods during which he is obliged to remain at his post in readiness to drive;

"jam stirrer and/or pan emptier" means an employee engaged in stirring jams during cooking and/or emptying pans of cooked jams into receptacles, other than by lading;

"juice extractor" means an employee responsible for filling filter bags with processed fruit and water and placing them into juice extracting machines;

"Kelly plant ingredient dispenser" means an employee who in connection with a Kelly plant measures syrup, pulp and/or juice to a set massmeter and who also operates the pressure discharge by means of compressed air or steam to jam pans of one or more of such ingredients;

"laboratory assistant" means an employee who under the supervision of a chemist or a chemical technician, prepares samples and who may make initial and routine tests and record results thereof;

"laundry machine attendant" means an employee who operates a power-driven laundering, washing and/or drying machine and who may also be responsible for receiving and/or checking of overalls for laundering;

"lye scalding supervisor" means an employee who is in charge of one or more mechanically driven lye scalders and who in exercising his duties stops and starts the machine;

"machine or plant operator and/or attendant" means an employee who operates, attends, starts and stops a power-driven machine and who may make adjustments thereto and/or feed or take off from such machine, and the expression "operating or attending a machine" has a corresponding meaning;

"machine handyman" means an employee other than an artisan engaged in making minor repairs and adjustments to machinery, plant, buildings or other equipment;

"measurer" means an employee engaged in and responsible for measuring out, other than to a set massmeter, quantities of fruit or other ingredients for manufacturing;

"messenger" means an employee engaged in delivering letters or messages, folding statements and inserting them in envelopes, sealing envelopes, rubber stamping, mailing correspondence and parcels or collecting mail;

"peach pitting or repitting machine feeder" means an employee engaged in feeding a peach pitting or repitting machine with unprepared fruit but who is not required to stop or start the machine and who is not responsible for the operation of the machine;

36. warm blikke van rolbaan vir retortvulwerk afhaal;
 37. platkissies, kratte of kiste met die hand met klaarbereide materiaal herstel;
 38. pitte met die hand uit vrugte verwyder;
 39. met rubberstempels stempel;
 40. ertjies, boontjies of ander groente met die hand uitdop;
 41. met die hand sif;
 42. leë flesses, bottels, blikkies of ander houers sorteer; leë sakke sorteer, tel of in bondels opmaak;
 43. stukke sitruskil uitsorteer nadat dit in repies gesny is;
 44. sopkoker;
 45. vrugte en/of groente op 'n band of vervoerband uitsprei;
 46. kiste, sakke kartonhouers of ander houers sjabloneer of merk (maar nie met die hand adresseer nie), of kiste, kartonhouers, konkas of ander houers van klaar geadresseerde etikette voorsien;
 47. met die hand roer, maar nie konfyt roer nie;
 48. gebuigde flense of blikkies regbuig;
 49. paaie of paadjies vee, grasperke en blombeddings natmaak;
 50. veselrifflerbord- of soortgelyke houers met die hand uitpak of oopvou; klaarbereide houers fatsoeneer;
 51. bottels, blikkies, skottels of ander houers met die hand was;
 52. oorpakke (met die hand) was, stryk en of heelmaak;
 53. massameet volgens 'n gestelde massameter;
 54. vrugte en/of groente met die hand of met 'n handmasjien was, sorteer, skil, regsnij, in skyfies sny, ontpit, snipper, ont-kern of stukkend sny;
 55. 'n ambagsman, 'n masjienfaktotum of 'n vakleerling bystaan indien nodig, maar nie om die werk van sodanige ambagsman, masjienfaktotum of vakleerling te verrig nie;
- "handetiketteerder van bottels" 'n werknemer wat etikette van volle grootte aan bottels heg, maar dit sluit nie 'n werknemer in wat slegs etikette regsit om met 'n masjien geëtiketteer te word of wat slegs beskadigde etikette vervang nie;
- "handetiketteerder" 'n werknemer wat etikette van volle grootte aan blikkies heg wat kleiner as A10-blikkies is, maar dit sluit nie 'n werknemer in wat slegs etikette regsit om met 'n masjien geëtiketteer te word of wat slegs beskadigde etikette vervang nie;
- "drywer van 'n nywerheidstrekker" 'n werknemer wat 'n nywerheidstrekker dryf wat een of meer sleepwaens trek, en vir die toepassing van hierdie omskrywing sluit "dryf" alle tydperke in waartydens daar gedryf word en alle tyd wat die drywer in beheer van 'n voertuig of die vrag is en alle tydperke wat hy op sy pos moet bly, gereed om te dryf;
- "konfytroerder en/of panleegmaker" 'n werknemer wat konfyt roer terwyl dit gekook word en/of panne met gekookte konfyt in houers uitgiet, maar nie deur dit uit te skep nie;
- "sapuitdrukker" 'n werknemer wat filtersakke met verwerkte vrugte en water vul en hulle in die sapuitdrukmasjiene plaas;
- "Kellytoestel-bestanddeelmeter" 'n werknemer wat in verband met 'n Kellytoestel stroop, moes en/of sap op 'n gestelde massameter uitmeet en wat ook die druklossing na konfytpanne van een of meer van sodanige bestanddele deur middel van saamgeperste lug of stoom beheer;
- "laboratoriumassistent" 'n werknemer wat onder toesig van 'n chemikus of 'n chemitegnikus monsters berei en wat eerste en roetineoetse kan uitvoer en aantekening kan hou van die resultate daarvan;
- "bediener van 'n was- en strykmasjien" 'n werknemer wat 'n kraagaangedrewe was- en stryk- was- en/of droogmasjien bedien, en wat ook verantwoordelik kan wees vir die ontvangs en/of nagaan van oorpakke wat gewas en gestryk moet word;
- "loogindooptoesighouer" 'n werknemer wat in beheer is van een of meer meganisaangedrewe loogindopers en wat by die uitvoering van sy pligte die masjien aan- en afskakel;
- "masjien- of installasiebediener en/of -versorger" 'n werknemer wat 'n kraagaangedrewe masjien bedien, versorg, aan- en afskakel en daaraan mag verstel en/of dit voer of daarvan afneem; en die uitdrukking "n masjien bedien of versorg" het 'n ooreenstemmende betekenis;
- "masjienfaktotum" 'n werknemer, uitgesonderd 'n ambagsman, wat kleiner herstelwerk en verstellers aan masjinerie, installasies, geboue of ander uitrusting uitvoer;
- "afmeter" 'n werknemer wat hoeveelhede vrugte of ander bestanddele vir vervaardiging afmeet, uitgesonderd op 'n gestelde massameter, en ook vir dié werk verantwoordelik is;
- "bode" 'n werknemer wat briewe of boodskappe aflewer, state vou en in koeverte steek, koeverte verseël, met rubberstempels stempel, posstukke en pakkies pos of pos afhaal;
- "perske-ontpit- of herontpitmasjienvoerder" 'n werknemer wat 'n perske-ontpit- of herontpitmasjien met onbereide vrugte voer, maar van wie daar nie vereis word om die masjien aan of af te skakel nie en wat nie verantwoordelik is vir die werking van die masjien nie;

"peach pitting or repitting machine operator" means an employee who operates, attends, starts and stops a peach pitting or repitting machine and who may make minor adjustments thereto and/or feed or take off from such machine;

"peach pitting or repitting machine supervisor" means an employee who is responsible for the operation of a battery of peach pitting or repitting machines, who stops and starts such machines and who may make adjustments thereto;

"pear peeling and coring machine feeder" means an employee engaged in feeding a pear peeling and coring machine with unprepared fruit but who is not required to stop or start the machine except in the case of an Atlas Pacific machine and who is not responsible for the operation of the machine;

"pear peeling and coring machine operator" means an employee who operates, attends, starts and stops a pear peeling and coring machine and who may make minor adjustments thereto and/or feed or take off from such machine;

"pear peeling and coring machine supervisor" means an employee who is responsible for the operation of a battery of pear peeling and coring machines, who stops and starts such machines and who may make adjustments thereto;

"piece-work" means any system under which an employee's remuneration is based upon the quantity or output of work done;

"piece-work ticket tallier" means an employee who records, by means of issuing tickets, the piece-work done by piece-workers during the day;

"pineapple cutting, peeling and coring machine operator" means an employee who is engaged in operating a pineapple cutting, peeling and coring machine known as "Ginaca". (An employee who merely feeds the machine and who does not stop or start the machine is excluded from this definition);

"pineapple slicing machine operator" means an employee who operates a pineapple slicing machine used for cutting pineapples into rings. (An employee who merely feeds the slicing machine and who does not stop or start the machine is excluded from this definition);

"protective clothing attendant" means an employee engaged in handing out and controlling the use of overalls, aprons, gloves, goloshes, waterproofs or other protective clothing and who may supervise the washing, ironing and mending of overalls and/or who is in charge of the cloakroom;

"quality checker" means an employee who under the supervision of a laboratory assistant inspects canned fruit and/or vegetables for quality characteristics;

"retort pressure cooker attendant" means an employee who is in charge of less than six retorts and who may be responsible for the pressures, temperatures, cooking and cooling time of the product to be processed;

"retort pressure cooker supervisor" means an employee who is in charge of a battery of six or more retorts and who is responsible for the pressures, temperatures, cooking and cooling time of the product to be processed;

"short-time" means a temporary reduction in the number of ordinary hours of work due to slackness of trade, shortage of raw materials, vagaries of the weather or general break-down of plant or machinery caused by accident or other unforeseen emergency;

"soup cooker" means an employee who is responsible for and engaged in cooking soup for canteen purposes;

"stencil cutter" means an employee who cuts stencils;

"storeman" means a clerical employee in general charge of stores or finished products and who is responsible for receiving, storing, packing or unpacking goods in a store or warehouse and/or delivering goods from a store or warehouse to the consuming departments in a factory or for despatch;

"syrup maker" means an employee who boils and/or builds up syrup either from sugar or syrup to a prescribed density;

"supervisor" means an employee, other than a factory foreman, departmental foreman or assistant factory foreman, who supervises a group or section of Grade I, Grade II, Grade III or Grade IV employees or chargehands or factory clerks;

"vacuum boiling plant and/or evaporator attendant" means an employee who operates a vacuum boiling plant or evaporator and who is responsible for the production by the plant of concentrated liquids;

"vining and hulling machine operator" means an employee who operates a vining and hulling machine and who may stop and start these machines and make minor adjustments thereto;

"wage" means, unless where otherwise specified, that portion of the remuneration payable in money to an employee in terms of clause 4 (1) in respect of the ordinary hours of work laid down in clause 6 (1) and (2) or where an employer regularly pays to an employee in respect of such ordinary hours of work an amount higher than that so prescribed, it means such higher amount;

"bediener van perske-ontpit-, of -herontpitmasjiën" 'n werknemer wat 'n perske-ontpit- of her-ontpitmasjiën bedien, versorg, aan- en afskakel en wat klein verstellings daaraan kan doen en/of sodanige masjiën kan voer of daarvan afneem;

"toesighouer oor 'n perske-ontpit- of -herontpitmasjiën" 'n werknemer wat verantwoordelik is vir die werking van 'n groep perske-ontpit- of -herontpitmasjiëne en hulle aan- en afskakel en wat verstellings daaraan kan doen;

"voerder van 'n masjiën wat pere skil en die klokhuise uithaal" 'n werknemer wat 'n masjiën wat pere skil en die klokhuise uithaal, met onbereide vrugte voer, maar van wie daar nie vereis word om die masjiën aan- of af te skakel nie, behalwe in die geval van 'n Atlas Pacific-masjiën, en wat nie verantwoordelik is vir die werking van die masjiën nie;

"bediener van 'n masjiën wat pere skil en die klokhuise uithaal" 'n werknemer wat 'n masjiën wat pere skil en die klokhuise uithaal, bedien, versorg, aan- en afskakel en wat klein verstellings daaraan kan doen en/of sodanige masjiën kan voer of daarvan afneem;

"toesighouer oor 'n masjiën wat pere skil en die klokhuise uithaal" 'n werknemer wat verantwoordelik is vir die werking van 'n groep masjiëne wat pere skil en die klokhuise uithaal, wat sodanige masjiëne aan- en afskakel, en verstellings daaraan kan doen;

"stukwerk" enige stelsel waarvolgens 'n werknemer se besoldiging gebaseer word op die hoeveelheid of omvang van gedane werk;

"stukwerkkaartjieteller" 'n werknemer wat, deur kaartjies uit te reik, rekord hou van die stukwerk wat stukwerkers gedurende die dag doen;

"bediener van 'n masjiën wat pynappels stukkend sny, afskil en binnestes uithaal" 'n werknemer wat 'n masjiën bedien wat pynappels stukkend sny, afskil en binnestes uithaal, bekend as 'n "Ginaca". ('n Werknemer wat die masjiën slegs voer en dit nie aan- of afskakel nie, is nie by hierdie omskrywing ingesluit nie);

"bediener van 'n masjiën wat pynappels sny" 'n werknemer wat 'n masjiën bedien wat pynappels in ringe sny. ('n Werknemer wat slegs die snymasjiën voer en wat dit nie aan- of afskakel nie, word nie by hierdie omskrywing ingesluit nie);

"versorger van beskermende klere" 'n werknemer wat oorpakke, voorskote, handskoene, oorskoene, waterdige jasse of ander beskermende klere uitreik en die gebruike daarvan beheer en wat toesig kan hou oor die was, stryk en heelmaak van oorpakke en/of wat in beheer van die kleedkamer is;

"gehaltebeepaler" 'n werknemer wat onder toesig van 'n laboratoriumassistent, ingemaakte vrugte en/of groente vir gehalte-merke ondersoek;

"bediener van 'n retortdrukkoker" 'n werknemer wat in beheer is van minder as ses retorte en wat verantwoordelik kan wees vir die druk, temperatuur, kook- en afkoeltyd van die produk wat verwerk moet word;

"toesighouer oor 'n retortdrukkoker" 'n werknemer wat in beheer is van 'n groep van ses of meer retorte, en wat verantwoordelik is vir die druk, temperatuur, kook- en afkoeltyd van die produk wat verwerk moet word;

"korttyd" 'n tydelike vermindering in die getal gewone werksure as gevolg van 'n bedryfslapte, tekort aan grondstowwe, wisselvalligheid van die weer of 'n algemene onklaarraking van installasie of masjinerie wat deur 'n ongeluk of ander onvoorziene noodtoestand veroorsaak word;

"sopkoker" 'n werknemer wat verantwoordelik is vir die kook van sop vir die eetlokaal, en wat dit kook;

"sjabloonsnyer" 'n werknemer wat sjablone sny;

"magasynman" 'n klerklike werknemer in algemene beheer van voorrade of klaar produkte en wat verantwoordelik is vir die ontvangs, opberging, verpakking of uitpak van goedere in 'n magasyn of pakhuis en/of die aflewering van goedere uit 'n magasyn of pakhuis aan die verbruiksafdeling van 'n fabriek of vir versending;

"stroopmaker" 'n werknemer wat, van suiker of stroop, stroop van 'n voorgeskrewe dikte kook en/of opbou;

"toesighouer" 'n werknemer, uitgesonderd 'n fabrieksvoorman, afdelingsvoorman of assistent-fabrieksvoorman, wat toesig hou oor 'n groep of seksie werknemers graad I, graad II, graad III of graad IV of onderbase of fabrieksklerke.

"bediener van 'n vakuümkoekinstallasie en/of verdamper" 'n werknemer wat 'n vakuümkoekinstallasie of verdamper bedien en wat verantwoordelik is vir die produksie van gekonsentreerde vloeistowwe deur die installasie;

"bediener van 'n afdraad- en uitdopmasjiën" 'n werkgewer wat 'n afdraad- en uitdopmasjiën bedien en wat hierdie masjiëne kan aan- en afskakel en klein verstellings daaraan kan aanbring;

"loon" tensy anders gespesifiseer, dié gedeelte van die besoldiging wat ingevolge klousule 4 (1) in kontant aan 'n werknemer betaalbaar is vir die gewone werksure in klousule 6 (1) en (2) voorgeskryf, of indien 'n werkgewer 'n werknemer vir sodanige gewone werksure gereeld 'n hoër bedrag betaal as dié aldus voorgeskryf, dié hoër bedrag;

"watchman" means an employee engaged in guarding premises and/or property;

"welfare officer" means an employee who holds a current certificate of competence in first aid, issued by any of the following organisations:

- (a) The Red Cross Society of South Africa;
- (b) the St John Ambulance Association;
- (c) die Suid-Afrikaanse Noodhulppliga;

and who is in charge of a first-aid room.

(2) In classifying an employee for the purposes of this Agreement he shall be deemed to be in the class in which he is wholly or mainly employed.

4. REMUNERATION

(1) The minimum weekly wage which shall be paid by an employer to an employee shall be as set out hereunder in respect of the classes and grades indicated:

	Till 30 Sept. 1978	From 1 Oct. 1978	From 1 Oct. 1979
	R	R	R
Artisan, as defined in clause 3....	60,0	67,50	75,94
Boiler attendant.....	26,70	30,04	33,80
Can packer, male.....	23,00	25,88	29,12
Can packer, female.....	20,80	23,40	26,33
Can tester.....	24,33	27,37	30,79
Chargehand, male.....	24,75	27,84	31,32
Chargehand, female (Magisterial District of Caledon only).....	21,40	24,08	27,09
Driver of a motor vehicle, the payload of which together with the payload of any trailers drawn by such vehicle—			
(i) does not exceed 5 metric tons	34,30	38,59	43,41
(ii) exceeds 5 metric tons, but not 8 metric tons.....	37,70	42,41	47,71
(iii) exceeds 8 metric tons, but not 25 metric tons.....	41,20	46,35	52,14
(iv) exceeds 25 metric tons.....	45,20	50,85	57,21
Factory clerk, qualified.....	26,60	29,93	33,67
Factory clerk, unqualified—			
during first six months' experience	24,65	27,73	31,20
during second six months' experience.....	25,73	28,95	32,57
Fast closing and syringing machine operator.....	28,80	32,40	36,45
Food boiler, qualified.....	36,40	40,95	46,07
Food boiler, unqualified—			
during first three months' experience.....	24,38	27,43	30,86
during second three months' experience.....	26,40	29,70	33,41
during third three months' experience.....	28,38	31,93	35,92
during fourth three months' experience.....	31,23	35,13	39,52
during fifth three months' experience.....	32,63	36,71	41,30
during sixth three months' experience.....	34,25	38,53	43,35
Fruit checker, male.....	23,25	26,16	29,43
Fruit checker, female.....	21,05	23,68	26,64
Grade I employee, qualified.....	28,35	31,89	35,88
Grade I employee, unqualified—			
during first three months' experience.....	25,85	29,08	32,72
during second three months' experience.....	27,28	30,69	34,53
Grade II employee, qualified.....	26,70	30,04	33,80
Grade II employee, unqualified—			
during first three months' experience.....	24,33	27,37	30,79
during second three months' experience.....	25,53	28,72	32,31
Grade III employee.....	25,03	28,16	31,68
Grade IV employee, male.....	23,00	25,88	29,12
Grade IV employee, female.....	20,00	22,50	25,31
Jam stirrer.....	24,23	27,26	30,67
Laundry machine attendant.....	24,33	27,37	30,79
Machine handyman.....	35,53	39,97	44,97

"wag" 'n werknemer wat persele en/of eiendom bewaak;

"welsynsbeampte" 'n werknemer in besit van 'n geldende bekwaamheidstifikaat in eerste hulp deur enigen van die volgende organisasies uitgereik:

- (a) Die Suid-Afrikaanse Rooikruisvereniging;
- (b) die St John Ambulance Association;
- (c) die Suid-Afrikaanse Noodhulppliga;

en wat in beheer van die eerste hulpkamer is.

(2) Vir die indeling van 'n werknemer by die toepassing van hierdie Ooreenkoms, word 'n werknemer geag tot die klas te behoort waarin hy uitsluitlik of hoofsaaklik werksaam is.

4. BESOLDIGING

(1) Die minimum weekloon wat deur 'n werkgever aan 'n werknemer betaal moet word, is soos hieronder uiteengesit vir die klasse en grade aangedui:

	Tot 30 Sept. 1978	Vanaf 1 Okt. 1978	Vanaf 1 Okt. 1979
	R	R	R
Ambagsman, soos in klousule 3 omskryf.....	60,00	67,50	75,94
Stoomketelbediener.....	26,70	30,04	33,80
Blikkiespakker, man.....	23,00	25,88	29,12
Blikkiespakker, vrou.....	20,80	23,40	26,33
Blikkiestoeter.....	24,33	27,37	30,79
Onderbaas, man.....	24,75	27,84	31,32
Onderbaas, vrou (slegs landdrosdistrik Caledon).....	21,40	24,08	27,09
Drywer van 'n motorvoertuig waarvan die loonvrag tesame met die loonvrag van enige sleepwaens wat deur sodanige voertuig getrek word—			
(i) hoogstens 5 metrieke ton is..	34,30	38,59	43,41
(ii) meer as 5 metrieke ton maar hoogstens 8 metrieke ton is..	37,70	42,41	47,71
(iii) meer as 8 metrieke ton maar hoogstens 25 metrieke ton is	41,20	46,35	52,14
(iv) meer as 25 metrieke ton is..	45,20	50,85	57,21
Fabrieksklerk, gekwalifiseer.....	26,60	29,93	33,67
Fabrieksklerk, ongekwalifiseer—			
gedurende eerste ses maande ondervinding.....	24,65	27,73	31,20
gedurende tweede ses maande ondervinding.....	25,73	28,95	32,57
Bediener van 'n sneltoemaak- en stroopmasjien.....	28,80	32,40	36,45
Voedselkoker, gekwalifiseer.....	36,40	40,95	46,07
Voedselkoker, ongekwalifiseer—			
gedurende eerste drie maande ondervinding.....	24,38	27,43	30,86
gedurende tweede drie maande ondervinding.....	26,40	29,70	33,41
gedurende derde drie maande ondervinding.....	28,38	31,93	35,92
gedurende vierde drie maande ondervinding.....	31,23	35,13	39,52
gedurende vyfde drie maande ondervinding.....	32,63	36,71	41,30
gedurende sesde drie maande ondervinding.....	34,25	38,53	43,35
Vrugteondersoeker, man.....	23,25	26,16	29,43
Vrugteondersoeker, vrou.....	21,05	23,68	26,64
Werknemer graad I, gekwalifiseer..	28,35	31,89	35,88
Werknemer graad I, ongekwalifiseer—			
gedurende eerste drie maande ondervinding.....	25,85	29,08	32,72
gedurende tweede drie maande ondervinding.....	27,28	30,69	34,53
Werknemer graad II, gekwalifiseer..	26,70	30,04	33,80
Werknemer graad II, ongekwalifiseer—			
gedurende eerste drie maande ondervinding.....	24,33	27,37	30,79
gedurende tweede drie maande ondervinding.....	25,53	28,72	32,31
Werknemer graad III.....	25,03	28,16	31,68
Werknemer graad IV, man.....	23,00	25,88	29,12
Werknemer graad IV, vrou.....	20,00	22,50	25,31
Konfytroeder.....	24,23	27,26	30,67
Bediener van 'n was- en strykmasjien.....	24,33	27,37	30,79
Masjienfaktotum.....	35,53	39,97	44,97

	Till 30 Sept. 1978	From 1 Oct. 1978	From 1 Oct. 1979
	R	R	R
Peach pitting or repitting machine feeder, male.....	23,98	26,98	30,35
Peach pitting or repitting machine feeder, female.....	20,80	23,40	26,33
Pear peeling and coring machine feeder, male.....	23,98	26,98	30,35
Pear peeling and coring machine feeder, female.....	20,80	23,40	26,33
Protecting clothing attendant, male	24,33	27,37	30,79
Protective clothing attendant, female	22,13	24,90	28,01
Retort pressure cooker supervisor..	30,25	34,03	38,28
Supervisor, male.....	28,38	31,93	35,92
Supervisor, female.....	22,78	25,63	28,83
Watchman.....	26,28	29,57	33,27
Welfare officer.....	32,20	36,23	40,76
Casual employee.....	*	*	*

* One fifth of weekly wage for each day or part of a day according to class of work performed.

(2) Nothing in this Agreement shall operate to reduce the wage which is being paid to an employee on the date on which this Agreement comes into operation and any employee who, on the said date, is in receipt of wages in excess of those prescribed for the class concerned in this Agreement shall continue to receive such higher rates whilst employed by the same employer in the same occupation or grade.

(3) *Basis of contract.*—For the purposes of this clause, the basis of contract of employment of an employee, other than a casual employee, shall be weekly and, save as provided in subclause (4) hereof and in clause 5 (6), an employee shall be paid in respect of any week not less than the full weekly remuneration prescribed in this Agreement for an employee of his class and area, whether he has in that week worked the maximum number or ordinary hours prescribed in clause 6 (1) or less.

(4) *Differential wage.*—An employer who requires or permits a member of one class of his employee to perform for longer than one hour in the aggregate on any day, either in addition to his own work or in substitution therefor, work of another class for which either—

(a) a wage higher than that of his own class; or

(b) a rising scale of wages terminating in a wage higher than that of his own class;

is prescribed in subclause (1), shall pay to such employee a wage for all the ordinary hours of work of the factory on that day—

(i) in the case referred to in paragraph (a), at a rate for each hour equal to the higher weekly wage divided by the number of ordinary hours worked by such employee in a week;

(ii) in the case referred to in paragraph (b), at a rate for each hour equal to the weekly wage prescribed for an employee of his class plus 30 per cent divided by the number of ordinary hours worked by such employee in a week: Provided that such employee shall not be entitled to an aggregate amount in respect of the day on which he performs such work greater than the amount that would have accrued to a qualified employee in such higher class at the rate of wage prescribed for him in subclause (1):

Provided that where the sole difference between classes is in terms of subclause (1) based on experience, sex or age, the provisions of this subclause shall not apply.

(5) *Calculation of monthly wage.*—Whenever the wage due to an employee is in terms of clause 5 (1) paid monthly, the amount of such wage shall be calculated at the rate of four and one-third times his weekly wage.

5. PAYMENT OF REMUNERATION

(1) *Employees other than casual employees.*—Save as provided in clause 7 (3), any amount due to an employee other than a casual employee shall be paid in cash weekly or, if the employer and employee have agreed thereto in writing, monthly, during the hours of work or within 15 minutes of ceasing work on the usual pay-day of the factory or on termination of employment if this takes place before the usual pay-day and shall be contained in an envelope or other container and accompanied by a statement showing the employer's name, the employee's name or pay-roll number, the employee's occupation, the number of ordinary hours worked and overtime hours worked, the amount paid for overtime, the remuneration, and the period in respect of which payment is made.

	Tot 30 Sept. 1978	Vanaf 1 Okt. 1978	Vanaf 1 Okt. 1979
	R	R	R
Voerder van 'n perske-ontpit- of herontpitmasjien, man.....	23,98	26,98	30,35
Voerder van 'n perske-ontpit- of herontpitmasjien, vrou.....	20,80	23,40	26,33
Voerder van 'n masjien wat pere skil en klokhuissies uithaal, man....	23,98	26,98	30,35
Voerder van 'n masjien wat pere skil en klokhuissies uithaal, vrou....	20,80	23,40	26,33
Versorger van beskermende klere, man.....	24,33	27,37	30,79
Versorger van beskermende klere, vrou.....	22,13	24,90	28,01
Toesighouer oor 'n retortdrukkoker	30,25	34,03	38,28
Toesighouer, man.....	28,38	31,93	35,92
Toesighouer, vrou.....	22,78	25,63	28,83
Wag.....	26,28	29,57	33,27
Welsynbeampte.....	32,20	36,23	40,76
Los werknemer.....	*	*	*

* Een vyfde van die weekloon vir elke dag of deel van 'n dag, volgens klas werk wat gedoen word.

(2) Niks in hierdie Ooreenkoms mag die uitwerking hê dat dit die loon verminder wat by die inwerkingtreding van hierdie Ooreenkoms aan 'n werknemer betaal word nie, en 'n werknemer wat op genoemde datum 'n hoër loon ontvang as dié wat vir die betrokke klas in hierdie Ooreenkoms voorgeskryf word, moet dié hoër loon bly ontvang onderwyl hy by dieselfde werkgever in dieselfde beroep of graad werksaam is.

(3) *Kontrakbasis.*—Vir die toepassing van hierdie klousule moet die dienskontrak van 'n werknemer, uitgesonderd 'n los werknemer, op 'n weeklikse grondslag berus en, behoudens subklousule (4) hiervan en klousule 5 (6), moet 'n werknemer vir elke week minstens die volle weekloon betaal word wat in hierdie Ooreenkoms voorgeskryf word vir 'n werknemer van sy klas en gebied, ongeag of hy in daardie week die maksimum getal gewone ure in klousule 6 (1) voorgeskryf, of minder, gewerk het.

(4) *Differensiële loon.*—'n Werkgever wat 'n lid van een klas van sy werknemer aansê of toelaat om op 'n bepaalde dag, hetsy bo en behalwe sy eie werk of in plaas daarvan, vir altesaam langer as een uur werk van 'n ander klas te verrig, waarvoor of—

(a) 'n hoër loon as dié vir sy eie klas; of

(b) 'n stygende loonskaal wat eindig op 'n hoër loon as dié van sy eie klas;

in subklousule (1) voorgeskryf word, moet die werknemer soos volg besoldig vir al die gewone werkure van die fabriek op daardie dag:

(i) In die geval in paragraaf (a) gemeld: Vir elke uur 'n loon wat gelyk is aan die hoër weekloon, gedeel deur die getal gewone werkure wat dié werknemer in 'n week werk;

(ii) in die geval in paragraaf (b) gemeld: Vir elke uur 'n loon gelyk aan die weekloon wat vir 'n werknemer van sy klas voorgeskryf word, plus 30 persent, gedeel deur die getal gewone werkure wat dié werknemer in 'n week werk: Met dien verstande dat die werknemer vir die dag waarop hy sodanige werk verrig, nie op 'n bedrag geregtig is wat altesaam groter is as die bedrag wat verskuldig sou gewees het aan 'n gekwalifiseerde werknemer in dié hoër klas teen die loon in subklousule (1) vir hom voorgeskryf nie:

Met dien verstande dat waar die enigste onderskeid tussen klasse ingevolge subklousule (1) op ondervinding, geslag of leeftyd berus hierdie subklousule nie van toepassing is nie.

(5) *Berekening van maandloon.*—Indien die loon wat ingevolge klousule 5 (1) aan 'n werknemer verskuldig is, maandeliks betaal word, moet dié loon bereken word teen vier en 'n derde maal sy weekloon.

5. BETALING VAN BESOLDIGING

(1) *Werknemers, uitgesonderd los werknemers.*—Behoudens klousule 7 (3), moet enige bedrag wat aan 'n werknemer, uitgesonderd 'n los werknemer, verskuldig is, weekliks, of indien die werkgever en werknemer skriftelik daarvoor ooreengekom het, maandeliks, op die gewone betaaldag van die fabriek in kontant betaal word gedurende werkure of binne 15 minute ná uitskeityd, of by beëindiging van diens, indien dit voor die gewone betaaldag plaasvind, en moet dit in 'n koevert of ander houer wees en vergesel gaan van 'n staat waarop die volgende vermeld word: Die werkgever se naam, die werknemer se naam of betaalstaatsnommer, werknemer se beroep, getal gewone ure en oortydure gewerk, bedrag vir oortyd betaal, besoldiging, en die tydperk waarvoor besoldiging betaal word.

(2) *Casual employee.*—An employer shall pay the remuneration due to his casual employee in cash on termination of his employment.

(3) *Premiums.*—No payment shall be made to or accepted by an employer, either directly or indirectly, in respect of the employment or training of an employee: Provided that this sub-clause shall not apply in respect of a training scheme to which the employer is legally required to contribute.

(4) *Purchase of goods.*—An employer shall not require his employee to purchase any goods from him or from any shop or person nominated by him.

(5) *Board and lodging.*—Save as provided in the Bantu (Urban Areas) Consolidation Act, 1945, or in the Bantu Labour Act, 1964, an employer shall not require his employee to board and/or lodge with him or with any person or at any place nominated by him.

(6) *Fines and deductions.*—An employer shall not levy any fines against his employee nor shall he make any deductions from his employee's remuneration, other than the following:

(a) With the written consent of his employee, a deduction for house rent, holiday, sick, insurance, provident or pension funds: Provided that in a case of a deduction for sick or provident fund in terms of the second proviso to clause 8 (1) the written consent of the employee need not be obtained;

(b) except where otherwise provided for in the Agreement whenever an employee is not at work and such absence is not on the instructions or at the request of his employer, a deduction proportionate to the period of his absence calculated on the basis of weekly wage which such an employee was receiving in respect of his ordinary hours of work at the time thereof;

(c) a deduction of any amount which an employer is legally required or permitted to make;

(d) a deduction in respect of any public holiday, other than New Year's Day, Good Friday, Ascension Day, Republic Day, Day of the Covenant, or Christmas Day on which an employee is required or permitted not to work, of the wage which he would have received had he worked on such day;

(e) whenever the ordinary hours of work prescribed in clause 6 are reduced on account of short-time, a reduction in respect of each hour of such reduction of the employee's weekly wage divided by the number of ordinary hours worked by such employee in a week: Provided that no deduction for short time shall be made unless the employer has given his employees notice on the previous day that no work will be available and such notice in writing has been displayed prominently in the establishment concerned.

(f) with the written consent of the employee, a deduction for subscriptions to the Food and Canning Workers' Union.

6. HOURS OF WORK, ORDINARY AND OVERTIME AND PAYMENT FOR OVERTIME

(1) *Ordinary hours of work.*—The ordinary hours of work of an employee, other than a casual employee, shall not exceed—

(a) in the case of a factory in which a six-day week is observed—

(i) 46 hours in any week from Monday to Saturday inclusive;

(ii) eight hours in any day, unless the hours on one day do not exceed five, in which case the hours on the other days shall not exceed eight and a half on any day if by such extension the ordinary hours of work do not exceed 46 in any week;

(b) in the case of a factory in which a five-day week is observed—

(i) 46 hours on any week from Monday to Saturday inclusive;

(ii) nine and a quarter hours in a day.

(2) The ordinary hours of work of a casual employee shall not exceed—

(a) in the case of a factory in which a six-day week is observed, eight and a half hours in any day;

(b) in the case of a factory in which a five-day week is observed, nine and a quarter in any day.

(3) *Meal breaks.*—An employer shall not require or permit an employee to work for more than five hours continuously without an interval of not less than one hour during which no work shall be performed and such interval shall not be deemed to be part of the ordinary hours of work or overtime: Provided that—

(i) an employer may agree with the representatives of the Food and Canning Workers' Union to reduce the period of such meal interval to not less than half an hour for a stipulated period not exceeding one year, and in that event, and after the employer has lodged a statement of such agreement with the Divisional Inspector, Department of Labour, for his area, the meal interval may be so reduced;

(2) *Los werknemer.*—'n Werkgever moet die besoldiging wat aan sy los werknemer verskuldig is, by beëindiging van sy diens in kontant betaal.

(3) *Premies.*—Geen werkgever mag, hetsy regstreeks of onregstreeks, vir diensverskaffing aan of opleiding van 'n werknemer betaal word of betaling daarvoor aanneem nie: Met dien verstande dat hierdie subklousule nie van toepassing is nie op 'n opleidingskema ten opsigte waarvan daar regtens van die werkgever vereis word om by te dra.

(4) *Koop van goedere.*—'n Werkgever mag nie van sy werknemer vereis om goedere van hom of van 'n winkel of persoon wat hy aanwys, te koop nie.

(5) *Kos en inwoning.*—Behoudens die Bantoes (Stadsgebiede) Konsolidasiewet, 1945, of die Wet op Bantoe-arbeid, 1964, mag 'n werkgever nie sy werknemer verplig om van hom of van 'n persoon of by 'n plek wat hy aanwys, kos en/of inwoning aan te neem nie.

(6) *Boetes en aftrekkings.*—'n Werkgever mag sy werknemer geen boetes op of enige bedrag van laasgenoemde se besoldiging aftrek nie, uitgesonderd die volgende:

(a) Met die skriftelike toestemming van sy werknemer, 'n bedrag vir huishuur, verlof-, siekte-, versekerings-, voorsorg- of pensioenfondse: Met dien verstande dat in die geval van 'n aftrekking vir 'n siekte- of voorsorgfonds ingevolge die tweede voorbehoudsbepaling van klousule 8 (1), die skriftelike toestemming van die werknemer nie verkry hoef te word nie;

(b) behoudens andersluidende bepalings in hierdie Ooreenkoms, wanneer 'n werknemer van sy werk afwesig is en sodanige afwesigheid nie in opdrag of op versoek van sy werkgever geskied nie, 'n bedrag in verhouding tot die tydperk van sy afwesigheid, bereken op die grondslag van die weekloon wat sodanige werknemer op dié tydperk ten opsigte van sy gewone werkure ontvang het;

(c) 'n bedrag wat 'n werkgever regtens moet of mag aftrek;

(d) vir 'n openbare vakansiedag, uitgesonderd Nuwejaarsdag, Goeie Vrydag, Hemelvaartsdag, Republiekdag, Geloftedag of Kersdag, waarop 'n werknemer aangesê of toegelaat word om nie te werk nie, 'n bedrag gelyk aan die loon wat hy sou ontvang het as hy op dié dag wel gewerk het;

(e) Wanneer die gewone werkure in klousule 6 voorgeskryf, weens korttyd verminder word, ten opsigte van elke uur van sodanige vermindering, 'n bedrag gelyk aan die werknemer se weekloon, gedeel deur die getal gewone ure wat dié werknemer in 'n week werk; met dien verstande dat geen bedrag vir korttyd mag afgetrek word nie tensy die werkgever sy werknemers die vorige dag kennis gegee het dat daar geen werk beskikbaar sal wees nie en sodanige skriftelike kennisgewing op 'n opvallende plek in die bedryfsinrigting vertoon is.

(f) met die skriftelike toestemming van die werknemer, 'n bedrag vir ledegedel aan die Food and Canning Workers' Union.

6. WERKURE, GEWONE EN OORTYDURE EN BESOLDIGING VIR OORTYDWERK

(1) *Gewone werkure.*—Die gewone werkure van 'n werknemer, uitgesonderd 'n los werknemer, moet hoogstens soos volg wees:

(a) In die geval van 'n fabriek waar daar ses dae per week gewerk word—

(i) 46 uur in 'n week van Maandag tot en met Saterdag;

(ii) agt uur op 'n dag, tensy die ure op één dag hoogstens vyf is, en in so 'n geval mag die ure op die ander dae hoogstens agt en 'n half per dag wees, mits die gewone werkure deur sodanige verlenging hoogstens 46 in een week is;

(b) in die geval van 'n fabriek waar daar vyf dae per week gewerk word—

(i) 46 uur in 'n week van Maandag tot en met Saterdag;

(ii) nege en 'n kwart uur op 'n dag.

(2) Die gewone werkure van 'n los werknemer moet hoogstens soos volg wees:

(a) In die geval van 'n fabriek waar daar ses dae per week gewerk word: Agt en 'n half uur op 'n dag;

(b) in die geval van 'n fabriek waar daar vyf dae per week gewerk word: Nege en 'n kwart uur op 'n dag.

(3) *Etenspouse.*—'n Werkgever mag 'n werknemer nie aansê of toelaat om meer as vyf uur aaneen sonder 'n pouse van minstens één uur te werk nie, en in dié pouse mag geen werk gedoen word nie en dié pouse word nie geag deel van die gewone werk- of oortydure uit te maak nie: Met dien verstande dat—

(i) 'n werkgever met die verteenwoordigers van die Food and Canning Workers' Union kan ooreenkom om die tydperk van sodanige etenspouse oor 'n bepaalde tydperk van hoogstens een jaar tot minstens 'n halfuur in te kort, en in so 'n geval, en nadat die werkgever 'n verklaring ten opsigte van sodanige ooreenkoms by die Afdelingsinspekteur, Departement van Arbeid, vir sy gebied ingedien het, kan die etenspouse aldus ingekort word;

(ii) when on any day by reason of overtime work the employer is required to grant an employee a second meal interval, such interval may, at the request of the employee, be reduced to 15 minutes so long as the total period worked by such employee after the first meal interval of the day does not exceed seven hours;

(iii) if such interval be for longer than one hour any period in excess of an hour and a quarter shall be deemed to be ordinary hours of work;

(iv) periods of work interrupted by an interval of less than one hour except when proviso (i) or (ii) applies shall be deemed to be continuous;

(v) a driver of a motor vehicle, whilst on duty away from the premises of his employer and who, during his meal interval, does no work other than being in charge of the vehicle shall be deemed not to have worked during his meal interval and that this provision shall also apply to any employee who accompanies such driver.

(4) *Rest intervals.*—An employee shall grant to each of his employees employed in or about his factory other than a motor vehicle driver, a rest interval of not less than 15 minutes at as nearly as practicable—

- (a) the middle of each first work period in a day; and
- (b) the middle of each second work period in a day;

during which the employee shall not be required or permitted to perform any work and such interval shall be deemed to be part of the ordinary hours of work.

(5) *Hours of work to be consecutive.*—Save as provided in subclauses (3) and (4) all hours of work shall be consecutive.

(6) *Overtime.*—All time worked in excess of the number of hours prescribed in respect of a day or a week in subclauses (1) and (2) shall be deemed to be overtime.

(7) *Limitation of overtime.*—An employer shall not require or permit his employees to work overtime for more than 10 hours in any week.

(8) *Female employees.*—An employer shall not require or permit a female employee—

- (a) to work between 18h00 and 06h00;
- (b) to work after 13h00 on more than five days in a week;
- (c) to work overtime for more than two hours on any day or for more than three consecutive days;
- (d) to work overtime on more than 60 days in any year;
- (e) to work overtime after completion of her ordinary hours of work for more than one hour on any day unless he has—

(i) before 12h00 given notice thereof to such employee; or

(ii) provided such employee with an adequate meal before the commencement of such overtime; or

(iii) paid to such employees 75c in sufficient time to enable her to obtain a meal before such overtime is due to commence.

(9) *Night shift work.*—Should an employer require to operate his establishment both during the day and night, any normal hours worked after 18h00 until 06h00 shall be regarded as night-shift work. All employees for whom wages are prescribed in the Agreement and who are required or permitted to perform night-shift work shall, in addition to the prescribed wage rate, receive an additional 15 per cent of the prescribed rate in the case of females and with effect from the date of coming into operation of this agreement and for the period ending 30 September 1978, R2 per week in the case of males for all time worked during the night shift. In the case of male employees, they shall, during the period 1 October 1978 to 30 September 1979, in addition to the prescribed wage rate, receive R2,25 per week for all time worked during the night shift, whilst during the period commencing on 1 October 1979 they shall, in addition to the prescribed wage rate, receive R2,53 per week for all time worked during the night shift, subject to night shift work for males being paid on a pro rata basis according to hours worked. Time worked by all employees after the completion of the usual shift in the establishment concerned, shall be regarded as overtime and paid for at the rates prescribed in clause 6.

(10) *Payment for overtime.*—An employer shall pay his employee—

- (a) in respect of all overtime worked by him, remuneration at a rate not less than one and a half times his wage; and
- (b) in respect of all overtime worked by him on New Year's Day, Good Friday, Ascension Day, Republic Day, Day of the Covenant and Christmas Day, remuneration at a rate not less than double his ordinary wage;

Provided that where in any week overtime calculated on a daily basis differs from overtime calculated on a weekly basis, the basis which gives the greater amount of overtime during the week shall be adopted.

(ii) indien die werkgewer op 'n bepaalde dag weens oortydwerk aan 'n werknemer 'n tweede etenspouse moet toestaan, dié pouse op versoek van die werknemer tot 15 minute verkort kan word, mits die totale tydperk wat daardie werknemer na die eerste etenspouse van die dag gewerk het, hoogstens sewe uur is;

(iii) indien so 'n pouse langer as een uur duur, alle tyd wat 'n uur en 'n kwart te bowe gaan, geag word gewone werkure te wees;

(iv) werktjye wat deur 'n pouse van minder as een uur onderbreek word, geag word deurlopend te wees, behalwe waar voorbehoudsbepaling (i) of (ii) geld;

(v) 'n drywer van 'n motorvoertuig wat elders diens doen as by sy werkgewer se perseel, en wat gedurende sy etenspouse geen werk verrig nie buiten dat hy in beheer van die voertuig is, geag word gedurende sy etenspouse nie te gewerk het nie, en hierdie bepaling ook van toepassing is op 'n werknemer wat sodanige drywer vergesel.

(4) *Ruspouses.*—'n Werkgewer moet aan elkeen van sy werknemers wat in of by sy fabriek werk, uitgesonderd 'n motorvoertuigdrywer, 'n ruspouse van minstens 15 minute toestaan, en wel so ná doenlik aan—

- (a) die middel van elke eerste werkskof op 'n dag; en
- (b) die middel van elke tweede werkskof op 'n dag;

waarin die werknemer nie aangesê of toegelaat mag word om werk te verrig nie, en hierdie ruspouse word geag deel van die gewone werkure uit te maak.

(5) *Werkure moet agtereenvolgend wees.*—Behoudens subklousules (3) en (4), moet alle werkure agtereenvolgend wees.

(6) *Oortydwerk.*—Alle tyd wat daar langer gewerk word as die getal ure ten opsigte van 'n dag of 'n week in subklousules (1) en (2) voorgeskryf, word geag oortydwerk te wees.

(7) *Beperking van oortydwerk.*—'n Werkgewer mag sy werknemer nie aansê of toelaat om meer as 10 uur in 'n week oortyd te werk nie.

(8) *Vroulike werknemers.*—'n Werkgewer mag 'n vroulike werknemer nie aansê of toelaat om—

- (a) tussen 18h00 en 06h00 te werk nie;
- (b) op meer as vyf dae in 'n week ná 13h00 te werk nie;
- (c) meer as twee uur op 'n dag of op meer as drie agtereenvolgende dae oortyd te werk nie;
- (d) meer as 60 dae in 'n jaar oortyd te werk nie;
- (e) na afloop van haar gewone werkure meer as een uur op 'n dag oortyd te werk nie tensy hy—

(i) die werknemer voor 12h00 daarvan in kennis gestel het; of

(ii) aan sodanige werknemer 'n toereikende ete verskaf het voordat die oortydwerk begin; of

(iii) aan sodanige werknemer betyds 75c betaal het om haar in staat te stel om 'n ete te bekom voordat die oortydwerk moet begin.

(9) *Nagskofwerk.*—As 'n werkgewer dit nodig vind om sy bedryfsinrigting gedurende sowel die dag as die nag aan die gang te hou, word die gewone ure ná 18h00 tot 06h00 gewerk as nagskofwerk beskou. Alle werknemers vir wie lone in die Ooreenkomms voorgeskryf word en wat aangesê of toegelaat word om nagskofwerk te verrig, moet vir alle tyd gedurende die nagskof, benewens die voorgeskrewe loontarief 'n bykomende 15 persent van die voorgeskrewe loon ontvang in die geval van vroue en met ingang van die datum waarop die ooreenkomms in werking tree en vir die tydperk wat op 30 September 1978 eindig R2 per week in die geval van mans. In die geval van manlike werknemers moet hulle gedurende die tydperk 1 Oktober 1978 tot 30 September 1979 vir alle tyd gedurende die nagskof gewerk, benewens die voorgeskrewe loontarief R2,25 per week ontvang terwyl hulle gedurende die tydperk wat op 1 Oktober 1979 begin, benewens die voorgeskrewe loontarief R2,53 per week moet ontvang vir alle tyd gedurende die nagskof gewerk. Met dien verstande dat mans vir nagskofwerk besoldig moet word op 'n pro rata-grondslag volgens die ure gewerk. Die tyd deur alle werknemers gewerk na voltooiing van die gewone skof in die betrokke bedryfsinrigting word as oortyd geag en daarvoor moet betaal word ooreenkomstig die lone in klousule 6 voorgeskryf.

(10) *Besoldiging vir oortydwerk.*—'n Werkgewer moet aan sy werknemer die volgende betaal:

- (a) Ten opsigte van alle oortydwerk deur hom verrig, besoldiging teen minstens een en 'n half maal sy loon; en
- (b) ten opsigte van alle oortydwerk deur hom verrig op Nuwejaarsdag, Goeie Vrydag, Hemelvaartsdag, Republiekdag, Geloftedag en Kersdag, besoldiging teen minstens twee maal sy gewone loon;

Met dien verstande dat waar oortyd wat op 'n daaglikse grondslag bereken is, in enige bepaalde week sou verskil van oortyd wat op 'n weeklikse grondslag bereken is, dié grondslag aanvaar moet word wat die grootste hoeveelheid oortyd gedurende die week oplewer.

(11) *Savings.*—(a) The provisions of subclauses (3), (4), (5) and (7) shall not apply to an employee employed on work necessitated by a breakdown of plant or machinery or by other unforeseen emergency; and

(b) the provisions of this clause shall not apply to a watchman whose employer grants him a day off of 24 consecutive hours in respect of every week of employment: Provided that—

(i) he makes no deduction from his watchman's wage in respect thereof;

(ii) an employer may, in lieu of granting his watchman any such day off, pay such watchman the wage which he would have received if he had not worked on such day, plus an amount of not less than his daily wage in respect of such day not granted.

7. ANNUAL LEAVE

(1) Subject to the provisions of subclause (2) an employer shall grant to his employee in respect of each completed 12 consecutive months of employment with him—

(a) in the case of a watchman, four consecutive weeks' leave;

(b) in the case of every other employee, three consecutive weeks' leave;

on full pay at the rate of remuneration he was receiving immediately prior to proceeding on leave.

(2) The leave referred to in subclause (1) shall be granted at a time to be fixed by the employer: Provided that—

(i) if such leave shall not have been granted earlier, it shall be granted within two months of the completion of the 12 months of employment to which it relates;

(ii) the period of such leave shall not be concurrent with sick leave granted in terms of clause 8 nor with any period during which the employee is required to undergo military training;

(iii) if New Year's Day, Good Friday, Ascension Day, Republic Day, Day of the Covenant or Christmas Day falls within the period of such leave another day shall, in substitution for each day, be added to the said period as a further period of leave on full pay;

(iv) an employer may set off against such period of leave any day of occasional leave granted on full pay to his employee at his employee's request, made in writing during the 12 months of employment to which the period of annual leave relates;

(v) an employer and his employee may, in writing, agree that annual leave be accumulated over a period of employment of not more than two consecutive years.

(3) *Leave remuneration.*—The remuneration in respect of annual leave referred to in subclause (1) shall be paid not later than the last work day before the date of the commencement of such leave.

(4) An employee whose contract of employment terminates in the first or any subsequent 12 months of employment with the same employer before the period of leave referred to in subclause (1) has accrued shall, save as provided in the fourth proviso to subclause (2), upon such termination be paid in lieu of leave and in respect of each completed month of such period of less than 12 consecutive months not less than one-sixth of the weekly wage which he was receiving immediately before the date of termination.

(5) An employee who has become entitled to a period of leave in terms of subclause (1) and whose contract of employment terminates before such leave has been granted shall upon such termination be paid in respect of leave the amounts referred to in subclauses (1) and (4).

(6) For the purposes of this clause the expression "employment" shall be deemed to include any period or periods during which an employee is—

(a) absent on leave in terms of subclause (1);

(b) undergoing military training in pursuance of the Defence Act, 1957;

(c) absent from work on the instructions of or at the request of his employer;

(d) absent on sick leave in terms of clause 8;

amounting in the aggregate in any year to not more than 10 weeks in respect of items (a), (c) and (d), plus up to four months of any period of military training undergone in that year, and shall be deemed to commence—

(i) in the case of an employee who had before the date of coming into operation of this Agreement become entitled to leave in terms of any law, on the date on which such employee last became entitled to such leave under such law;

(ii) in the case of an employee who was in employment before the date of coming into operation of this Agreement and to whom any law providing for annual leave applied but who had not become entitled to leave in terms thereof, on the date on which such employment commenced;

(11) *Voorbehoudsbepalings.*—(a) Subklousules (3), (4), (5) en (7) is nie van toepassing nie op 'n werknemer wat werk verrig wat deur 'n onklaarraking van installasie of masjinerie of deur 'n ander onvoorsiene noodgeval genoodsaak word; en

(b) hierdie klousule is nie van toepassing nie op 'n wag wie se werkgewer hom 'n vry dag van 24 agtereenvolgende ure vir elke week diens toestaan: Met dien verstande dat—

(i) hy geen bedrag van sy wag se loon ten opsigte daarvan aftrek nie;

(ii) 'n werkgewer, in plaas van sy wag sodanige vry dag toe te staan, aan sodanige wag die loon kan betaal wat hy sou ontvang het as hy op daardie dag nie gewerk het nie, plus 'n bedrag van minstens sy dagloon vir sodanige dag wat nie toegestaan is nie.

7. JAARLIKSE VERLOF

(1) Behoudens subklousule (2), moet 'n werkgewer sy werknemer vir elke voltooië 12 maande aaneenlopende diens by hom, verlof toestaan van—

(a) in die geval van 'n wag, vier agtereenvolgende weke;

(b) in die geval van alle ander werknemers, drie agtereenvolgende weke;

met volle besoldiging teen die loon wat hy ontvang onmiddellik voordat hy met verlof gaan.

(2) Die verlof in subklousule (1) gemeld, moet toegestaan word op 'n tyd wat die werkgewer bepaal: Met dien verstande dat—

(i) indien dié verlof nie eerder toegestaan is nie, dit binne twee maande na afloop van die 12 maande diens waarop dit betrekking het, toegestaan moet word;

(ii) sodanige verlof nie met siekteverlof wat kragtens klousule 8 toegestaan is, en ook nie met 'n tydperk van militêre opleiding mag saamval nie;

(iii) indien Nuwejaarsdag, Goeie Vrydag, Hemelvaartsdag, Republiekdag, Geloftedag of Kersdag binne sodanige verlof val, nog 'n dag ter vervanging van elkeen van sodanige dae by genoemde tydperk gevoeg moet word as 'n verdere tydperk van verlof met volle besoldiging;

(iv) 'n werkgewer enige dag geleentheidsverlof met volle besoldiging wat gedurende die 12 maande diens waarop die jaarlikse verlof betrekking het, op sy werknemer se skriftelike versoek aan laasgenoemde toegestaan is, van sodanige verlof mag aftrek;

(v) 'n werkgewer en sy werknemer skriftelik ooreen kan kom om die jaarlikse verlof oor 'n dienстыdperk van hoogstens twee agtereenvolgende jare te laat ooploop.

(3) *Verlofbesoldiging.*—Die besoldiging vir die jaarlikse verlof in subklousule (1) gemeld, moet betaal word voor of op die laaste werkdag voor die datum waarop die verlof begin.

(4) 'n Werknemer wie se dienskontrak in die eerste of enige daaropvolgende 12 maande diens by dieselfde werkgewer eindig voordat die verlof in subklousule (1) gemeld, hom toeval, moet by sodanige diensbeëindiging, behoudens die vierde voorbehoudsbepaling van subklousule (2), in plaas van verlof te ontvang vir elke voltooië maand van so 'n tydperk van minder as 12 aaneenlopende maande, minstens een sesde betaal word van die weekloon wat hy ontvang het onmiddellik voor die datum van beëindiging.

(5) 'n Werknemer wat kragtens subklousule (1) op verlof geregtig geword het en wie se dienskontrak eindig voordat die verlof aan hom verleen is, moet by diensbeëindiging ten opsigte van verlof die bedrae betaal word wat in subklousules (1) en (4) gemeld word.

(6) Vir die toepassing van hierdie klousule word die uitdrukking "diens" geag alle tydperke in te sluit waarin 'n werknemer—

(a) afwesig is met verlof kragtens subklousule (1);

(b) ingevolge die Verdedigingswet, 1957, militêre opleiding ondergaan;

(c) op las of op versoek van sy werkgewer van die werk afwesig is;

(d) afwesig is met siekteverlof kragtens klousule 8;

wat in 'n bepaalde jaar altesaam hoogstens 10 weke beloop ten opsigte van (a), (c) en (d), plus hoogstens vier maande van militêre opleiding wat in daardie jaar ondergaan is, en dit word geag soos volg te begin:

(i) In die geval van 'n werknemer wat voor die datum van inwerkingtreding van hierdie Ooreenkoms kragtens enige wet op verlof geregtig geword het, op die datum waarop sodanige werknemer laas kragtens sodanige wet op dié verlof geregtig geword het;

(ii) in die geval van 'n werknemer wat voor die datum van inwerkingtreding van hierdie Ooreenkoms in diens was en op wie 'n wet van toepassing was wat jaarlikse verlof voorskryf, maar wat nog nie daarkragtens op verlof geregtig geword het nie, op die datum waarop sodanige diens begin het;

(iii) in the case of any other employee, on the date on which such employee entered his employer's service or from the date of coming into operation of this Agreement, whichever is the later.

8. SICK LEAVE

(1) An employer shall grant to his employee after one month's employment with him and who is absent from work through sickness or accident (other than an accident or a scheduled disease for which compensation is payable under the Workmen's Compensation Act, 1941, or an accident caused by his own misconduct)—

(a) in the case of an employee who works a six-day week, 12 work-days' sick leave on full pay, or, alternatively, 30 work-days' sick leave on half pay;

(b) in the case of an employee who works a five-day week, 10 work-days' sick leave on full pay, or, alternatively, 25 work-days' sick leave on half pay;

(c) in the case of a watchman who works a seven-day week, 14 work-days' sick leave on full pay, or, alternatively, 35 work-days' sick leave on half pay;

in the aggregate during any one year of employment with him and shall pay to him in respect of the period of absence in terms hereof not less than the wage he would have received had he worked during such period, or where the employer had elected to observe the alternative system in terms of the above, not less than half the wage the employee would have received had he worked during such period: Provided that the employer may elect to require the production of a certificate signed by a registered medical practitioner showing the nature and duration of the employee's illness in respect of each period of absence for which payment is claimed: Provided further that where in any factory there exists or may be established by virtue of an agreement between the employer and his employees, or between an employer and the Food and Canning Workers' Union a sick benefit or provident fund to which the employer contributes in respect of each of his employees an amount not less than the amount paid or payable by each such employee and out of which fund an employee is, in case of absence or absences from work on account of sickness or accident (other than an accident or a scheduled disease for which compensation is payable under the Workmen's Compensation Act, 1941), entitled to receive in the aggregate in any one year not less than an amount equivalent to his full wages for two weeks in respect of such absence or absences, in circumstances substantially not less favourable to the employee than this provision, the terms of this clause shall not apply.

(2) Notwithstanding the provisions of subclause (1) hereof, in the case of the Fruit and Vegetable Canning Workers' Medical Fund it shall be in the discretion of the Fund to determine the scale of benefits, for a longer or shorter period, and at full pay or a part of wages for such period.

This provision shall also apply to the employees of any factories in all areas covered by this Agreement who become members of this Fund, and to their employers.

The employer shall within a period of four weeks from the date on which this Agreement is declared binding by the Minister, elect whether he shall observe in respect of all his employees the main or alternative provisions of subclause (1) (a), (b) and (c) and shall within the said period notify his election and the date thereof to his employees by notice posted up in a conspicuous place in his establishment and the Divisional Inspectors of Labour, Cape Town, George and Johannesburg, and the Secretary, Food and Canning Workers' Union, Cape Town, in writing; and, as from the date so notified, the main (or alternative) provisions, as the case may be, shall apply to such establishment. During the period between the date on which this Agreement is declared binding by the Minister and the date of election by the employer as aforesaid the main provisions of the said subclause shall apply to such employer and all his employees. If the employer fails to make such election within the aforesaid period the said main provisions shall continue to apply.

(3) For the purposes of this clause, the expression "employment" shall have the same meaning as in clause 7 (6).

(iii) in die geval van alle ander werknemers, op die datum waarop die betrokke werknemer by sy werkgever in diens getree het, of op die datum van inwerkingtreding van hierdie Ooreenkoms, naamlik die jongste datum.

8. SIEKTEVERLOF

(1) 'n Werkgever moet sy werknemer wat, nadat hy een maand by hom in diens was, van die werk afwesig is weens siekte of 'n ongeluk (uitgesonderd 'n ongeluk of vergoedingspligtige siekte waarvoor vergoeding kragtens die Ongevalwet, 1941, betaalbaar is, of 'n ongeluk wat deur sy eie wangedrag veroorsaak is), gedurende enige jaar diens by hom altesaam die volgende verleen:

(a) In die geval van 'n werknemer wat ses dae per week werk, 12 werkdag siekteverlof met volle besoldiging, of anders, 30 werkdag siekteverlof met halwe besoldiging;

(b) in die geval van 'n werknemer wat vyf dae per week werk, 10 werkdag siekteverlof met volle besoldiging, of anders, 25 werkdag siekteverlof met halwe besoldiging;

(c) in die geval van 'n wag wat sewe dae per week werk, 14 werkdag siekteverlof met volle besoldiging, of anders, 35 werkdag siekteverlof met halwe besoldiging;

en moet hom vir die tydperk van afwesigheid kragtens die bepaling hiervan, minstens die loon betaal wat hy sou ontvang het as hy gedurende dié tydperk gewerk het, of, indien die werkgever verkies het om die alternatiewe stelsel kragtens bogenoemde bepaling te volg, minstens die helfte van die loon wat die werknemer sou ontvang het as hy gedurende dié tydperk gewerk het: Met dien verstande dat die werkgever kan vereis dat die werknemer ten opsigte van elke tydperk van afwesigheid waarvoor besoldiging geëis word, 'n sertifikaat toon wat deur 'n geregistreerde mediese praktisyn onderteken is en wat die aard en duur van die werknemer se siekte vermeld: Voorts met dien verstande dat hierdie klousule nie van toepassing is nie as daar kragtens 'n ooreenkoms tussen die werkgever en sy werknemers, of tussen 'n werkgever en die Food and Canning Workers' Union, in 'n fabriek 'n siektebystands- of voorsorgfonds bestaan of gestig mag word, ten opsigte waarvan die werkgever vir elkeen van sy werknemers 'n bedrag bydra wat minstens gelyk is aan die bedrag wat deur elke sodanige werknemer betaal word of betaalbaar is, en waaruit 'n werknemer ingeval van afwesigheid of afwesighede van die werk weens siekte of 'n ongeluk (uitgesonderd 'n ongeluk of vergoedingspligtige siekte waarvoor vergoeding kragtens die Ongevalwet, 1941, betaalbaar is), in 'n bepaalde jaar ten opsigte van dié afwesigheid of afwesighede geregtig is op betaling van 'n bedrag wat altesaam gelyk is aan minstens sy volle loon vir twee weke onder omstandighede wat vir die werknemer nie wesenlik minder gunstig is as hierdie bepaling nie.

(2) Ondanks subklousule (1) hiervan, kan die Fonds in die geval van die Mediese Fonds van die Fruit and Vegetable Canning Workers' na goedvinde die voordeelskaal bepaal vir 'n langer of korter tydperk en teen volle of gedeeltelike betaling van die loon vir sodanige tydperk.

Hierdie bepaling is ook van toepassing op die werknemers van alle fabriek in alle gebiede wat deur hierdie Ooreenkoms gedek word en wat lede van die Fonds word, asook op hul werkgevers.

Die werkgever moet binne 'n tydperk van vier weke na die datum waarop hierdie Ooreenkoms deur die Minister bindend verklaar word, kies of hy ten opsigte van al sy werknemers verlang om die hoofbepalings of die alternatiewe bepaling van subklousule (1) (a), (b) en (c) na te kom, en moet binne genoemde tydperk sy keuse en die datum daarvan bekendmaak aan sy werknemers, deur 'n kennisgewing op 'n opvallende plek in sy bedryfsinrigting te vertoon, en aan die Afdelingsinspekteurs van Arbeid, Kaapstad, George en Johannesburg en die Sekretaris van die Food and Canning Workers' Union, Kaapstad, deur hulle skriftelik daarvan in kennis te stel; en vanaf die datum waarop kennis aldus gegee is, is die hoofbepalings of die alternatiewe bepaling, na gelang van die geval, op dié bedryfsinrigting van toepassing. Gedurende die tydperk tussen die datum waarop hierdie Ooreenkoms deur die Minister bindend verklaar word en die datum van die werkgever se keuse soos hierbo uiteengesit, is die hoofbepalings van voormelde subartikel op sodanige werkgever en al sy werknemers van toepassing. Indien die werkgever versuim om binne genoemde tydperk sodanige keuse te doen, bly voormelde hoofbepalings van toepassing.

(3) Vir die toepassing van hierdie klousule het die uitdrukking "diens" dieselfde betekenis as in klousule 7 (6).

9. PUBLIC HOLIDAYS AND SUNDAYS

(1) *Public holidays.*—An employee other than a watchman shall be entitled to and be granted leave on full pay on New Year's Day, Good Friday, Ascension Day, Republic Day, Day of the Covenant and Christmas Day: Provided that—

- (i) an employee may be required to work on any such days;
- (ii) in the case of an employee who works a five-day week, when such holiday falls on the sixth day of the week, the provisions of this clause shall not apply; and
- (iii) whenever an employee absents himself on a work-day immediately preceding any such days other than at the specific instructions of his employer or in the event of his having produced a medical certificate covering such absence, the employer need not pay in respect of such day.

For the purposes of this paragraph "work-day" excludes any Sunday and in the case of an employee who works a five-day week, any Saturday.

(2) *Payment for work on public holidays.*—(a) Whenever an employee, other than a casual employee or a watchman, works on New Year's Day, Good Friday, Ascension Day, Republic Day, Day of the Covenant or Christmas Day, his employer shall pay to him for each such day not less than the amount referred to in subclause (1) plus, in respect of each hour or part of an hour so worked, his weekly wage divided by the number of ordinary hours worked by him in a week.

(b) Whenever a casual employee works on New Year's Day, Good Friday, Ascension Day, Republic Day, Day of the Covenant or Christmas Day, his employer shall pay to him for each such day not less than the daily wage prescribed in clause 4 (1) for a casual employee, plus, in respect of each hour or part of an hour so worked, such wage divided by eight.

(3) *Payment for work on Sundays.*—Whenever an employee, other than a watchman, works on a Sunday, his employer shall either—

(a) pay to the employee—

- (i) if he so works for a period not exceeding four hours not less than the ordinary wage payable in respect of the period ordinarily worked by him on a week-day; or
- (ii) if he so works for a period exceeding four hours, remuneration, at a rate not less than double his ordinary rate of wage, in respect of the total period worked on such Sunday, or remuneration which is not less than double the ordinary wage payable in respect of the period ordinarily worked by him on a week-day, whichever is the greater; or

(b) pay the employee remuneration at a rate not less than one and one-half times the wage prescribed in clause 4 (1) for an employee of his class or grade in respect of the total period worked on such Sunday and grant him within seven days of such Sunday one day's holiday and pay him in respect thereof remuneration at a rate not less than his ordinary rate of wage as if he had on such holiday worked his average ordinary working hours for that day of the week.

(4) *Restriction of work on Sundays.*—An employer shall not require or permit an employee to work on more than two consecutive Sundays other than on maintenance and factory cleaning work.

10. PROPORTION OF RATION

An employer shall employ on each shift a qualified food boiler, a qualified factory clerk, a qualified Grade I employee and a qualified Grade II employee, before he may employ an unqualified food boiler, an unqualified factory clerk, an unqualified Grade I employee or an unqualified Grade II employee, respectively, and he shall employ not less than one qualified food boiler, one qualified factory clerk, one qualified Grade I employee, and one qualified Grade II employee for each two unqualified food boilers, unqualified factory clerks, unqualified Grade I employees, or unqualified Grade II employees, respectively, employed by him.

11. PIECE-WORK AND INCENTIVE BONUS SCHEMES

(1) Save as provided in clause 5 (6) an employer shall pay to his employee employed on piece-work or under an incentive bonus scheme for any period, remuneration at the rates agreed upon between the employer and his employees: Provided that irrespective of the quantity or output of work done, the employer shall pay to such employee not less than—

- (a) in the case of an employee, other than a casual employee, in respect of each week in which piece-work is performed, the weekly wage prescribed in clause 4 (1) for an employee of his class and area, plus any amount payable in terms of clauses 4 (3), 6 (9) and 9 (2) and (3);

9. OPENBARE VAKANSIEDAE EN SONDAAE

(1) *Openbare vakansiedae.*—'n Werknemer, uitgesonderd 'n wag, is op Nuwejaarsdag, Goeie Vrydag, Hemelvaartsdag, Republiekdag, Geloftedag en Kersdag geregtig op verlof met volle besoldiging en moet dit verleen word: Met dien verstande dat—

- (i) 'n werknemer aangesê kan word om op so 'n dag te werk;
- (ii) hierdie klousule nie op 'n werknemer wat vyf dae per week werk, van toepassing is nie wanneer sodanige vakansiedag op die sesde dag van die week val; en
- (iii) indien 'n werknemer van die werk wegbly op 'n werkdag wat so 'n dag onmiddellik voorafgaan, behalwe in bepaalde opdrag van sy werkgever of indien hy 'n mediese sertifikaat ingedien het ten opsigte van sodanige afwesigheid, die werkgever hom vir daardie dag nie hoef te betaal nie.

Vir die toepassing van hierdie paragraaf sluit "werkdag" alle Sondae uit, en in die geval van 'n werknemer wat vyf dae per week werk, ook alle Saterdag.

(2) *Besoldiging vir werk op openbare vakansiedae.*—(a) Indien 'n werknemer, uitgesonderd 'n los werknemer of 'n wag, op Nuwejaarsdag, Goeie Vrydag, Hemelvaartsdag, Republiekdag, Geloftedag of Kersdag werk, moet sy werkgever hom vir elke sodanige dag minstens die bedrag betaal wat in subklousule (1) voorgeskryf word, plus, ten opsigte van elke uur of deel van 'n uur wat hy aldus gewerk het, sy weekloon gedeel deur die getal gewone ure wat hy in 'n week werk.

(b) Indien 'n los werknemer op Nuwejaarsdag, Goeie Vrydag, Hemelvaartsdag, Republiekdag, Geloftedag of Kersdag werk, moet sy werkgever hom vir elke sodanige dag minstens die dagloon betaal wat in klousule 4 (1) vir 'n los werknemer voorgeskryf word plus, ten opsigte van elke uur of deel van 'n uur wat hy aldus gewerk het, sodanige loon gedeel deur agt.

(3) *Besoldiging vir werk op Sondae.*—Indien 'n werknemer, uitgesonderd 'n wag, op 'n Sondag werk, moet sy werkgever of—

(a) dié werknemer soos volg betaal, naamlik:

(i) Indien hy hoogstens vier uur aldus werk, minstens die gewone loon betaalbaar vir die tydperk wat hy gewoonlik op 'n weekdag werk; of

(ii) indien hy meer as vier uur aldus werk, besoldiging teen minstens twee maal sy gewone loon vir die totale tydperk wat hy op so 'n Sondag gewerk het, of besoldiging van minstens twee maal die gewone loon betaalbaar vir die tydperk wat hy gewoonlik op 'n weekdag werk, naamlik die grootste bedrag; of

(b) die werknemer besoldig teen minstens een en 'n half maal die loon in klousule 4 (1) voorgeskryf vir 'n werknemer van sy klas of graad vir die totale tydperk wat hy op so 'n Sondag gewerk het, en hom binne sewe dae na sodanige Sondag een dag verlof toestaan en hom daarvoor besoldig teen minstens sy gewone loon, asof hy op sodanige dag verlof sy gemiddelde gewone werkure vir daardie dag van die week gewerk het.

(4) *Beperking van werk op Sondag.*—'n Werkgever mag 'n werknemer nie aansê of toelaat om op meer as twee agtereenvolgende Sondae te werk nie behalwe vir instandhoudingswerk en as die fabriek skoongemaak moet word.

10. GETALSVERHOUDING

'n Werkgever moet op elke skof 'n gekwalifiseerde voedselkoker, 'n gekwalifiseerde fabrieksklerk, 'n gekwalifiseerde werknemer graad I en 'n gekwalifiseerde werknemer graad II in diens hê voordat hy onderskeidelik 'n ongekwalifiseerde voedselkoker, 'n ongekwalifiseerde fabrieksklerk, 'n ongekwalifiseerde werknemer graad I of 'n ongekwalifiseerde werknemer graad II in diens mag neem, en hy moet minstens een gekwalifiseerde voedselkoker, een gekwalifiseerde fabrieksklerk, een gekwalifiseerde werknemer graad I en een gekwalifiseerde werknemer graad II in diens hê vir onderskeidelik elke twee ongekwalifiseerde voedselkokers, ongekwalifiseerde fabrieksklerke, ongekwalifiseerde werknemers graad I of ongekwalifiseerde werknemers graad II wat hy in diens neem.

11. STUKWERK EN AANSPORINGSBONUSSKEMAS

(1) Behoudens klousule 5 (6) moet 'n werkgever sy werknemer wat vir 'n bepaalde tydperk stukwerk of aansporingsbonuswerk verrig, besoldig teen dié loon waarvoor die werkgever en sy werknemers ooreengekom het: Met dien verstande dat die werkgever sodanige werknemer, ongeag die hoeveelheid werk verrig of die werkproduksie gelewer, minstens die volgende moet betaal, naamlik:

- (a) In die geval van 'n werknemer, uitgesonderd 'n los werknemer, vir elke week waarin stukwerk verrig word, die weekloon in klousule 4 (1) vir 'n werknemer van sy klas en gebied voorgeskryf, plus enige bedrag wat ingevolge klousules 4 (3), 6 (9) en 9 (2) en (3) betaalbaar is;

(b) in the case of a casual employee, in respect of each day on which piece-work is performed, the wage prescribed in clause 4 (1) for a casual employee, plus any amount payable in terms of clauses 6 (9) and 9 (2) and (3).

(2) An employer shall keep posted up in a conspicuous place in his factory a schedule of the piece-work and incentive bonus scheme rates referred to in subclause (1) and shall not reduce such rates unless he has given his employee not less than two weeks' notice of the proposed alternation.

(3) Piece-work rates should be notified to the Food and Canning Workers' Union.

12. UNIFORMS, OVERALLS AND PROTECTIVE CLOTHING

(1) An employer shall supply and maintain in good condition free of charge, any uniforms, overalls and/or protective clothing, which he may require his employee to wear or which by any law or regulation he may be compelled to provide for his employee, as well as waterproof clothing for watchmen, and he shall at his own cost and expense, launder or cause to be laundered, such overalls and/or protective clothing or pay to his employee in lieu of rendering such laundering service the sum of 30c per week at the same time as he pays his remuneration.

(2) All uniforms, overalls and protective clothing provided in terms of this clause shall remain the property of the employer, and shall not be removed from the employee's place of employment except on the authority of the employer for the purpose of cleaning, laundering or repair.

13. DEGRADING OF GRADE I AND GRADE II EMPLOYEES, CHARGEHANDS AND SUPERVISERS

An employer shall not, during the period 15 April to 15 September of each year place any Grade I employee, Grade II employee, chargehand or supervisor, who has two years' or longer experience in that category, in a lower grade without the opportunity for discussion having been given to representatives of the Food and Canning Workers' Union.

14. TRADE UNION FACILITIES

(1) Every employer shall permit any official, or member of the Food and Canning Workers' Union duly authorised thereto, in writing, by the Union—

(a) to enter his cloakrooms (provided no meetings are held therein) from time to time during the lunch-hour, for the purpose of—

- (i) interviewing employees on trade union matters;
- (ii) enrolling new members;
- (iii) distributing notices calling meetings of members of the trade unions;

(b) to collect members' subscriptions as soon as possible after they have been paid their wages: Provided that they do not interrupt employees who are engaged on work.

(2) The authorised person or persons shall notify the employer or his authorised representative of his or her intention to visit the cloakroom or to collect subscriptions as provided in subclause (1).

(3) Any office-bearer of the Union mentioned in subclause (1) may absent himself from work without pay to attend to business of the Union, provided he gives his employer at least three days' notice thereof.

(4) The employer shall deduct member subscriptions on the written request of the trade union and of the employee or employees from the employees' wages and payment to the union shall be accompanied by full particulars of the deduction made.

15. PROHIBITION OF EMPLOYMENT OF ANY PERSON UNDER THE AGE OF 15 YEARS AND OF WOMEN ON CERTAIN WORK

(1) An employer shall not employ any person under the age of 15 years.

(2) No female employee shall be required to carry or stack any container the mass of which is more than—

- (a) in the case of women of over 18 years: 11,34 kg;
- (b) in the case of women of 16 years to 18 years: 9,07 kg.

16. CERTIFICATES OF SERVICE

An employer shall upon termination of the contract of employment of any of his employees other than a casual employee, furnish such employee with a certificate of service showing the full names of the employer and employee, the nature of employment, the dates of commencement and termination of the contract and the rate of remuneration at the date of such termination.

(b) in die geval van 'n los werknemer, vir elke dag waarop stukwerk verrig word, die loon in klousule 4 (1) vir 'n los werknemer voorgeskryf, plus enige bedrag wat ingevolge klousules 6 (9) en 9 (2) en (3) betaalbaar is.

(2) 'n Werkgewer moet op 'n opvallende plek in sy fabriek 'n staat van die stukwerklone en aansporingsbonuslone in subklousule (1) gemeld, vertoon hou, en hy mag daardie lone nie verlaag nie tensy hy sy werknemer minstens twee weke kennis gegee het van die voorgename wysiging.

(3) Die Food and Canning Workers' Union moet van stukwerklone in kennis gestel word.

12. UNIFORMS, OORPAKKE EN BESKERMENDE KLERE

(1) 'n Werkgewer moet alle uniforms, oorpakke en/of beskermende klere wat hy van sy werknemer vereis om te dra of wat hy ingevolge 'n wet of regulasie verplig is om aan sy werknemer te verskaf, asook waterdigte klere vir wagte, gratis verskaf en in goeie toestand hou, en hy moet dié oorpakke en/of beskermende klere op eie koste was en stryk, of laat was en stryk, of hy moet aan sy werknemer, in plaas van dié was-en strykdienste te verskaf, gelyktydig met die betaling van sy besoldiging, 30c per week betaal.

(2) Alle uniforms, oorpakke en beskermende klere wat ingevolge hierdie klousule verskaf word, bly die eiendom van die werkgewer en mag nie uit die werkgewer se bedryfsinrigting verwyder word nie, uitgesonderd met die werkgewer se magtiging om dit te laat skoonmaak, was of herstel.

13. DEGRADERING VAN WERKNEMERS GRAAD I EN GRAAD II, ONDERBASE EN TOESIGHOUERS

'n Werkgewer mag nie gedurende die tydperk 15 April tot 15 September van elke jaar 'n werknemer graad I, werknemer graad II, onderbaas of toesighouer wat twee jaar of langer ondervinding in daardie kategorie het, in 'n laer graad plaas sonder dat die verteenwoordigers van die Food and Canning Workers' Union die geleentheid gebied is om dit te bespreek nie.

14. VAKVERENIGINGGERIEWE

(1) Elke werkgewer moet enige amptenaar of lid van die Food and Canning Workers' Union wat behoorlik en skriftelik deur die vakvereniging daartoe gemagtig is, toelaat om—

(a) van tyd tot tyd gedurende die etensuur sy kleedkamers binne te gaan (met dien verstande dat geen vergaderings daar gehou word nie) ten einde—

- (i) werknemers te spreek in verband met sake van die vakvereniging;
- (ii) nuwe lede te werf;
- (iii) kennisgewings te versprei om vergaderings van lede van die vakvereniging te belê;

(b) lede se ledegeld in te samel so spoedig moontlik nadat hul lone betaal is: Met dien verstande dat hulle nie werknemers seur wat besig is met werk nie.

(2) Die gemagtigde persoon of persone moet die werkgewer of sy gemagtigde verteenwoordiger in kennis stel van sy of haar voorname om die kleedkamer te besoek of om ledegeld in te vorder, soos in subklousule (1) bepaal.

(3) Alle amptenare van die vakvereniging in subklousule (1) gemeld, kan, sonder besoldiging, van die werk wegbly om sake van die vakvereniging te behartig: Met dien verstande dat hy sy werkgewer minstens drie dae vooraf daarvan kennis moet gee.

(4) Die werkgewer moet op die skriftelike versoek van die vakvereniging en van die werknemer of werknemers lede se ledegeld van sy werknemers se lone aftrek, en betaling aan die vakvereniging moet vergesel gaan van volle besonderhede van die aftrekkings.

15. VERBOD OP INDIENSNEMING VAN IEMAND ONDER 15 JAAR EN VAN VROU VIR SEKERE WERK

(1) 'n Werkgewer mag niemand in diens neem wat jonger as 15 jaar is nie.

(2) Daar mag van geen vroulike werknemer vereis word om houters met 'n massa van meer as die volgende te dra of op te stapel nie:

- (a) In die geval van vroue van ouer as 18 jaar: 11,34 kg;
- (b) in die geval van vroue van 16 tot 18 jaar: 9,07 kg.

16. DIENSSERTIFIKAAT

'n Werkgewer moet by beëindiging van die dienskontrak van enigeen van sy werknemers, uitgesonderd 'n los werknemer, aan sodanige werknemer 'n dienssertifikaat uitreik wat die werkgewer en die werknemer se name voluit, aard van diens, aanvangs- en beëindigingsdatum van die kontrak en besoldigingskaal op die datum van sodanige diensbeëindiging meld.

17. TERMINATION OF CONTRACT OF EMPLOYMENT

(1) An employer or his employee, other than a casual employee, shall give not less than 24 hours' notice during the first four weeks of employment and thereafter not less than one week's notice of his intention to terminate the contract of employment or shall pay or forfeit in lieu thereof not less than—

(a) in the case of 24 hours' notice the weekly wage which the employee was receiving immediately before the date of such termination divided by seven in the case of a watchman, six in the case of an employee who works a six-day week, and five in the case of an employee who works a five-day week;

(b) in the case of a week's notice, not less than the weekly wage which the employee was receiving immediately before the date of such termination: Provided that this shall not affect—

(i) the right of an employer or employee to terminate a contract of employment without notice for any cause recognised by law as sufficient;

(ii) any written agreement between an employer and his employee which provides for a period of notice of equal duration on both sides and for longer than one week.

(2) When an agreement is entered into in terms of the second proviso to subclause (1), the payment of forfeiture in lieu of notice shall be proportionate to the period of notice agreed upon.

(3) The notice referred to in subclause (1) shall take effect from the day on which it is given: Provided that the period of notice shall not run concurrently with nor shall notice be given during the employee's absence on annual leave in terms of clause 7 or sick leave in terms of clause 8 or any period of military training in pursuance of the Defence Act, 1957.

Signed at Cape Town this 9th day of September 1977.

L. J. BOTHA, Chairman.

P. C. KEMP, Secretary.

G. S. GLENDINING, Duly Authorised Representative (Employers).

J. THERON, Duly Authorised Representative (Employees).

No. R. 2305 11 November 1977
FACTORIES, MACHINERY AND BUILDING WORK ACT, 1941

FRUIT AND VEGETABLE CANNING INDUSTRY

I, Stephanus Petrus Botha, Minister of Labour—

(a) hereby, in terms of section 22 (1) of the Factories, Machinery and Building Work Act, 1941, declare the provisions of the Agreement and notice relating to the Fruit and Vegetable Canning Industry published under Government Notice R. 2304 of 11 November 1977, to be, on the whole, not less favourable to the employees whose hours of work and remuneration in respect of overtime, public holidays and work on Sundays and public holidays are regulated thereby, than the relative provisions of the said Act; and

(b) hereby, in terms of section 54 (1) of the said Act and with effect from the second Monday after the date of publication of this notice and for such period or periods as the said Agreement may be binding in terms of the Industrial Conciliation Act, 1956, exempt all employers who are subject to the provisions of the said Agreement from the requirements of section 21A of the first-mentioned Act, in respect of employees who are entitled to sick pay in terms of the said Agreement.

S. P. BOTHA, Minister of Labour.

No. R. 2306 11 November 1977
APPRENTICESHIP ACT, 1944

APPRENTICESHIP COMMITTEE FOR THE EXPLOSIVES AND ALLIED INDUSTRIES.—AMENDMENT OF CONDITIONS OF APPRENTICESHIP

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 16 of the above-mentioned Act, declare

17. BEÏNDIGING VAN DIENSKONTRAK

(1) 'n Werkgewer of sy werknemer, uitgesonderd 'n los werknemer, moet gedurende die eerste vier weke diens minstens 24 uur, en daarna minstens een week kennis gee van sy voorneme om die dienskontrak te beëindig, of in plaas daarvan minstens die volgende betaal of verbeur:

(a) Indien daar 24 uur kennis gegee moet word, die weekloon wat die werknemer onmiddellik voor die datum van sodanige beëindiging ontvang het, gedeel deur sewe in die geval van 'n wag, deur ses in die geval van 'n werknemer wat ses dae per week werk en deur vyf in die geval van 'n werknemer wat vyf dae per week werk;

(b) indien daar 'n week kennis gegee moet word, minstens die weekloon wat die werknemer onmiddellik voor die datum van sodanige diensbeëindiging ontvang het: Met dien verstande dat die volgende nie daardeur geraak word nie:

(i) Die werkgewer of die werknemer se reg om die diens sonder opsegging om 'n regsgeldige rede te beëindig;

(ii) 'n skriftelike ooreenkoms tussen 'n werkgewer en sy werknemer wat voorsiening maak vir 'n opseggingstermyn van meer as een week, wat vir albei partye van gelyke duur is.

(2) Wanneer 'n ooreenkoms kragtens die tweede voorbehoudsbepaling van subklousule (1) aangegaan is, moet die betaling of verbeuring in plaas van diensopsegging in verhouding wees tot die opseggingstermyn waarvoor ooreengekom is.

(3) Die opsegging in subklousule (1) gemeld, tree in werking op die dag waarop die opsegging gedoen word: Met dien verstande dat die opsegging nie mag saamval nie met, of kennis nie gegee mag word nie gedurende die werknemer se afwesigheid met jaarlikse verlof ingevolge klousule 7, met siekteverlof ingevolge klousule 8 of onderwyl hy ingevolge die Verdedigingswet, 1957, militêre opleiding ondergaan.

Geteken te Kaapstad hede die 9de dag van September 1977.

L. J. BOTHA, Voorsitter.

P. C. KEMP, Sekretaris.

G. S. GLENDINING, Behoorlik Gemagtigde Verteenwoordiger (Werkgewers).

J. THERON, Behoorlik Gemagtigde Verteenwoordiger (Werknemers).

No. R. 2305 11 November 1977
WET OP FABRIEKE, MASJINERIE EN BOUWERK, 1941

VRUGTE- EN GROENTE-INMAAKNYWERHEID

Ek, Stephanus Petrus Botha, Minister van Arbeid—

(a) verklaar hierby, kragtens artikel 22 (1) van die Wet op Fabriek, Masjinerie en Bouwerk, 1941, dat die bepalings van die Ooreenkoms en kennisgewing in verband met die Vruchte- en Groente-inmaaknywerheid gepubliseer by Goewermentskennisgewing R. 2304 van 11 November 1977, oor die algemeen vir werknemers wie se werkure en besoldiging ten opsigte van oortydwerk, openbare feesdae en werk op Sondae en openbare feesdae daarby gereël word, nie minder gunstig is nie as die desbetreffende bepalings van genoemde Wet; en

(b) stel hierby, kragtens artikel 54 (1) van genoemde Wet en met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir sodanige tydperk of tydperke as wat genoemde Ooreenkoms kragtens die Wet op Nywerheidsversoening, 1956, bindend mag wees, alle werkgewers wat onderworpe is aan die bepalings van genoemde Ooreenkoms, vry van die vereistes van artikel 21A van eersgenoemde Wet, ten opsigte van werknemers wat ingevolge genoemde ooreenkoms op siektebystand geregtig is.

S. P. BOTHA, Minister van Arbeid.

No. R. 2306 11 November 1977
WET OP VAKLEERLINGE, 1944

KOMITEE VIR VAKLEERLINGE IN DIE SPRINGSTOF- EN VERWANTE NYWERHEDE.—WYSIGING VAN LEERVOORWAARDES

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby, kragtens artikel 16 van bogenoemde Wet,

that the provisions of Government Notice R. 1811 of 9 September 1977 shall come into operation from the date of publication of this notice.

S. P. BOTHA, Minister of Labour.

No. R. 2326 11 November 1977
APPRENTICESHIP ACT, 1944

GOVERNMENT APPRENTICESHIP COMMITTEE.—WITHDRAWAL AND PRESCRIPTION OF CONDITIONS OF APPRENTICESHIP

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 16 of the above-mentioned Act, declare that the provisions of Government Notice R. 1780 of 9 September 1977 shall come into operation from the date of publication of this notice.

S. P. BOTHA, Minister of Labour.

No. R. 2327 11 November 1977
INDUSTRIAL CONCILIATION ACT, 1956

ELECTRICAL CONTRACTING AND SERVICING INDUSTRY CAPE.—AMENDMENT OF GROUP LIFE AND PROVIDENT FUND AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby—

(a) in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Electrical Contracting and Servicing Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 14 September 1980, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions; and

(b) in terms of section 48 (1) (b) of the said Act, declare that the provisions of the Amending Agreement, excluding those contained in clause 1 (1) (a), shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 14 September 1980, upon all employers and employees other than those referred to in paragraph (a) of this notice, who are engaged or employed in the said Industry in the areas specified in clause 1 (1) (b) of the Amending Agreement.

S. P. BOTHA, Minister of Labour.

**SCHEDULE
INDUSTRIAL COUNCIL FOR THE ELECTRICAL CONTRACTING AND SERVICING INDUSTRY (CAPE)
AGREEMENT**

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into by and between the
Electrical Engineering and Allied Industries Association
and the

Radio, Appliance and Television Association of South Africa (hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Amalgamated Engineering Union of South Africa
and the

South African Electrical Workers' Association (hereinafter referred to as the "employees" or the "trade unions") of the other part,

being parties to the Industrial Council for the Electrical Contracting and Servicing Industry (Cape),

to amend the Agreement published under Government Notices R. 1700 of 5 September 1975, as amended by Government Notice R. 30 of 14 January 1977.

dat die bepalings van Goewermentskennisgewing R. 1811 van 9 September 1977 vanaf die datum van publikasie van hierdie kennisgewing in werking tree.

S. P. BOTHA, Minister van Arbeid.

No. R. 2326 11 November 1977
WET OP VAKLEERLINGE, 1944

STAATSVAKLEERLINGSKAPKOMITEE.—INTREK-KING EN VOORSKRYWING VAN LEERVOOR- WAARDES

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby, kragtens artikel 16 van bogenoemde Wet, dat die bepalings van Goewermentskennisgewing R. 1780 van 9 September 1977 vanaf die datum van publikasie van hierdie kennisgewing in werking tree.

S. P. BOTHA, Minister van Arbeid.

No. R. 2327 11 November 1977
WET OP NYWERHEIDSVERSOENING, 1956

ELEKTROTEGNIËSE AANNEMINGS- EN- BEDIENINGSNYWERHEID KAAP. — WYSIGING VAN GROEPSLEWE- EN VOORSORGFONDSOOR- EENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, ver- klaar hierby—

(a) kragtens artikel 48 (1) (a) van die Wet op Nywer- heidsversoening, 1956, dat die bepalings van die Oor- eenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Elektrotegniese Aannemings-en-bediensnywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 14 September 1980 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werk- gewers en werknemers wat lede van genoemde organisa- sies of verenigings is; en

(b) kragtens artikel 48 (1) (b) van genoemde Wet, dat die bepalings van die Wysigingsooreenkoms, uitge- sonderd dié vervat in klousule 1 (1) (a), met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 14 September 1980 eindig, bindend is vir alle ander werk- gewers en werknemers as dié genoem in paragraaf (a) van hierdie kennisgewing, wat betrokke is by of in diens is in genoemde Nywerheid in die gebiede gespesifiseer in klousule 1 (1) (b) van die Wysigingsooreenkoms.

S. P. BOTHA, Minister van Arbeid.

**BYLAE
NYWERHEIDSRaad VIR DIE ELEKTROTEGNIËSE AAN- NEMINGS-EN-BEDIENINGSNYWERHEID (KAAP)
OOREENKOMS**

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit deur en aangegaan tussen die

Electrical Engineering and Allied Industries Association
en die

Radio, Appliance and Television Association of South Africa (hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

Amalgamated Engineering Union of South Africa
en die

South African Electrical Workers' Association

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Elektrotegniese Aannemings-en-bediensnywerheid (Kaap),

om die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1700 van 5 September 1975, soos gewysig by Goewerments- kennisgewing R. 30 van 14 Januarie 1977, te wysig.

1. SCOPE OF APPLICATION

(1) The terms of this Agreement shall be observed in the Electrical Contracting and Servicing Industry—

(a) by all employers and employees who are members of the employers' organisations and trade unions respectively;

(b) in the Magisterial Districts of the Cape, Wynberg [including that portion of the Magisterial District of Somerset West which, prior to 9 March 1973 (Government Notice 173 of 9 February 1973), fell within the Magisterial District of Wynberg], Simonstown, Goodwood and Bellville, in those portions of the Magisterial Districts of Malmesbury and Stellenbosch which, prior to the publication of Government Notices 171 of 8 February 1957 and 283 of 2 March 1962, respectively, fell within the Magisterial District of Bellville and in that portion of the Magisterial District of Kuils River which, prior to the publication of Government Notice 661 of 19 April 1974, fell within the Magisterial District of Stellenbosch but which, prior to 2 March 1962, fell within the Magisterial District of Bellville.

(2) Notwithstanding the provisions of subclause (1) (a), the terms of this Agreement shall not apply to employers and employees engaged or employed in the Electrical Contracting Section of the Industry.

2. CLAUSE 3.—DEFINITIONS

In the definition of "employee", substitute the figure "92c" for the figure "88c".

3. CLAUSE 4.—MEMBERSHIP

In the second paragraph for the figures "88c", "R39,60" and "R171,60" substitute the figures "92c", "R41,40" and "R179,40", respectively.

Signed at Cape Town on behalf of the parties this 6th day of October 1977.

A. P. BUTLER, Chairman.

M. LEWIS, Vice-Chairman.

W. R. PENGELLY, Secretary.

No. R. 2328

11 November 1977

INDUSTRIAL CONCILIATION ACT, 1956

BUILDING INDUSTRY, PORT ELIZABETH.—AMENDMENT OF MEDICAL AID FUND AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby, in terms of section 48 (1) (a) of the Industrial Conciliation Act, 1956, declare that the provisions of the Agreement (hereinafter referred to as the Amending Agreement) which appears in the Schedule hereto and which relates to the Building Industry, shall be binding, with effect from the second Monday after the date of publication of this notice and for the period ending 29 December 1979, upon the employers' organisations and the trade unions which entered into the Amending Agreement and upon the employers and employees who are members of the said organisations or unions.

S. P. BOTHA, Minister of Labour.

SCHEDULE

INDUSTRIAL COUNCIL FOR THE BUILDING INDUSTRY, PORT ELIZABETH

AGREEMENT

in accordance with the provisions of the Industrial Conciliation Act, 1956, made and entered into by and between the

Port Elizabeth Master Builders' and Allied Trades Association and the

Electrical Contractors' Association (South Africa) (hereinafter referred to as the "employers" or the "employers' organisations"), of the one part, and the

Amalgamated Society of Woodworkers of South Africa
Amalgamated Union of Building Trade Workers of South Africa

Operative Plumbers' Association of Port Elizabeth and the

South African Electrical Workers' Association

1. TOEPASSINGSBESTEK

(1) Hierdie Ooreenkoms moet nagekom word in die Elektrotegniese Aannemings-en-bediensnywerheid—

(a) deur alle werkgewers en werknemers wat lede van onderskeidelik die werkgewersorganisasies en vakverenigings is;

(b) in die landdrosdistrikte Die Kaap, Wynberg [met inbegrip van daardie gedeelte van die landdrosdistrik Somerset-Wes wat voor 9 Maart 1973 (Goewermentskennisgewing 173 van 9 Februarie 1973) binne die landdrosdistrik Wynberg geval het], Simonstad, Goodwood en Bellville, in daardie gedeeltes van die landdrosdistrikte Malmesbury en Stellenbosch wat voor die publikasie van onderskeidelik Goewermentskennisgewings 171 van 8 Februarie 1957 en 283 van 2 Maart 1962 binne die landdrosdistrik Bellville geval het en in daardie gedeelte van die landdrosdistrik Kuilsrivier wat voor die publikasie van Goewermentskennisgewing 661 van 19 April 1974 binne die landdrosdistrik Stellenbosch geval het maar wat voor 2 Maart 1962 binne die landdrosdistrik Bellville geval het.

(2) Ondanks subklousule (1) (a), is hierdie Ooreenkoms nie van toepassing nie op werkgewers en werknemers wat betrokke is by of in diens is in die Elektrotegniese Aannemingseksie van die Nywerheid.

2. KLOUSULE 3.—WOORDOMSKRYWING

In die omskrywing van "werknemer", vervang die syfer "88c" deur die syfer "92c".

3. KLOUSULE 4.—LIDMAATSKAP

In die tweede paragraaf, vervang die syfers "88c", "R39,60" en "R171,60" deur onderskeidelik die syfers "92c", "R41,40" en "R179,40".

Namens die partye op hede die 6de dag van Oktober 1977 te Kaapstad onderteken.

A. P. BUTLER, Voorsitter.

M. LEWIS, Ondervoorsitter.

W. R. PENGELLY, Sekretaris.

No. R. 2328

11 November 1977

WET OP NYWERHEIDSVERSOENING, 1956

BOUNYWERHEID, PORT ELIZABETH.—WYSIGING VAN MEDIESE HULPFONDSOORENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby, kragtens artikel 48 (1) (a) van die Wet op Nywerheidsversoening, 1956, dat die bepalings van die Ooreenkoms (hierna die Wysigingsooreenkoms genoem) wat in die Bylae hiervan verskyn en op die Bounywerheid betrekking het, met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 29 Desember 1979 eindig, bindend is vir die werkgewersorganisasies en die vakverenigings wat die Wysigingsooreenkoms aangegaan het en vir die werkgewers en werknemers wat lede van genoemde organisasies of verenigings is.

S. P. BOTHA, Minister van Arbeid.

BYLAE

NYWERHEIDSVERSOENING, PORT ELIZABETH

OOREENKOMS

ingevolge die Wet op Nywerheidsversoening, 1956, gesluit deur en aangegaan tussen die

Port Elizabeth Master Builders' and Allied Trades Association en die

Electrical Contractors' Association (South Africa)

(hierna die "werkgewers" of die "werkgewersorganisasies" genoem), aan die een kant, en die

Amalgamated Society of Woodworkers of South Africa,
Amalgamated Union of Building Trade Workers of South Africa,

Operative Plumbers' Association of Port Elizabeth en die

South African Electrical Workers' Association

(hereinafter referred to as the "employees" or the "trade unions"), of the other part,

being the parties to the Industrial Council for the Building Industry, Port Elizabeth,

to amend the Medical Aid Fund Agreement, published under Government Notice R. 662 of 28 April 1971, as amended and extended by Government Notices R. 2070 of 17 November 1972, R. 985 of 15 June 1973 and R. 2112 of 15 November 1974.

1. SCOPE OF APPLICATION OF AGREEMENT

(1) The terms of this Agreement shall be observed in the Building Industry—

- (a) by all employers and employees who are members of the employers' organisations and trade unions, respectively;
- (b) in the Magisterial Districts of Port Elizabeth and Uitenhage and in that portion of the Magisterial District of Hankey which, prior to 1 November 1963, fell within the Magisterial District of Port Elizabeth.

(2) Notwithstanding the provisions of subclause (1) (a) of this clause, the terms of this Agreement shall—

(a) only apply to employees employed as journeymen, foremen and general foremen for whom wages are prescribed in Part I of the Agreement published under Government Notice R. 1907 of 22 October 1976 and re-enacted by Government Notice R. 1710 of 2 September 1977 (hereinafter referred to as the "Main Agreement") and to joiners, machinists, saw-doctors, maintenance mechanics, supervisors, foremen, general foremen, journeymen and glaziers for whom wages are prescribed in Part II of the Main Agreement;

(b) not apply to employers to whom the provisions of the Main Agreement apply and employees in their employ, who on 20 December 1968, operated a medical scheme, during such period only as such scheme continues to operate and both employer and employee are participants therein, and provided further that, in the opinion of the Council, the benefits which such scheme provides are on the whole not less favourable than the benefits payable under the Fund continued in terms of the Medical Aid Fund Agreement.

2. CLAUSE 3.—GENERAL PROVISIONS

Substitute the following for clause 3:

"3. General provisions

The provisions contained in clauses 3, 5, 8, 9 (as amended hereunder), 10 to 13 and 15 to 23 of the Former Agreement shall apply to the employers and the employees."

3. CLAUSE 9.—EXCLUDED BENEFITS

Substitute the following for paragraphs (iii) and (vii):

"(iii) cost incurred for treatment required arising from an injury sustained in any accident whatsoever by a member or a dependant of a member whilst driving or being driven in or on a motor vehicle, cycle, motor cycle, aeroplane or any other type of mechanical vehicle;

(vii) cost incurred for treatment of any illness or injury sustained by a member or dependant of a member where, in the opinion of the Committee, such illness or injury is directly attributable to irregular, immoral or disorderly conduct, or failure to comply with the reasonable request or instruction of a medical practitioner, dentist, authorities governing hospitals and/or nursing homes, or the Management Committee and its officials;"

Signed on behalf of the parties at Port Elizabeth this 14th day of September 1977.

D. M. G. SCARR, Chairman.

J. V. V. MEYER, Vice-Chairman.

V. H. LE ROUX, Secretary.

No. R. 2329

11 November 1977

INDUSTRIAL CONCILIATION ACT, 1956

CINEMATOGRAF AND THEATRE INDUSTRY RENEWAL OF AGREEMENT

I, Stephanus Petrus Botha, Minister of Labour, hereby in terms of section 48 (4) (a) (ii) of the Industrial Conciliation Act, 1956, declare the provisions of Government

(hierna die "werknemers" of die "vakverenigings" genoem), aan die ander kant,

wat die partye is by die Nywerheidsraad vir die Bounywerheid, Port Elizabeth,

om die Mediese Hulpfondsooreenkoms, gepubliseer by Goewermentskennisgewing R. 662 van 28 April 1971, soos gewysig en verleng by Goewermentskennisgewings R. 2070 van 17 November 1972, R. 985 van 15 Junie 1973 en R. 2112 van 15 November 1974, te wysig.

1. TOEPASSINGSBESTEK VAN OOREENKOMS

(1) Hierdie Ooreenkoms moet in die Bounywerheid nagekom word—

- (a) deur alle werkgewers en werknemers wat lede is van onderskeidelik die werkgewersorganisasies en vakverenigings;
- (b) in die landdrosdistrikte Port Elizabeth en Uitenhage en in daardie gedeelte van die landdrosdistrik Hankey wat voor 1 November 1963 binne die landdrosdistrik Port Elizabeth geval het.

(2) Ondanks subklousule (1) (a) van hierdie klousule, is hierdie Ooreenkoms—

(a) slegs van toepassing op werknemers wat werksaam is as ambagsmanne, voormanne en algemene voormanne, vir wie lone voorgeskryf is in Deel I van die Ooreenkoms gepubliseer by Goewermentskennisgewing R. 1907 van 22 Oktober 1976 en herbekragtig by Goewermentskennisgewing R. 1710 van 2 September 1977 (hierna die "Hofooreenkoms" genoem) en op skryfwerkers, masjienwerkers, saagherstellers, onderhoudswerktuigkundiges, toesighouers, voormanne, algemene voormanne, ambagsmanne en glaswerkers vir wie lone in Deel II van die Hofooreenkoms voorgeskryf is;

(b) nie van toepassing nie op werkgewers op wie die Hofooreenkoms van toepassing is en werknemers in hul diens, wat op 20 Desember 1968 'n mediese skema in werking gehad het, slegs gedurende dié tydperk wat sodanige skema voortgaan om in werking te bly en beide werkgever en werknemer daaraan deelneem, en voorts met dien verstande dat die bystand wat sodanige skema bied, na die mening van die Raad, oor die algemeen nie minder gunstig is nie as die bystand betaalbaar kragtens die Fonds wat voortgesit is ooreenkomstig die Mediese Hulpfondsooreenkoms.

2. KLOUSULE 3.—ALGEMENE BEPALINGS

Vervang klousule 3 deur die volgende:

"3. Algemene bepalinge

Die bepalinge in klousules 3, 5, 8, 9 (soos hieronder gewysig), 10 tot 13 en 15 tot 23 van die Vorige Ooreenkoms vervat, is van toepassing op die werkgewers en die werknemers."

3. KLOUSULE 9.—VOORDELE WAT UITGESLUIT IS

Vervang die bestaande paragrawe (iii) en (vii) deur die volgende:

"(iii) koste aangegaan vir behandeling wat nodig is as gevolg van enige besering opgedoen deur 'n lid of afhanklike van 'n lid in enige ongeluk hoegenaamd terwyl hy 'n motorvoertuig, fiets, motorfiets, vliegtuig of enige ander tipe meganiese voertuig bestuur of daarin vervoer word;

(vii) koste aangegaan vir die behandeling van enige siekte of besering opgedoen deur 'n lid of afhanklike van 'n lid waar, na die mening van die Komitee, sodanige siekte of besering regstreeks toegeskryf kan word aan onreëlmatige, immorele of wanordelike gedrag of versuim om te voldoen aan die redelike versoek of opdrag van 'n mediese praktisyn, tandarts, hospitaal- en/of verpleeginrigtingsowerhede of die Bestuurskomitee en sy beamptes;"

Namens die partye op hede die 14de dag van September 1977 te Port Elizabeth onderteken.

D. M. G. SCARR, Voorsitter.

J. V. V. MEYER, Ondervoorsitter.

V. H. LE ROUX, Sekretaris.

No. R. 2329

11 November 1977

WET OP NYWERHEIDSVERSOENING, 1956

BIOSKOOP- EN SKOUBURGBEDRYF HERNUWING VAN OOREENKOMS

Ek, Stephanus Petrus Botha, Minister van Arbeid, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Nywerheidsversoening, 1956, dat die bepalinge van Goewermentskennisgewings R. 1905 van 9 Oktober 1975

Notices R. 1905 of 9 October 1975 and R. 2166 of 19 November 1976 to be effective from the date of publication of this notice and for a period of 12 months.

S. P. BOTHA, Minister of Labour.

DEPARTMENT OF NATIONAL EDUCATION

No. R. 2324

11 November 1977

UNIVERSITY OF PRETORIA.—AMENDMENT OF REGULATIONS

The Minister of National Education has, under and by virtue of the powers vested in him by section 17 (5) of the Universities Act, 1955 (Act 61 of 1955), approved the following amendment, framed by the Council of the University of Pretoria after consultation with the Senate of the University of Pretoria, of the regulations published under Government Notice R. 1932 of 13 December 1963, as amended by Government Notices R. 802 of 4 June 1965, R. 725 of 19 May 1967, R. 2372 of 27 December 1968, R. 463 of 26 March 1971, R. 360 of 10 March 1972, R. 1826 of 13 October 1972, R. 272 of 23 February 1973, R. 427 of 15 March 1974, R. 1035 of 18 June 1976, and R. 1965 of 29 October 1976:

The following regulation is substituted for regulation 2:

"Admission"

2. (a) No person who has passed examinations before or in March 1975 shall be admitted to the following courses unless—

(i) at the examination for the Transvaal Secondary School Certificate passed in or after November 1961, the Natal Senior Certificate (Ordinary Grade) or the National Senior Certificate (T Group) he has obtained at least 50 per cent in Mathematics or at least 40 per cent therein at the matriculation examination or at any other examination recognised for the purpose by the Joint Matriculation Board: B. Arch.; B.L.; B.Sc. (Building Technology); B.Sc. (Q.S.); B.Sc. (Building Management);

(ii) he has obtained at least the following percentages in Mathematics and Physical Science:

(1) At the matriculation examination or at any other examination recognised for the purpose by the Joint Matriculation Board, 50 per cent in either Mathematics or Physical Science and 40 per cent in the other; or

(2) at the examination for the Transvaal Secondary School Certificate passed in or after November 1961, the Natal Senior Certificate (Ordinary Grade) or the National Senior Certificate (T Group), 60 per cent in either Mathematics or Physical Science and 50 per cent in the other; or

(3) at the examination mentioned under (1) above, 50 per cent in either Mathematics or Physical Science and at the examination mentioned under (2) above, 50 per cent in the other; or

(4) at the examination mentioned under (1) above, at least 40 per cent in either Mathematics or Physical Science and at the examination mentioned under (2) above 60 per cent in the other: B.Sc. (Eng); B.Sc. (Land Surveying); B.Sc. (Town and Regional Planning).

(b) No person who has passed examinations in or after November 1975 other than in the Higher Grade or in the Standard Grade shall be admitted to the following courses, unless—

(i) at the examination for the Transvaal Secondary School Certificate, the Natal Senior Certificate (Ordinary Grade) or the National Senior Certificate (T Group) he has obtained at least 50 per cent in Mathematics and in Physical Science or 40 per cent therein

en R. 2166 van 19 November 1976 van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir 'n tydperk van 12 maande.

S. P. BOTHA, Minister van Arbeid.

DEPARTEMENT VAN NASIONALE OPVOEDING

No. R. 2324

11 November 1977

UNIVERSITEIT VAN PRETORIA.—WYSIGING VAN REGULASIES

Kragtens die bevoegdheid hom verleen by artikel 17 (5) van die Wet op Universiteite, 1955 (Wet 61 van 1955), het die Minister van Nasionale Opvoeding onderstaande wysiging, opgestel deur die Raad van die Universiteit van Pretoria na oorleg met die Senaat van die Universiteit van Pretoria, in die regulasies afgekondig by Goewermenskennisgewing R. 1932 van 13 Desember 1963, soos gewysig by Goewermenskennisgewings R. 802 van 4 Junie 1965, R. 725 van 19 Mei 1967, R. 2372 van 27 Desember 1968, R. 463 van 26 Maart 1971, R. 360 van 10 Maart 1972, R. 1826 van 13 Oktober 1972, R. 272 van 23 Februarie 1973, R. 427 van 15 Maart 1974, R. 1035 van 18 Junie 1976 en R. 1965 van 29 Oktober 1976, goedgekeur:

Vervang regulasie 2 deur die volgende:

"Toelating"

2. (a) Niemand wat voor of in Maart 1975 eksamen afgelê het, mag tot onderstaande kursusse toegelaat word nie, tensy—

(i) hy in die eksamen vir die Transvaalse Eindsertifikaat van die Middelbare Skool in of na November 1961 afgelê, die Natalse Senior Sertifikaat (Gewone Graad) of die Nasionale Senior Sertifikaat (T-Groep), minstens 50 persent in Wiskunde behaal het of in die matrikulasie-eksamen of in 'n ander eksamen wat die Gemeenskaplike Matrikulasieraad vir die doel erken, minstens 40 persent daarin behaal het: B.Arch.; B.L.; B.Sc. (Boukunde); B.Sc. (Q.S.); B.Sc. (Boubestuur);

(ii) hy in Wiskunde en Natuur- en Skeikunde minstens die volgende persentasies behaal het:

(1) In die matrikulasie-eksamen of in 'n ander eksamen wat die Gemeenskaplike Matrikulasieraad vir die doel erken, 50 persent in of Wiskunde of Natuur- en Skeikunde en 40 persent in die ander een; of

(2) in die eksamen vir die Transvaalse Eindsertifikaat van die Middelbare Skool in of na November 1961 afgelê, die Natalse Senior Sertifikaat (Gewone Graad) of die Nasionale Senior Sertifikaat (T-groep), 60 persent in of Wiskunde of Natuur- en Skeikunde en 50 persent in die ander een; of

(3) in die eksamen in (1) hierbo genoem, 50 persent in of Wiskunde of Natuur- en Skeikunde, en in die eksamen in (2) hierbo genoem, 50 persent in die ander een; of

(4) in die eksamen in (1) hierbo genoem, minstens 40 persent in of Wiskunde of Natuur- en Skeikunde, en in die eksamen in (2) hierbo genoem, 60 persent in die ander een: B.Sc. (Ing.); B.Sc. (Landmeetkunde); B.Sc. (S. en S.).

(b) Niemand wat in of na November 1975 eksamen afgelê het, uitgesonderd in die Hoër Graad of in die Standaardgraad, mag tot onderstaande kursusse toegelaat word nie, tensy—

(i) hy in die eksamen vir die Transvaalse Eindsertifikaat van die Middelbare Skool, die Natalse Senior Sertifikaat (Gewone Graad) of die Nasionale Senior Sertifikaat (T-groep), minstens 50 persent in Wiskunde en

at the matriculation examination or at any other examination recognised for the purpose by the Joint Matriculation Board: B.Arch.; B.L.; B.Sc. (Building Technology); B.Sc. (Q.S.); B.Sc. (Building Management);

(ii) he has obtained at least the following percentages in Mathematics and Physical Science;

(1) At the matriculation examination or at any other examination recognised for the purpose by the Joint Matriculation Board, 50 per cent in either Mathematics or Physical Science and 40 per cent in the other; or

(2) at the examination for the Transvaal Secondary School Certificate passed in or after November 1961, the Natal Senior Certificate (Ordinary Grade) or the National Senior Certificate (T Group), 60 per cent in either Mathematics or Physical Science and 50 per cent in the other; or

(3) at the examination mentioned under (1) above, 50 per cent in either Mathematics or Physical Science and at the examination mentioned under (2) above, 50 per cent in the other; or

(4) at the examination under (1) above, at least 40 per cent in either Mathematics or Physical Science and at the examination mentioned under (2) above, 60 per cent in the other: B.Sc. (Eng.); B.Sc. (Land Surveying); B.Sc. (Town and Regional Planning).

(c) No person who has passed examinations in the Higher Grade or in the Standard Grade shall be admitted to the following courses unless he has obtained at the matriculation examination or at any other examination recognised for the purpose by the Joint Matriculation Board—

(i) a pass mark in at least two of the following: History, Geography, Mathematics, Biblical Studies, Economics, Biology or Physiology, Physical Science and a third language in the Higher Grade: Provided that a pass mark in a third language in the Standard Grade may be accepted if it was offered in the Standard Grade only: B.A.; B.A. (Ed.); B.A. (Ed.) (Senior Primary); B.A. (Ed.) (Junior Primary); B.A. (Ed.) (Pre-primary); B.A. (Ed.) (Phys. Ed.); B.A. (S.W.); B. Library Science; B.A. (Phys. Ed.); B.A. (Log.); B.A. (Drama); B. Admin. LL.B., B.L.C.;

(ii) a pass mark in at least two of the following: Geography, Biology or Physiology, Biblical Studies, Economics, History, Art, Physical Science, Mathematics and a third language in the Higher Grade: Provided that a pass mark in a third language in the Standard Grade may be accepted if offered in the Standard Grade only: B.A. (Fine Arts); B.A. (Ed.) (Art);

(iii) a pass mark in at least two of the following: Geography, Biology or Physiology, Biblical Studies, Economics, History, Music, Physical Science, Mathematics and a third language in the Higher Grade: Provided that a pass mark in a third language in the Standard Grade may be accepted if offered in the Standard Grade only: B. Mus.; B.A. (Ed.) (Music);

(iv) a pass mark in Mathematics in the Higher Grade or at least 50 per cent therein in the Standard Grade and a pass mark in Physical Science in the Higher Grade or at least 40 per cent therein in the Standard Grade: B.Arch.; B.L.; B.Sc. (Building Technology); B.Sc. (Q.S.); B.Sc. (Building Management);

(v) a pass mark in at least two of the following: Geography, Biology or Physiology, Biblical Studies, Economics, History, Physical Science, Accountancy, Mathematics and a third language in the Higher Grade:

in Natuur- en Skeikunde behaal het of in die matrikulasië-eksamen of in 'n ander eksamen wat die Gemeenskaplike Matrikulasieraad vir die doel erken, minstens 40 persent daarin behaal het: B.Arch.; B.L.; B.Sc. (Boukunde); B.Sc. (Q.S.); B.Sc. (Boubestuur);

(ii) hy in Wiskunde en Natuur- en Skeikunde minstens die volgende persentasies behaal het:

(1) In die matrikulasië-eksamen of in 'n ander eksamen wat die Gemeenskaplike Matrikulasieraad vir die doel erken, 50 persent in of Wiskunde of Natuur- en Skeikunde en 40 persent in die ander een; of

(2) in die eksamen vir die Transvaalse Eindsertifikaat van die Middelbare Skool in of na November 1961 afgelê, die Natalse Senior Sertifikaat (Gewone Graad) of die Nasionale Senior Sertifikaat (T-groep), 60 persent in of Wiskunde of Natuur- en Skeikunde en 50 persent in die ander een; of

(3) in die eksamen in (1) hierbo genoem, 50 persent in of Wiskunde of Natuur- en Skeikunde, en in die eksamen in (2) hierbo genoem, 50 persent in die ander een; of

(4) in die eksamen in (1) hierbo genoem, minstens 40 persent in of Wiskunde of Natuur- en Skeikunde, en in die eksamen in (2) hierbo genoem, 60 persent in die ander een: B.Sc. (Ing.); B.Sc. (Landmeetkunde); B.Sc. (S. en S.).

(c) Niemand wat eksamens in die Hoër Graad of in die Standaardgraad afgelê het, mag tot onderstaande kursusse toegelaat word nie, tensy hy in die matrikulasië-eksamen of in 'n ander eksamen wat die Gemeenskaplike Matrikulasieraad vir die doel erken—

(i) 'n slaagsyfer behaal het in minstens twee van die volgende: Geskiedenis, Aardrykskunde, Wiskunde, Bybelkunde, Ekonomie, Biologie of Fisiologie, Natuur- en Skeikunde en 'n derde taal in die Hoër Graad: Met dien verstande dat 'n slaagsyfer in 'n derde taal in die Standaardgraad aanvaar kan word indien dit slegs in die Standaardgraad aangebied word: B.A.; B.A. (Ed.); B.A. (Ed.) (Senior Primêr); B.A. (Ed.) (Junior Primêr); B.A. (Ed.) (Pre-primêr); B.A. (Ed.) (L.O.); B.A. (M.W.); B.Bibl.; B.A. (L.O.); B.A. (Log); B.A. (Drama); B. Admin.; LL.B.; B.L.C.;

(ii) 'n slaagsyfer behaal het in minstens twee van die volgende: Aardrykskunde, Biologie of Fisiologie, Bybelkunde, Ekonomie, Geskiedenis, Kuns, Natuur- en Skeikunde, Wiskunde en 'n derde taal in die Hoër Graad: Met dien verstande dat 'n slaagsyfer in 'n derde taal in die Standaardgraad aanvaar kan word, indien dit slegs in die Standaardgraad aangebied word: B.A. (B.K.); B.A. (Ed.) (Kuns);

(iii) 'n slaagsyfer behaal het in minstens twee van die volgende: Aardrykskunde, Biologie of Fisiologie, Bybelkunde, Ekonomie, Geskiedenis, Musiek, Natuur- en Skeikunde, Wiskunde en 'n derde taal in die Hoër Graad: Met dien verstande dat 'n slaagsyfer in 'n derde taal in die Standaardgraad aanvaar kan word indien dit slegs in die Standaardgraad aangebied word: B.Mus.; B.A. (Ed.) (Musiek).

(iv) 'n slaagsyfer behaal het in Wiskunde in die Hoër Graad of minstens 50 persent daarin in die Standaardgraad, asook 'n slaagsyfer in Natuur- en Skeikunde in die Hoër Graad of minstens 40 persent daarin in die Standaardgraad: B.Arch.; B.L.; B.Sc. (Boukunde); B.Sc. (Q.S.); B.Sc. (Boubestuur);

(v) 'n slaagsyfer behaal het in minstens twee van die volgende: Aardrykskunde, Biologie of Fisiologie, Bybelkunde, Ekonomie, Geskiedenis, Natuur- en Skeikunde, Rekeningkunde, Wiskunde en 'n derde taal in die Hoër

Provided that a pass mark in a third language in the Standard Grade may be accepted if offered in the Standard Grade only: B.Iur.; B.Proc.;

(vi) a pass mark in Mathematics in the Higher Grade or at least 40 per cent therein in the Standard Grade: B.Com.; B.Com. (Ed.);

(vii) in Mathematics and Physical Science—

(1) at least 50 per cent in one in the Higher Grade and at least 40 per cent in the other in the Higher Grade; or

(2) at least 50 per cent in the one in the Higher Grade and at least 50 per cent in the other in the Standard Grade; or

(3) at least 40 per cent in the one in the Higher Grade and at least 60 per cent in the other in the Standard Grade; or

(4) at least 60 per cent in the one in the Standard Grade and at least 50 per cent in the other in the Standard Grade: B.Sc. (Eng.); B.Sc. (Land Surveying); B.Sc. (Town and Regional Planning)."

DEPARTMENT OF POSTS AND TELECOMMUNICATIONS

No. R. 2316

11 November 1977

AMENDMENT OF THE POSTAL REGULATIONS

By virtue of the powers vested in me by Section 119A (1) (f) of the Post Office Act, 1958 (Act 44 of 1958), I, Johannes Petrus van der Spuy, Minister of Posts and Telecommunications, hereby amend the Postal Regulations, published under Government Notice R. 550 of 14 April 1960, as amended, in accordance with the Schedule hereto with effect from 1 January 1978.

J. P. VAN DER SPUY, Minister of Posts and Telecommunications.

SCHEDULE

Insert the following new regulation after Regulation 10:

"FREEPOST SERVICE

10A. (1) The Postmaster General may, subject to such conditions as he may deem necessary and upon payment of the licence fee prescribed in Schedule B to these regulations, issue to any person a licence authorising him to use in his correspondence or advertising material an approved address to which customers may post postal articles without prepayment of postage.

(2) The licensee must make and maintain a deposit with the Postmaster General of an amount sufficient to cover the charges which the Postmaster General estimates will accrue in respect of such articles during such period as he may determine: Provided that the amount shall not be less than one rand.

(3) The letter rate of postage, and the special service fee prescribed in Schedule B to these regulations, shall apply to articles posted in terms of this regulation and shall be payable by the licensee upon delivery of such articles.

(4) Articles posted in terms of the freepost service shall in all other respects be subject to the general postal regulations.

(5) The licence may be revoked by the Postmaster General by notice in writing of such a period as may have been determined by him for the purpose of sub-regulation (2): Provided that if the licensee fails to comply with any of the conditions of the licence, it may be revoked forthwith."

Graad: Met dien verstande dat 'n slaagsyfer in 'n derde taal in die Standaardgraad aanvaar kan word indien dit slegs in die Standaardgraad aangebied word: B.Iur.; B.Proc.;

(vi) 'n slaagsyfer behaal het in Wiskunde in die Hoër Graad of minstens 40 persent daarin in die Standaardgraad: B.Com.; B.Com. (Ed.);

(vii) in Wiskunde en Natuur- en Skeikunde—

(1) minstens 50 persent in die een in die Hoër Graad en minstens 40 persent in die ander een in die Hoër Graad behaal het; of

(2) minstens 50 persent in die een in die Hoër Graad en minstens 50 persent in die ander een in die Standaardgraad behaal het; of

(3) minstens 40 persent in die een in die Hoër Graad en minstens 60 persent in die ander een in die Standaardgraad behaal het; of

(4) minstens 60 persent in die een in die Standaardgraad en minstens 50 persent in die ander een in die Standaardgraad behaal het: B.Sc. (Ing.); B.Sc. (Landmeetkunde); B.Sc. (S. en S.)."

DEPARTEMENT VAN POS- EN TELEKOMMUNIKASIEWESE

No. R. 2316

11 November 1977

WYSIGING VAN DIE POSREGULASIES

Kragtens die bevoegdheid my verleen by artikel 119A (1) (f) van die Poswet, 1958 (Wet 44 van 1958), wysig ek, Johannes Petrus van der Spuy, Minister van Pos- en Telekommunikasiewese, hierby die Posregulasies afgekondig by Goewermentskennisgewing R. 550 van 14 April 1960, soos gewysig, ooreenkomstig die onderstaande Bylae met ingang van 1 Januarie 1978.

J. P. VAN DER SPUY, Minister van Pos- en Telekommunikasiewese.

BYLAE

Voeg die volgende nuwe regulasie in na Regulasie 10:

"VRYPOSDIENS

10A. (1) Die Posmeester-generaal kan, op die voorwaardes wat hy nodig ag en teen betaling van die lisensiegeld voorgeskryf in Bylae B by hierdie regulasies, aan enigiemand 'n lisensie uitreik wat hom magtig om 'n goedgekeurde adres in sy korrespondensie of reklamestof te gebruik waarheen klante posstukke sonder die vooruitbetaling van posgeld aan hom kan pos.

(2) Die lisensiehouer moet 'n bedrag by die Posmeester-generaal deponeer en in stand hou wat voldoende is om die koste te dek wat volgens raming van die Posmeester-generaal gedurende 'n tydperk wat hy vasstel op sulke stukke betaalbaar sal wees: Met dien verstande dat die deposito nie minder as een rand is nie.

(3) Die briefpostarief, en die spesiale diensgeld wat in Bylae B by hierdie regulasies voorgeskryf word, is van toepassing op 'n stuk wat ingevolge hierdie regulasie gepos word en is deur die lisensiehouer betaalbaar by aflewering van so 'n stuk.

(4) Posstukke wat ingevolge die vryposdiens gepos word, is in alle ander opsigte onderworpe aan die algemene posregulasies.

(5) Die Posmeester-generaal kan die lisensie intrek na skriftelike kennisgewing van die tydperk wat hy vir die doel van subregulasie (2) vasgestel het: Met dien verstande dat indien die lisensiehouer in gebreke bly om enigeen van die voorwaardes van die lisensie na te kom, dit onmiddellik ingetrek kan word."

No. R. 2317

11 November 1977

AMENDMENT OF SCHEDULE OF RATES AND SPECIAL SERVICE FEES (POSTAL SERVICE)

By virtue of the powers vested in him by section 2B (1) (e) of the Post Office Act, 1958 (Act 44 of 1958), the Postmaster General announces that the list of special service fees contained in Schedule B to the Postal Regulations published under Government Notice R. 550 of 14 April 1960, as amended, is hereby further amended by the addition of the following new items:

"20. For the issuing of a freepost service licence [vide regulation 10A (1)]: R25 per annum.

21. For a postal item delivered to the licensee in accordance with the provisions of the freepost service [vide regulation 10A (3)]: 1c per item (plus the postage)."

DEPARTMENT OF RAILWAYS AND HARBOURS

No. R. 2311

11 November 1977

The State President has, in terms of section 32 of the Railways and Harbours Service Act, 1960 (Act 22 of 1960), been pleased to approve of the South African Railways Staff Regulations, published in Government Notice R. 1045 of 15 July 1960, as amended, being further amended as follows:

SOUTH AFRICAN RAILWAYS**STAFF REGULATIONS****SCHEDULE OF AMENDMENT**

(Operative from 15 September 1977)

REGULATION 50

Substitute the following for paragraph (5):

(5) The General Manager may grant a bonus not exceeding R1 000 to a servant who submits a suggestion or invention which results in substantial saving, provided that in the case of a senior officer the maximum salary of whose appointment exceeds R13 860, the approval of the Minister is obtained.

PROCLAMATION

by the State President of the Republic of South Africa

No. R. 322, 1977

COMING INTO OPERATION OF CERTAIN PROVISIONS OF THE NATIONAL SUPPLIES PROCUREMENT ACT, 1970

In terms of section 24 of the National Supplies Procurement Act, 1970 (Act 89 of 1970), I hereby declare that the provisions of sections 2 (a) (i), 3, 4 and 7 (2) of the said Act shall come into operation with effect from the date of publication hereof.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Twenty-seventh day of October, One thousand Nine hundred and Seventy-seven.

N. DIEDERICHS, State President.

By Order of the State President-in-Council:

J. C. HEUNIS.

No. R. 2317

11 November 1977

WYSIGING VAN SKEDULE VAN TARIWE EN SPESIALE DIENSGELDE (POSDIENS)

Kragtens die bevoegdheid hom verleen by artikel 2B (1) (e) van die Poswet, 1958 (Wet 44 van 1958), maak die Posmeester-generaal bekend dat die lys van spesiale diensgelde vervat in Bylae B van die Posregulasies afgekondig by Goewermentskennisgewing R. 550 van 14 April 1960, soos gewysig, hierby verder gewysig word deur die volgende nuwe items by te voeg:

"20. Vir die uitreiking van 'n vryposdienslisensie [kyk regulasie 10A (1)]: R25 per jaar.

21. Vir 'n posstuk afgelewer aan die lisensiehouer ooreenkomstig die bepalings van die vryposdiens [kyk regulasie 10A (3)]: 1c per stuk (plus die posgeld)."

DEPARTEMENT VAN SPOORWEE EN HAWENS

No. R. 2311

11 November 1977

Dit het die Staatspresident behaag om kragtens artikel 32 van die Wet op Spoorweg- en Hawediens, 1960 (Wet 22 van 1960), goedkeuring daaraan te verleen dat die Personeelregulasies van die Suid-Afrikaanse Spoorweë, gepubliseer in Goewermentskennisgewing R. 1045 van 15 Julie 1960, soos gewysig, soos volg verder gewysig word:

SUID-AFRIKAANSE SPOORWEE**PERSONEELREGULASIES****WYSIGINGSLYS**

(Van krag van 15 September 1977)

REGULASIE 50

Vervang paragraaf (5) deur die volgende:

(5) Die Hoofbestuurder kan 'n bonus van hoogstens R1 000 toestaan aan 'n dienaar wat 'n voorstel indien of 'n uitvindsel voorlê wat 'n aansienlike besparing meebring, met dien verstande dat die goedkeuring van die Minister verkry moet word in die geval van 'n senior amptenaar wat 'n betrekking met 'n maksimum salaris van meer as R13 860 beklee.

PROKLAMASIE

van die Staatspresident van die Republiek van Suid-Afrika

No. R. 322, 1977

INWERKINGTREDING VAN SEKERE BEPALINGS VAN DIE WET OP DIE VERKRYGING VAN LANDSVOORRADE, 1970

Kragtens artikel 24 van die Wet op die Verkryging van Landsvoorrade, 1970 (Wet 89 van 1970) verklaar ek hierby dat artikels 2 (a) (i), 3, 4 en 7 (2) van gemelde Wet met ingang van die datum van publikasie hiervan in werking tree.

Gegee onder my Hand en die Seël van die Republiek van Suid-Afrika te Pretoria, op hede die Sewe-en-twintigste dag van Oktober Eenduisend Negehoenderd Sewe-ensewentig.

N. DIEDERICHS, Staatspresident.

Op las van die Staatspresident-in-rade:

J. C. HEUNIS.

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CONTENTS

No	Page No	Gazette No.
PROCLAMATIONS		
R. 311. Fertilizers Act (24/1977): Commencement	1	5800
R. 313. Bantu Administration Act (38/1927): Venda: Amendment of regulations	1	5800
R. 314. Bantu Administration Act (38/1927): Amendment of Proclamation R. 252/1977	2	5800
R. 320. Bantu Administration Act (38/1927): Amendment of Proclamation R. 163/1974	2	5800
R. 322. National Supplies Procurement Act (89/1970): Coming into operation of certain sections	36	5800
GOVERNMENT NOTICES		
Agricultural Technical Services, Department of		
<i>Government Notice</i>		
R.2296. Fertilizers Act (36/1947): Regulations: Appeal against decisions of the registrar	2	5800
Bantu Administration and Development, Department of		
<i>Government Notices</i>		
R.2321. Bantu (Urban Areas) Consolidation Act (25/1945): Regulations: Amendment of Government Notice R. 1267/68	3	5800
R.2322. Community Councils Act (125/1977): Seboekeng: Addition	4	5800
R.2347. Establishment of a township council: Sebayang, Lebowa	4	5800
Coloured, Rehoboth and Nama Relations, Department of		
<i>Government Notices</i>		
R.2338. Correction notice	5	5800
R.2339. Coloured Persons Education Act (47/1963): Amendment of regulations	5	5800
Customs and Excise, Department of		
<i>Government Notices</i>		
R.2307. Customs and Excise Act (91/1964): Amendment of Schedule 1/1/519	6	5800
R.2308. Customs and Excise Act (91/1964): Amendment of Schedule 3/528	5	5800
R.2309. Customs and Excise Act (91/1964): Amendment of Rules (DAR 22)	12	5800
R.2310. Customs and Excise Act (91/1964): Amendment of Regulations (MR/30)	13	5800
Health, Department of		
<i>Government Notices</i>		
R.2298. Atmospheric Pollution Prevention Act (45/1965): Thabazimbi	13	5800
R.2299. Atmospheric Pollution Prevention Act (45/1965): Waterval-Boven	13	5800
Labour, Department of		
<i>Government Notices</i>		
R.2304. Industrial Conciliation Act (28/1956): Fruit and Vegetable Canning Industry	13	5800
R.2305. Factories, Machinery and Building Work Act (22/1941): Fruit and Vegetable Canning Industry	29	5800
R.2306. Apprenticeship Act (37/1944): Amendment: Explosives	29	5800
R.2326. Apprenticeship Act (37/1944): Government Apprenticeship Committee: Withdrawal	30	5800
R.2327. Industrial Conciliation Act (28/1956): Electrical Contracting Industry, Cape: Amendment of Group Life and Provident Fund Agreement	30	5800
R.2328. Industrial Conciliation Act (28/1956): Building Industry, Port Elizabeth: Amendment of Medical Aid Fund Agreement	31	5800
R.2329. Industrial Conciliation Act (28/1956): Cinematograph and Theatre Industry: Renewal of Agreement	32	5800
National Education, Department of		
<i>Government Notice</i>		
R.2324. Universities Act (61/1955): Pretoria: Amendment of regulations	33	5800

INHOUD

No.	Bladsy No.	Staatskoerant No.
PROKLAMASIES		
R. 311. Wysigingswet op Misstowwe (24/1977): Inwerkingtreding	1	5800
R. 313. Bantoe-administrasiewet (38/1927): Venda: Wysiging van regulasies	1	5800
R. 314. Bantoe-administrasiewet (38/1927): Wysiging van Proklamasie R. 252/1977	2	5800
R. 320. Bantoe-administrasiewet (38/1927): Wysiging van Proklamasie R. 163/1974	2	5800
R. 322. Wet op Verkryging van Landsvoorrade (89/1970): Inwerkingtreding van sekere artikels	36	5800
GOEWERMENSKENNISGEWINGS		
Arbeid, Departement van		
<i>Goewermenskennisgewings</i>		
R.2304. Wet op Nywerheidsversoening (28/1956): Vrugte- en Groente-inmaaknywerheid	13	5800
R.2305. Wet op Fabriek, Masjinerie en Bouwerk (22/1941): Vrugte- en Groente-inmaaknywerheid	29	5800
R.2306. Wet op Vakleerlinge (37/1944): Wysiging: Springstof	29	5800
R.2326. Wet op Vakleerlinge (37/1944): Staatsvakleerlingskapkomitee: Intrekking	30	5800
R.2327. Wet op Nywerheidsversoening (28/1956): Elektrotegniese Aannemingsnywerheid, Kaap: Wysiging van Groepslewe en Voorsorgfondsooreenkoms	30	5800
R.2328. Wet op Nywerheidsversoening (28/1956): Bounywerheid, Port Elizabeth: Wysiging van Mediese Hulpfondsooreenkoms	31	5800
R.2329. Wet op Nywerheidsversoening (28/1956): Bioskoop- en Skouburgbedryf: Hernuwing van Ooreenkoms	32	5800
Bantoe-administrasie en -ontwikkeling, Departement van		
<i>Goewermenskennisgewings</i>		
R.2321. Bantoes (Stadsgebiede) Konsolidasiewet (25/1945): Regulasies: Wysiging van Goewermenskennisgewing R. 1267/1968	3	5800
R.2322. Wet op Gemeenskapsrade (125/1977): Seboekeng: Toevoeging	4	5800
R.2347. Instelling van 'n dorpsraad: Sebayang, Lebowa	4	5800
Doeane en Aksyns, Departement van		
<i>Goewermenskennisgewings</i>		
R.2307. Doeane- en Aksynswet (91/1964): Wysiging van Bylae 1/1/519	6	5800
R.2308. Doeane- en Aksynswet (91/1964): Wysiging van Bylae 3/528	5	5800
R.2309. Doeane- en Aksynswet (91/1964): Wysiging van Reëls (DAR 22)	12	5800
R.2310. Doeane- en Aksynswet (91/1964): Wysiging van Regulasie (MR/30)	13	5800
Gesondheid, Departement van		
<i>Goewermenskennisgewings</i>		
R.2298. Wet op Voorkoming van Lugbesoedeling (45/1965): Thabazimbi	13	5800
R.2299. Wet op Voorkoming van Lugbesoedeling (45/1965): Waterval-Boven	13	5800
Kleurling-, Rehoboth- en Namabetrekkings, Departement van		
<i>Goewermenskennisgewings</i>		
R.2338. Verbeteringskennisgewing	5	5800
R.2339. Wet op Onderwys vir Kleurlinge (47/1963): Wysiging van regulasies	5	5800
Landbou-tegniese Dienste, Departement van		
<i>Goewermenskennisgewing</i>		
R.2296. Wet of Misstowwe (36/1947): Regulasies: Appèl teen beslissing van registrateur	2	5800
Nasionale Opvoeding, Departement van		
<i>Goewermenskennisgewing</i>		
R.2324. Wet op Universiteite (61/1955): Pretoria: Wysiging van regulasies	33	5800

No.	Page No.	Gazette No.	No.	Bladsy No.	Staats- koerant No.
Posts and Telecommunications, Department of			Pos- en Telekommunikasiewese, Departement van		
<i>Government Notices</i>			<i>Goewermentskennisgewings</i>		
R.2316. Post Office Act (44/1958): Amendment of Postal Regulations	35	5800	R.2316. Poswet (44/1958): Wysiging van die Pos-regulasies	35	5800
R.2317. Post Office Act (44/1958): Amendment: Fees (postal service)	36	5800	R.2317. Poswet (44/1958): Wysiging: Diensgelde (posdiens)	36	5800
Railways and Harbours, Department of			Spoorweë en Hawens, Departement van		
<i>Government Notice</i>			<i>Goewermentskennisgewing</i>		
R.2311. Railways and Harbours Service Act (22/1960): Staff Regulations: Schedule of Amendment	36	5800	R.2311. Wet op Spoorweg- en Hawediens (22/1960): Personeelregulasies: Wysigingslys	36	5800